

# Leader Development Plan

**Directions:** Please save this document in a place that will be accessible as you work through your development plan.

Together with the [Sanford Leader](#) model and [Leader Self-Assessment](#), a Leader Development Plan (LDP) is important to your success and growth as a Sanford Leader. The LDP will assist you in developing individualized strategies for growth in your leader skillsets and behaviors and guide you to implement what you learn in your leadership journey.

Prior to completing your LDP, you should take the [Leader Self-Assessment](#). The self-assessment will help to identify your high scoring skillsets and your areas of opportunity skillsets.

To start your LDP, use your leader self-assessment results as a guide to fill in your high-scoring skillsets and areas of opportunity skillsets along with the corresponding principle. In the next sections, you will create a strategy to develop each of your three areas of opportunities that you have identified from your leader self-assessment. Additional information regarding the skillsets and behaviors can be found on the leader pathways. [[Informal Leader Pathway](#)] [[Formal Leader Pathway](#)] [[Senior Leader Pathway](#)] [[Executive Leader Pathway](#)]

As you work through creating your LDP you should also consider how the goals you choose for your Employee Connections can coincide with this plan.



## OPPORTUNITY SKILLSETS

When thinking about creating your goals to address your areas of opportunities consider other avenues to guide you. These can include:

- What opportunity feedback have I received from my leader, my peers, or my direct reports? (including Employee Connections)
- What do my Peakon Employee Experience results suggest as opportunities for me and/or my team?

# Leader Development Plan

Leading through your strengths is a proven method of exceptional leadership. As you think of strategies to develop your areas of opportunity skillsets, think about how you can incorporate your leadership strengths and high scoring skillsets. For example: If you scored high in communication but lower in accountability you can use your strength of influencing others and ability to identify the best mode of delivering a message (communication) to improve in the areas of explaining the importance of goals and priorities and how tasks align with the overall organizational strategy (accountability).

## SMART GOALS

Utilizing the [SMART goal](#) format will allow you to create specific goals, measure your progress towards the goals, and will also hold you accountable to a realistic timeline. These are essential steps for success and professional growth. If you would like ideas and tips on how to create a timeline and measure your success, click [here](#).

## STRATEGIES FOR GROWTH

Learning occurs in a variety of ways. When developing your strategies for growth, consider how to implement different opportunities for learning. Examples may include courses, webinars, special projects, mentoring, networking, community involvement, and articles.

## REFLECTION & ACTION

Your leadership journey is yours to create and own. Implementing new strategies and learnings into your daily leadership and taking time to reflect on the outcome are key to overall growth. Asking for feedback from your leader, peer, or employee is another valuable tool in reflection. If you haven't already, connecting with a talent and leadership development coach can enhance your learning, success, and growth.

*For an example of a completed Leader Development Plan, click [here](#).*

# Leader Development Plan

**Name:**

**Current Role:**

**Department/Supervisor:**

**Date:**

Informal Leader

Formal Leader

Senior Leader

Executive Leader

## High Scoring Skills

## Opportunity Skillsets

1

1

2

2

3

3

### Opportunity Skillset 1

What is my goal for developing in this skillset?

How am I going to measure success and in what timeline?

### Strategies for Growth

**May include:**

- Courses/Webinars
- Special Projects
- On-the-Job Training
- Cohort groups
- Networking
- Mentoring
- Community Involvement

### Reflection on Strategy/Action Taken

What action did I take back to my team based on my learning?

What feedback have I received from those around me about my growth in this skillset?

What are my next steps?

Additional Notes/Reflection with date:

## Opportunity Skillset 2

What is my goal for developing in this skillset?

How am I going to measure success and in what timeline?

### Strategies for Growth

**May include:**

- Courses/Webinars
- Special Projects
- On-the-Job Training
- Cohort groups
- Networking
- Mentoring
- Community Involvement

### Reflection on Strategy/Action Taken

What action did I take back to my team based on my learning?

What feedback have I received from those around me about my growth in this skillset?

What are my next steps?

Additional Notes/Reflection with date:

**[Opportunity Skillset 3]**

What is my goal for developing in this skillset?

How am I going to measure success and in what timeline?

**Strategies for Growth**

**May include:**

- Courses/Webinars
- Special Projects
- On-the-Job Training
- Cohort groups
- Networking
- Mentoring
- Community Involvement

**Reflection on Strategy/Action Taken**

What action did I take back to my team based on my learning?

What feedback have I received from those around me about my growth in this skillset?

What are my next steps?

Additional Notes/Reflection with date:

**Additional Resources:**

Target Completion date:

Reviewed With:

Date Completed: