



LEADER DEVELOPMENT PLAN • (LDP)

The Leader Development Plan (LDP) is an online tool that guides you through the creation of at least 2 learning goals focused on your leader development. It includes identifying up to 5 resources, 5 obstacles, and 10 SMART action strategies for each goal, all of which will support your achievement of the goal. Your LeADself Feedback report will be a critical resource in establishing your goals given that it will highlight your strengths and areas of improvement and offer developmental feedback that you can incorporate into your plan. Additionally, the *LeAD Leadership Development Guides* provide further suggestions for particular 6PLeadership dimensions you are seeking to improve. Lastly, the *How to Curate your Development as Museum Leader* article is a helpful resource given its relevance to the field in particular.

LDPs are a great way to develop your abilities as a leader by focusing on learning goals supported by specific action strategies. They also aid in finding potential resources for you to use and provide a space for you to plan around obstacles you may encounter. If you have a longer-term goal such as leading a department, multiple departments, your organization, or your profession, this LDP may be a great stepping stone toward leading at a different layer. Overall, LDPs are useful for developing your own and others' leadership capabilities.

Directions:

- 1) Review your LeADself Feedback report and take notes on potential areas or skills you would like to develop based on your results.

Guiding questions:

- What is your overall reaction to your self-assessment? Is it more positive, negative, or neutral?
- What are your areas of strength and areas of development?

- 2) Refer to and consider incorporating your new knowledge from the resource readings including the *Nexus LAB Layers of Leadership Guide*, *How to Curate your Development as a Museum Leader*, and *LeAD Leader Development Guides*.

Guiding questions:

- Which area(s) of your leadership do you excel or are current strengths?
 - According to the *LeAD 6PLeadership Framework*, what are some behaviors that you currently enact? What about the *Nexus LAB Layers of Leadership Framework*?
- Which area(s) of your leadership do have room for growth?
 - According to the *LeAD 6PLeadership Framework*, what are some behaviors that you currently enact? What about the *Nexus LAB Layers of Leadership Framework*?

- 3) When you are ready to begin, click on the following link:

https://cgu.co1.qualtrics.com/jfe/form/SV_2lCmEVu9JY1chMh

- a. A link will also be emailed to you so that you can continue editing and revising your LDP over time.
- 4) Follow the instructions as they walk you through completing the LDP, ensuring that your strategies for each goal are SMART, and identifying obstacles and resources along the way.
 - a. If you have any issues with the online LDP form, contact lead360@cgu.edu
- 5) Refer back to the Self-Study 1 module for additional support and information on how to effectively craft your LDP.
- 6) Once you have created your LDP, share it with your mentor/mentee so that they may be an effective resource along the path towards your goals
 - a. Through future Self-Study modules and Webinars, both mentors and mentees will learn how to support one another through the goal-setting and goal-attaining process – Stay tuned!
- 7) Act on your LDP, reflect on your progress, and refine your LDP as necessary.
 - a. Take action! Now that you have invested all this time in your development, make the changes you envision.
 - b. Regularly reflecting on your progress is a great way to understand what you are doing well and where you may need help.
 - c. Based on your reflections, refine your LDP. Treat your LDP as a living document. By taking the time to Act, Reflect, and Refine, you will know if you “ARR” on the right track.

Helpful Tips:

- Creating your LDP can be a fun and worthwhile experience. Take your time and reflect on who you are and who you want to become (your passion and purpose). You are in charge of your leadership journey, and this is a step in the right direction.
- Invest some time into your LDP. What you put into it is what you will get out of the experience.
- There is no such thing as a “perfect” LDP, so go for it! You’ll have time to refine it later with your mentor or mentee.