

Your Development Plan

Share an Inspiring Vision:

Create and communicate an image of the future and get others engaged in its pursuit. Keep the mission out front.

Focus on Results, Process,

Relationships: Build a structure for performance and satisfaction that balances what gets done, the way it happens, and how people treat each other. The structure should support continued work when you are gone.

Seek Maximum Appropriate

Involvement: Leverage the talent & interests of others around you by including them appropriately in the decision making process. Work to increase trust and commitment through engagement.

Model Actions that Aid

Collaboration: Encourage diversity of opinion and honor individual perspectives. Help team members stay focused on the task at hand through modeling.

Design Pathways to Action:

Guide others in planning how to solve problems and realize opportunities. Help people see alternatives when executing a plan.

Bring out the Best in Others:

Coach individuals to do their best. Listen as an ally. Support the expression of others' ideas. Work to overcome obstacles.

Celebrate Accomplishment: Seize the moment to authentically celebrate small successes. Acknowledge individuals and teams for their contributions.

Your Strengths:

Growth Areas:
