

# INDIVIDUAL DEVELOPMENT PLAN (IDP)

Developmental goals for the next 12 months

Name: \_\_\_\_\_ Time Period: \_\_\_\_\_ - \_\_\_\_\_

## GOAL 1: \_\_\_\_\_

This goal involves developing the following competencies:\*

Leading Self	Leading the Organization	Leading Outside the Organization
Leading Others	Getting Work Done	

Developmental activities I will pursue:

Resources I will need: \_\_\_\_\_

Target completion date: \_\_\_\_\_ Completed date: \_\_\_\_\_

## GOAL 2: \_\_\_\_\_

This goal involves developing the following competencies:\*

Leading Self	Leading the Organization	Leading Outside the Organization
Leading Others	Getting Work Done	

Developmental activities I will pursue:

Resources I will need: \_\_\_\_\_

Target completion date: \_\_\_\_\_ Completed date: \_\_\_\_\_

### GOAL 3: \_\_\_\_\_

This goal involves developing the following competencies:\*

Leading Self

Leading the Organization

Leading Outside the Organization

Leading Others

Getting Work Done

Developmental activities I will pursue:

Resources I will need: \_\_\_\_\_

Target completion date: \_\_\_\_\_ Completed date: \_\_\_\_\_

### ADDITIONAL INFORMATION

Optional: Use this space to provide any additional details or context you would like to share.

# LEADER COMPETENCY DEFINITIONS

## LEADING SELF

A commitment to personal and professional growth through self-reflection and self-improvement.

### KEY SKILLS

- Emotional intelligence
- Self-awareness
- Initiative
- Dedication
- Open-mindedness
- Decision making
- Adaptability
- Cultural Humility
- Identity
- Integrity

## LEADING THE ORGANIZATION

Guide and set vision with a large-scale team or group of teams while maintaining accountability, transparency, and integrity.

### KEY SKILLS

- Change management
- Problem Solving
- Innovation
- Strategic planning
- Strategic thinking
- Vision Setting
- Fiscal Management
- Trust
- Influence
- Cultural humility
- Allyship
- Advocacy
- Collaboration
- Communication

## LEADING OUTSIDE THE ORGANIZATION

Leaving a good impression and prioritizing accountability while collaborating with partnering teams and leaders outside of your department, committee, agency, or enterprise.

### KEY SKILLS

- Building relationships
- Building coalitions
- Collaboration
- Partnership
- Political savvy
- Influence
- Negotiation
- Communication
- Cultural humility
- Inclusion
- Engagement
- Anti-racism

## LEADING OTHERS

Develop interpersonal skills and influence as you work alongside your leadership partners and guide immediate teams.

### KEY SKILLS

- Talent development
- Transformational leadership
- Servant leadership
- Cultural humility
- Curiosity
- Creativity
- Change management
- Trust
- Advocacy
- Self-awareness
- Inspiration
- Motivation
- Engagement
- Conflict management and resolution
- Building relationships
- Intercultural communication
- Intersectionality
- Problem solving
- Onboarding
- Safety
- Listening
- Empathy

## GETTING WORK DONE

Completing daily tasks and following procedures with a high level of efficiency.

### KEY SKILLS

- Results
- Execution
- Project management
- Organization
- Transparency
- Teamwork
- Collaboration
- Communication
- Cultural humility
- Financial stewardship
- Continuous improvement
- Adaptability
- Agility
- Anti-racism