

VA NETWORK FOR WOMEN IN HIGHER EDUCATION  
***SENIOR LEADERSHIP SEMINAR***

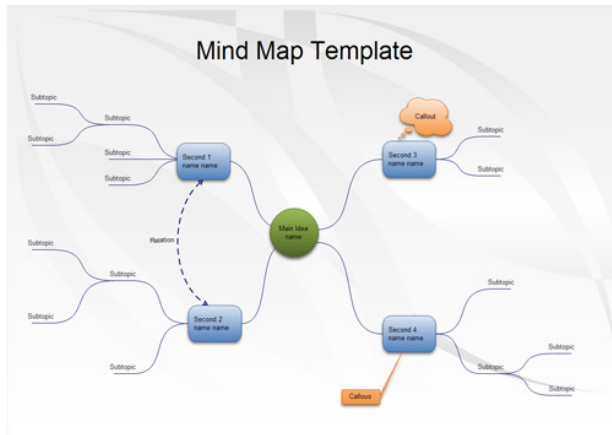
October 2016

PERSONAL LEADERSHIP DEVELOPMENT  
PLAN

This plan belongs to: \_\_\_\_\_

## 1. MIND MAP

Create a mind map of your **personal vision** for your ideal and desired professional future – focus on what is most important to you and who you really are; who could you be at your very best; etc. Be creative, colorful and bold!



## 2. VISUALIZATION ('The what')

Visualize yourself embodying this ideal future – what will you be doing, how will you be different, how will you be feeling, etc? Be as descriptive as possible.

What will you be doing:

How will you be showing up:

How will you be feeling:

What else is important?

### 3. MEAN MAKING ('The why')

What about this vision is most meaningful to you? What value will it bring to your life? What's the attraction? What's your motivation to pursue it?

Meaning:

Value:

Attraction:

Motivation:

4. *GAP ANALYSIS* ('The how and the when')

Where are you today in relation to your vision? When do you anticipate being able to achieve your vision? Sketch a very rough possible path/timeline.



What will it take to achieve your vision?

1.

2.

3.

4.

5. *STRENGTH INVENTORY* – complete after you take an assessment

What strengths can you leverage to help you achieve your vision?

Strength	How to it will be leveraged?

6. *COMMITMENT* ('The action')

What will be your key area of focus? What commitment are you willing to make to move yourself closer to your vision? What goals will you put in place to support your commitment? Identify several actions steps/experiments that you will take to move you in the direction of your commitment.

Key area of focus:

Commitment Statement:

"I am going to \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

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Goals to support your commitment (state in terms of outcomes):

- 1.
- 2.
- 3.
- 4.
- 5.

Actions Steps/Experiments (e.g. experience, relationships, training, etc):

- 1.
- 2.
- 3.
- 4.
- 5.

Reflections after your action steps (out of class) – what worked, what didn't, what did you learn, etc.

1.

2.

3.

4.

5.

New actions/new awareness (Discovery process):



## 7. SELF-PERCEPTIONS

What self-perceptions/attitudes do you have around achieving your vision?  
Which thoughts will support you and which may present obstacles to overcome?

Self-perceptions/ Attitudes	Support You?	Obstacles to Overcome?

## 8. SUPPORT

What support do you currently have in place to help you pursue your vision? What support do you need to put in place to help you achieve your vision? Identify individuals that you currently know and also some you don't know yet, but may be of assistance to you as you pursue your plan (e.g. role models, peers, mentors, people in the field, coaches, etc.)

People you know:

People you don't know yet, but will get to know:

How can you use the Senior Seminar program to support you move in the direction of your vision?

### 9. MEASURING PROGRESS

How will you know you are successful? How will you measure your progress?

Success will be:

Measurements will include:

- 1.
- 2.
- 3.
- 4.
- 5.

### 10. PEER-to-Peer COACHING PLAN

Identify how you plan to focus your peer-to-peer coaching to make progress toward your commitment. Identify how you plan to maintain your momentum and make progress toward your vision once the Seminar is over.

Coaching between Session 1 and 2:

Coaching between Session 2 and 3:

Post Seminar Plan to keep your momentum going in the direction of your vision: