

# LEADERSHIP DEVELOPMENT ACTION PLAN FOR JOAN WILLIAMS

## FOCUS AREA #1: Communications

**Goal:** "Confidently communicate with senior leaders using appropriate content, method of delivery, and style such that the message is listened to, well received, and accepted 80-85% as evidenced by implementation of idea."

| Strategies                                                           | Session Date | Actions to Take                                                                                                           | Resources             | Who's Involved | Timeframe                                | Empowering Beliefs                                                                   | Done <input type="checkbox"/> | Insights/Learning |
|----------------------------------------------------------------------|--------------|---------------------------------------------------------------------------------------------------------------------------|-----------------------|----------------|------------------------------------------|--------------------------------------------------------------------------------------|-------------------------------|-------------------|
| Get regular feedback from CEO                                        | 5/23         | 1. Schedule biweekly meetings                                                                                             | Coach is sending tool | CEO            | Ask on Tuesday the 9th; ongoing meetings | From waste of time to "strategic scheduled"                                          |                               |                   |
|                                                                      | 5/23         | 2. Ask for feedback on style                                                                                              |                       | CEO            | Ongoing                                  | I can develop a comm. style that will help me get what I want!                       |                               |                   |
| Build relationship with CFO to get more \$ for projects              | 5/23         | 1. Have informal conversations a couple times a week                                                                      | Coach is sending tool | CFO            | Start by Friday the 12th; ongoing        | From waste of time to "strategic scheduled"                                          |                               |                   |
|                                                                      | 5/23         | 2. Schedule formal meetings                                                                                               |                       | CFO            | To start within the next month           |                                                                                      |                               |                   |
| Improve comm. style                                                  | 5/23         | 1. Be a better listener; not go in with my personal agenda                                                                |                       |                | Ongoing                                  | I already know how to do this with my staff; just need to adapt for C-level contacts |                               |                   |
|                                                                      | 5/23         | 2. Use more diplomatic language                                                                                           |                       |                | Ongoing                                  |                                                                                      |                               |                   |
| Maintain relationships with staff despite having less time with them | 5/23         | 1. Meet and explain what's in it for them if I spend more time with C-level contacts and less face-to-face time with them |                       | Direct reports | At Friday's staff meeting                |                                                                                      |                               |                   |

# Personal Leadership Development Plan Template

**Ying Liu**



## **Personal Leadership Development Plan Template:**

**Phoenix Leadership for Business** Valentina Gokenbach, 2018-10-31 The world continues to ride a wave of turmoil challenging leaders like never before New laws competitive markets and the need to respond to the demands of corporate boards and stockholders unnerve even the most senior of leaders resulting in progressively shorter tenures of those in leadership positions The modern leader needs to be increasingly resilient and their leadership must be entirely relevant to their organizations and the industry Phoenix Leadership for Business An Executive s Strategy for Relevance and Resilience provides a brand new innovative concept that of the Phoenix Leader with proven strategies and approaches to evolve your leadership approach to one that is flexible powerful and effective This book utilizes the strong metaphor of a Phoenix and identifies all of the necessary techniques that leaders need to improve profitability resource management and organizational success thus improving their relevance to the company This book introduces a new paradigm created by Val Gokenbach for leadership in complex organizations and provides effective strategies that will guide leaders in the business field Val possesses a doctoral degree in Management and organizational leadership and over 40 years of experience as a healthcare executive She is also a leadership consultant professor executive coach and author on leadership topics You as a business leader will learn to reinvent yourself by putting her proven concepts into effect to become a Phoenix in your organization

**Peak Leadership Fitness** Timothy J. Tobin, 2019-02-05 Get leadership fit and see results in yourself and others Leadership and fitness are both journeys of self discovery Both require self awareness passion and commitment Both have the potential to inspire others And for both results come only with effort To achieve great heights you must be willing to take the first step put in the work and overcome the inevitable obstacles In Peak Leadership Fitness Elevating Your Leadership Game leadership coach and fitness expert Timothy J Tobin invites you to share the lessons he s learned at the intersection of physical and leadership fitness With the encouraging style of a trainer coach Tobin shares his four fitness principles You never know what you re capable of until you take that first step You must put in the effort You learn more about yourself when times are tough What you consume matters Tobin describes the foundations for leadership fitness including motivation and mindset and details his steps to becoming leadership fit From taking your pulse to seeking recovery by building endurance Tobin employs fitness metaphors while remaining aware of the critical difference between personal fitness and leadership the stakes are much higher with leadership This book was written for today s and tomorrow s leaders facing today s challenges time constraints overcrowded leadership development landscape and uncertainty about where to start It is grounded in learning and development and leadership research and illustrated with true to life vignettes sample leadership fitness plans templates and tip sheets Tobin points out the opportunities for leadership development that are all around you you just need to know where to look and how to integrate the activities into your regular routine Train smart train often Build good habits Develop yourself and others You ve got this **The Successful Leadership Development Program** Jo-Ann C.

Byrne, Richard T. Rees, 2019-02-26 Praise for The Successful Leadership Development Program Byrne and Rees share their direct experience to provide a highly practical guide for organizations seeking more self managed approaches to learning in leadership development programs It will stimulate and encourage all concerned who ask how they can better align the learning needs of individual leaders with those of their organization J Herman Gilligan principal GC International Consulting Group I have seen the results of the process outlined in this book and have found them to be very powerful and effective This is a must read and a great guide for anyone responsible for leadership development in an organization Marchita Marino senior vice president human resources Wuesthoff Health System Inc Everyone concerned with growing leaders must read this book The mapping out of a set of practices for leadership development is the most results oriented that I have read about in decades Every possible detail is addressed Robert C Preziosi director Leadership Impact Lab Nova Southeastern University This is a unique book essential to any leader or potential leader responsible for bottom line performance An experienced based how to book the reader will learn how to prepare obtain approval and implement a program that will develop leaders and thereby improve and maintain financial performance Allen C Minor financial consultant and adjunct professor department of health administration and human resources University of Scranton *Results-Based Leadership* David Ulrich, Jack Zenger, Norman Smallwood, 1999-04-06 A landmark book Results Based Leadership challenges the conventional wisdom surrounding leadership Authors Ulrich Zenger and Smallwood world renowned experts in human resources and training argue that it is not enough to gauge leaders by personal traits such as character style and values Rather effective leaders know how to connect these leadership attributes with results Results Based Leadership shows executives how to deliver results in four specific areas results for employees for the organization for its customers and for its investors The authors provide action oriented guidelines that readers can follow to develop and hone their own results based leadership skills By shifting our focus to the connection between the attributes and the results of leadership this perceptive new guide fundamentally improves our understanding of effective leadership Results Based Leadership brings a refreshing clarity and directness to the leadership discussion providing a hands on program to help executives succeed with their leadership challenges **The Principal Influence** Pete Hall, Deborah Childs-Bowen, Ann Cunningham-Morris, Phyllis Pajardo, Alisa Simeral, 2016-01-28 Principals navigate the dynamic complexities and subtleties of their schools every day They promote facilitate and lead efforts to achieve both tangible and intangible results throughout the school community They fulfill a role that includes counseling budgeting inspiring teaching learning disciplining evaluating celebrating consoling and a million other critical functions As the principalship has evolved and grown so have the expectations of it With that in mind ASCD developed the Principal Leadership Development Framework PLDF The PLDF establishes a clear and concise definition of leadership and includes clear targets that support the ongoing growth and development of leaders Using the Framework principals will learn to capitalize on their leadership roles Principal as Visionary Principal as Instructional Leader

Principal as Engager Principal as Learner and Collaborator The PLDF also offers 17 criteria of effective practice that allow leaders to focus on behaviors that have the greatest direct effect on the culture and status of learning and teaching Coupled with the PLDF are tools for self reflection that help principals identify and strengthen their reflective habits Whether you want to develop your own capacities or support the development of a group of principals assistant principals or aspiring principals The Principal Influence can help channel your efforts in ways that promote successful teaching and student learning

**Echo's Vision for 2025! : 100 Prompts to Make 2025 Your Best Year Yet!** L. Robinson,2025-01-03 Unlock Your Potential A Journey of Transformation and Empowerment Are you ready to embark on a life changing journey In this comprehensive guide discover the secrets to personal growth professional success and meaningful relationships With each chapter you ll uncover actionable insights and powerful prompts designed to ignite your passion enhance your leadership skills and create a lasting legacy This transformative collection includes ten meticulously crafted chapters covering essential topics such as Personal Growth and Self Reflection Learn how to harness the power of introspection to fuel your personal evolution Career Advancement and Professional Growth Discover strategies to elevate your career and fulfill your professional aspirations Building Stronger Relationships Gain tools to cultivate deeper connections and foster a supportive network Financial Growth and Stability Master money management techniques that will empower you to achieve financial freedom Leadership and Influence Develop the skills to inspire others and lead with confidence Health and Wellness for Mind and Body Prioritize your well being and create a balanced fulfilling life Creativity and Self Expression Unleash your inner artist and explore new avenues for self expression Community Impact and Legacy Make a difference in your community and build a legacy that lasts Entrepreneurship and Building a Successful Business Navigate the path of entrepreneurship with actionable steps for success Personal Legacy and Life Purpose Define your life s purpose and create a plan to leave a meaningful legacy Bonus Chapter Delve into 20 life changing prompts that will challenge you to think deeply and take actionable steps toward your goals This book is not just a read it s a roadmap to personal and professional fulfillment With the assistance of AI tools you can create your own digital assistant to support your journey ensuring that you remain accountable and inspired along the way Start your journey for free today Embrace the transformation that awaits you and unlock the life you ve always dreamed of

*Essentials of Organizational Behavior* Terri A. Scandura,2020-10-31 Winner of the 2022 Textbook Excellence Award from the Textbook new case studies on important issues such as American Airlines anti discrimination protections for LGBTQ workers and the latest research on topics such as grit and inclusive leadership This title is accompanied by a complete teaching and learning package Digital Option Courseware SAGE Vantage is an intuitive digital platform that delivers this text s content and course materials in a learning experience that offers auto graded assignments and interactive multimedia tools all carefully designed to ignite student engagement and drive critical thinking Built with you and your students in mind it offers simple course set up and enables students to better prepare for class

Assignable Video with Assessment Assignable video available with SAGE Vantage is tied to learning objectives and curated exclusively for this text to bring concepts to life Assignable Self Assessments Assignable self assessments available with SAGE Vantage help students understand their own management style and strengths LMS Cartridge Import this title s instructor resources into your school s learning management system LMS and save time Don t use an LMS You can still access all of the same online resources for this title via the password protected Instructor Resource Site **Global**

**Leadership Practices** Bettina Gehrke,Marie-Thérèse Claes,Daniela Pauknerová,Ina Aust,Roger-Matthew Bell Lambert,2024-04-12 This forward thinking book explores global leadership and the complexities inherent in its practice Conceptual knowledge learning tools and reflective exercises stimulate the reader to delve into self development and to recognize how to develop competencies that lead to global collaboration The book also illustrates specific practices that address the challenges of diversity equity and inclusion and provides reflections on the role of global leaders in guiding and advancing sustainability transformation *Culturally Proficient Inclusive Schools* Delores B. Lindsey,Jacqueline S.

Thousand,Cynthia L. Jew,Lori R. Piowski,2017-05-25 Create inclusive educational environments that benefit ALL learners As schools become more diverse with students of differing abilities and needs this self reflective and action oriented guide helps you create and support more inclusive schools and classrooms that intentionally educate all students Using the Five Essential Elements of Cultural Proficiency as a roadmap this book presents Students learning differences as just that differences rather than deficits Strategies that show you how to break through the common barriers to culturally proficient and inclusive schooling Assessments that gauge your awareness and show you how to best serve every student s needs **Contemporary**

**Challenges for Agile Project Management** Naidoo, Vannie,Verma, Rahul,2021-11-05 Given the pace at which projects must be completed in an era of global hypercompetition and turbulence examining the project management profession within the contexts of international trade and globalization is essential to encourage the highest level of efficiency and agility Agile project management provides a flexible approach to managing projects as it allows a team to break large projects down into more manageable tasks that can be tackled in short iterations or sprints thus enabling a team to adapt to change quickly and deliver work fast Contemporary Challenges for Agile Project Management highlights the modern struggles that face businesses and leaders as they work to implement agile project management within their processes and try to gain a competitive edge through cross functional team collaboration Covering many underrepresented topics related to areas such as critical success factors data science and project leadership this book is an essential resource for project leaders managers supervisors business leaders consultants researchers academicians and students and educators of higher education

**Testing Leadership** P. Casse,P.G. Claudel,2015-01-20 This book is a compilation of tests in relation to the practice of leadership These tests have been designed by the authors in the course of their teaching and consulting activities and validated through hundreds of seminars all over the world with a large number of participants offering all kinds of different

profiles and operating in various functions within a great variety of for profit and non profit organizations Readers can use the self assessment exercises for their own sake Self Development for the benefit of their teams Team Building as well as for their organizations Cultural Diagnosis We also encourage Professors and Teachers to include them in their curricula to make the learning more exciting and powerful

**The No. 1 Secret of Thriving Your Leadership Influence** Dr. Amat Taap Manshor, 2020-10-11 High impact speaking and presenting comes with various obstacles and every so often even the most experienced speakers and presenters find them challenging to overcome As essential as communication skills might be many people are still struggling to master it This book provides an in depth look at the typical issues surrounding this most sought after leadership skill It highlights the practice of a method that was developed by the author based on his numerous years of experience in the industry the ABC Method Each principle of the ABC Method Aspiration Behaviour Connection is by itself fundamental to the equation and when combined provides clarity and a clear sense of direction which eventually meets the expectations of the audience The ABC Method is thoroughly explained in this book and the author has included real life examples of concerns and challenges pertaining to communication skills and how to individually address them This along with the author s effective tips and techniques on how you can improve the skill has proven to be useful in shaping successful speakers and presenters

Managing Training and Development Finance Fiona Green, Ken Langdon, 2004-01-16 Effective Training Development is essential if you are to continuously get the best from your people and extend the knowledge shelf life of your company This module explores the vast array of options available to the HR function including on the job learning formal management education coaching and mentoring Cost effectiveness and measurable payback are also dealt with as cornerstones of any training and development activity

**From Striving to Thriving** Cliff Walker, 2021-06-11 Direct to consumer marketing or as we know it network marketing is known to be one of the best business models available and certainly the best model for those looking to start a business with low risk and unlimited upside potential Designed to be a reference for business builders to refer to every single day this is a practical detailed plan of action to help network marketers make money today not in a year not in five years The advice is simple the process is clear and can be used as a consistent guide on how to create a successful business using a specific system It s not autobiographical and isn t based solely on the success of one individual It is a combination of inspirational advice specific guidance a program and pathway to success It is time to dive in and begin creating a business that can deliver on all the potential of network marketing and provide the life that you deserve Cliff Walker is a world renowned leader in Network Marketing having built sales organizations in excess of 100 000 distributors throughout Europe and internationally Prior to engaging in Network Marketing Cliff worked for more than 20 years in the corporate world where he achieved a Senior Executive Management position with a multinational Company His background includes Sales Sales Management Sales Recruitment and Sales Management Training and Development Today Cliff is a renowned coach and mentor widely acclaimed for his no hype and

practical hands on training style which teaches people exactly what they need to do to achieve rapid success in Network Marketing *Leadership for Health Professionals* Ledlow, James H. Stephens, 2017-02-10 *Leadership for Health Professionals* Third Edition is the first textbook of its kind to apply classical knowledge of leadership theory and time honored best practices of industry leaders to a health organization context This comprehensive and well organized text is grounded in real world applications of theoretical concepts and focuses on practical examples of leadership in actual healthcare scenarios

