

April 2017 – In process... What are your ideas?
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A guiding framework for one's own personal / professional development.

My Personal Leadership Development Plan

How might this help me fulfill my aspirations?



The process outlined here.

- Exploring my personal capabilities. Designing my own personal action plan.
- Bringing together the various threads of this particular seminar/workshop – and any other applicable experiences.
- As necessary, adjusting this draft tool to make it most useful for me.

1. What are my professional aspirations? Who do I want to be professionally? Who do I admire and why? Who and how do I aspire to be and why? How do I want to be described by others?

2. Evaluate where I am today.

- a. How do I summarize / describe my level of knowledge, expertise, and experience in my chosen profession at this time? (*For example: Highly advanced. Advanced. Moderate level and aspiring to more. Basic understanding and highly aspirational.*)
- b. What do I consider to be my top areas of expertise?
- c. What do I consider to be my key gap areas?

3. To what degree – in what ways – am I a lifelong learner?

Readings

- a. What are my major areas (topics) of business reading? How far outside of fundraising and the nonprofit sector do I go?

- b. Approximately how much time do I spend reading each week?

- c. Approximately how many publications (blogs, online and print newsletters) do I read regularly?

- d. Approximately how many (and what kinds of) business books do I read per year?

Training opportunities – both as an audience member and as a presenter/teacher

- a. How often do I participate as an audience member in conferences, training programs, educational activities, recognizing that each of these is different?

- b. How far afield do I venture – beyond my own specific field / profession?

- c. Why do I choose (or avoid) developing my own skills as a presenter, trainer, teacher?

- d. How I learn from attending (being in the audience)? How I learn from presenting.

Mentoring. Coaching. Learning groups. Professional book clubs.

Here's how I've participated in these – or other learning opportunities:

4. Credentials and certificates and things like that: Why have I chosen – or refused – to participate in opportunities like this?

5. How comfortable am I accepting and giving feedback?

6. How adaptive do I think I am? How do I build my own personal / professional adaptive capacity?

Carl Sussman's 2003 NPQ article describes adaptive capacity (for an organization) as external focus, network connectedness, inquisitiveness, and innovation. How does this description apply to me personally and professionally?

7. Here's how I seek out and take opportunities to lead.

8. Here's how I support others as they seek and take leadership opportunities.

9. Conversation is different than discussion. (See systems thinking and learning organization business theories.)

Conversation is about listening and hearing; inquiring rather than advocating; challenging my own assumptions and those of others.

Asking meaningful open-ended questions produces conversation. Conversation produces learning. And learning produces change.

a. To what degree, in what ways, do I personally and professionally seek out and generate meaningful conversations?

b. How do I support strategic and cage-rattling questions that generate conversation and produce learning and change in organizations and people (including myself)?

10. How do I nurture and practice curiosity? How do I keep curiosity alive in my own professional and my personal lives?

11. How I choose to “give back” and what this means to me: The scope and depth of my volunteer work. How I contribute to others in meaningful ways. How I learn and develop myself through volunteerism.

12. How effective am I in creating balance in my personal, professional, and volunteer lives? How effectively do I practice self-care?

12. What’s my level of grit – resilience and appropriate detachment? Check the internet and take a grit survey. (Want to know how gritty you are, see Angela Duckworth’s grit scale: <https://angeladuckworth.com/grit-scale/>)