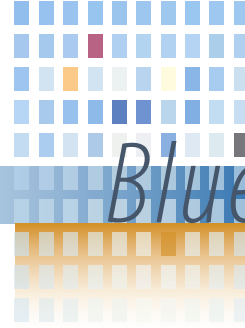




*Leadership Development
Blueprint*



Essential Truths



Introduction

Blueprint: plan or guide: A plan of action or something already done that can be used as a guide to doing something in the future

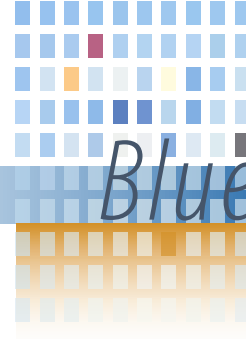
Creating your Blueprint

Research shows that your chances of achieving what is important to you go up 80 percent when you write down what you want to achieve and then check in periodically to monitor your progress. Creating a learning and development blueprint is a way for you to ensure your efforts are focused and purposeful. There are three stages to this process:

1. *Identify what specific Leadership behaviors you want to focus on.*
2. *Align your development needs with your objectives*
3. *Identify how you will create opportunities to learn on the 'job'*

Step 1 is the most important part of the whole process. When considering what behavior you want to change really focus on the drivers that lie beneath your actions. For example - John was struggling with listening skills - his Directs felt he wasn't interested in what they had to say, and others in the business found him dismissive; we could have spent much time helping him restate what he had heard; promoting a greater understanding of why he listens and when he switched off; and identifying his different listening styles. The real problem however wasn't his ability to listen but his lack of composure - he was so focused on looking

good, or always having the right answer that he couldn't attend to what people were saying. The net-net is look for the *root cause* of your behavior - - don't build your blueprint around the symptoms.



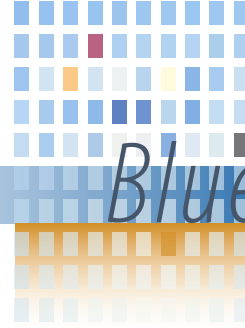
Step 1: Identify

Key leadership behavior you want to work on	Problem to be solved	What will success look like - 10 days from now; 30 days from now; and 60 days by now. <i>Be specific.</i> This is your action plan
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1.

2.

3.



Step 2: Align

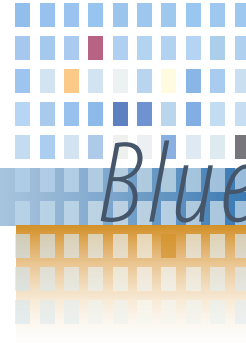
Behaviors for Development (from previous section - column 1)	Your objectives	Linkage: How will your development program help deliver your objectives & visa versa
-----------------------------------------------------------------	-----------------	--------------------------------------------------------------------------------------

1.

2.

3.

4.



Step 3: Opportunity

The final stage in designing your 'Blueprint' is to identify:

- a. *What opportunities you have for development during your day-to-day activities. These may be many and varied: Meetings with your Directs, 1:1's with your manager; presentations; cross-teaming etc. be creative - if opportunities don't exist - Create them!!!*
- b. *The second area of learning in real time is to identify a person or persons who you feel demonstrates the very behavior you are trying to improve who you can shadow or observe in action.*

Opportunities	Behavior
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1.

2.

3.

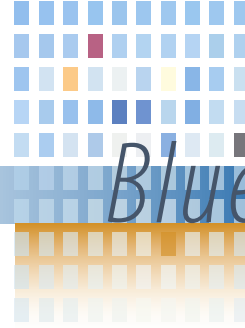
4.

b. Who could you observe, talk to, or network with to help you achieve your goals?

▶ Person:

▶ Person:

▶ Person:



Blueprint

Commitment to Continuous Learning:

1. Are there any training courses you'd like to attend (short term or long term). How will they benefit your development?

- ▶ a. Course
- ▶ b. Benefit

- ▶ c. Course
- ▶ d. Benefit

- ▶ e. Course
- ▶ f. Benefit

2. Are there any experiences you'd like to have which could help you? What might these be? They could be a physical experience – climbing a mountain; an emotional experience – therapy perhaps; or a difficult conversation with a colleague, close friend or partner; or an intellectual experience.

- ▶ Experience
- ▶ Benefit

- ▶ Experience
- ▶ Benefit

- ▶ Experience
- ▶ Benefit

3. Are there any other resources you'd like to have available? For example these might be books or tapes or an internal mentor.

- ▶ Resource 1

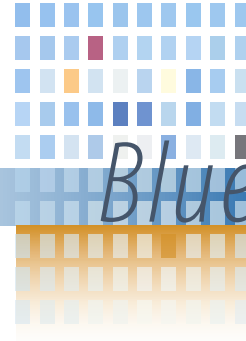
- ▶ Resource 2

- ▶ Resource 3

- ▶ Resource 4



Notes:



Blueprint