

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: _____

*Note: Not all goals need to align with a competency. Learn more about competencies on page 2 of this document.

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