

## Jane Doe – Leadership Development Plan



**Overall Goal:** Drive results through strategy, collaboration and development of others

<b>Developmental Opportunity</b>	<b>Attitude/Mindset/Awareness</b> (changes I want to make in my approach)	<b>Visible Behaviors</b> (behaviors clearly evident to others)
1. <b>Build relationships</b> with my peers and learn their businesses	<ul style="list-style-type: none"> <li>• Prioritize my time toward people I don't know in my client areas</li> <li>• Continue to listen first, but speak with purpose – frame and name relevant issues/solutions</li> <li>• Be aware of the fact that this is a relationship culture</li> </ul>	<ul style="list-style-type: none"> <li>• Demonstrate a willingness to learn the business</li> <li>• Get regular 1:1 time with leader of each LOB to build rapport, understand expectations, and measure progress</li> <li>• Be visible in their markets - get to know the people, places, priorities and perspectives</li> </ul>
2. Enhance my <b>executive presence</b>	<ul style="list-style-type: none"> <li>• Elevate my thinking around my role in the organization</li> <li>• Plan for and be disciplined in my preparation</li> <li>• Become more proficient in how the company makes \$</li> <li>• Think of broader strategic connections across the enterprise and develop and leverage relationships to maximize those strategies</li> </ul>	<ul style="list-style-type: none"> <li>• Ask questions and challenge consensus thinking when appropriate; voice my own point of view more frequently</li> <li>• Leverage relationships with other executives appropriately</li> <li>• Demonstrate preparation and a grounded point of view using analysis/metrics/data as a basis for decision making</li> </ul>
3. <b>Influence business strategy</b> – extend my reach beyond my own team	<ul style="list-style-type: none"> <li>• Make business cases more compelling</li> <li>• Proactively look for opportunities to leverage my business capabilities across the larger organization (collaboration)</li> <li>• Tie my business initiatives to the US business goals and objectives</li> </ul>	<ul style="list-style-type: none"> <li>• Speak at partner meetings/ sales forums</li> <li>• Volunteer new ideas on organizational design and business improvements beyond my current scope</li> <li>• Contribute more at meetings and forums</li> <li>• Stay engaged; make eye contact</li> </ul>
4. Live a <b>healthier lifestyle</b>	<ul style="list-style-type: none"> <li>• Value non-working and family time more</li> <li>• Remember why I'm working and who I'm working for...</li> </ul>	<ul style="list-style-type: none"> <li>• Exercise 3x per week</li> <li>• Maintain a healthier diet during travel, business meetings, dinners, etc.</li> <li>• Commit to blocks of family-focused time during weekends</li> </ul>

### Key Behavior Enablers

1. Maintain discipline
2. Respect the time goals I set for myself
3. Read, stop to think and be curious about the world