**A Leadership Development Project Design for Financial Stability and Missional Momentum at the Hnw-Sda Church** Dr. Richard M. White CPA, 2019-07-22 This project document explored the Houston Northwest Seventh day Adventist Church's lack of evangelistic strategies and leadership development In addition to a community demographical surveys and a spiritual health assessment evaluation a series of contemporary evangelistic methods and strategies were deemed the best antidote for the problems of the church This study also took into account the church's demographics and their culture of origin religious convictions racial makeup traditional practices and economic conditions In order to develop these methods and strategies this project used the examples set forth by the Old Testament model on revitalized worship the example of King Hezekiah the New Testament model on leadership and the example of Jesus Christ to his disciples This mandate notes that once leaders are led by the Holy Spirit to bring the people of God back to worship they must proclaim the advent of Jesus Christ In addition leaders should as Jesus did teach members how to become steward leaders They should teach members on how to use their spiritual gifts talents and skills to proclaim the good news of Jesus Christ Finally church leaders should develop members into disciples and church leaders themselves *Leadership Excellence*, 2008 *Practical Lessons in Leadership* Art Petty, Rich Petro, 2007-06-28 *Practical Lessons in Leadership* offers career and start up guidance for aspiring or new leaders and pragmatic recommendations for leaders who want to develop strong teams and drive outstanding results *Practical Lessons* is geared for leaders at all stages of the leadership lifecycle new early career or experienced struggling to cope with a hypercompetitive global environment and a rapidly changing inexperienced and highly mobile workforce These visible and predictable macro trends require that the need to identify and develop leadership talent is at the top of every organization's strategy plan Tomorrow's knowledge worker will face pressure to lead teams projects and companies but will lack the experience and guidance for management that the boomers take with them into retirement *Practical Lessons* fills a critical gap in existing leadership content by posing leadership as a conscious choice and then providing the tools and approaches necessary for professionals at all stages of the leadership lifecycle to understand their role establish fundamental practices integrate their actions with the organization's strategy motivate and inspire their teams and drive great results In the opening portion of *Practical Lessons* the aspiring professional gains a clear vision of the role and responsibilities of a leader as well as helpful tools to assess whether this difficult role fits with their interests and skills The remainder and majority of the book arms the new or experienced leader with practical approaches for important topics

including building credibility starting with a new team integrating activities with organizational strategy identifying and developing talent and creating a culture of innovation and operational excellence For the early career professional aspiring leader or experienced manager Practical Lessons offers a wealth of insight and direction for succeeding in this most challenging of professions during a period in time when leadership talent is increasingly viewed as a strategic asset

**Leadership Excellence: Creating a New Dimension of Organizational Success** Peter Hughes, 2018-12-12 If you're stuck in an old leadership paradigm get ready for marginal performance and disappointing results With change quickening every day it's more important than ever to create a positive and enabling culture to thrive In this business guidebook to leadership excellence Peter Hughes explores how to motivate and engage employees fix problems that will have an immediate impact on your bottom line discern the differences between management and leadership and help employees overcome their greatest challenges The author also examines whether leaders are born or whether anyone can become a successful leader ways lean concepts are being applied differently in organizational settings and why smart people so often fail after being promoted to the managerial ranks Take a journey that leads to substantial improvements in performance and create a positive culture where everyone is poised to succeed with this leadership guidebook *The Portable Conference on Change Management* Alexander Hiam, 1997

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