Leadership Development Plan – part 1

Leadership, Vision, Mission, Values and Growth

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EM 522

**Comments from part 1**

**Leadership Vision, Mission, Values, and Growth Objectives**

* ~~A listing and detailed explanation of your leadership related vision, mission, values, and near-term (next few years) and long-term (five, ten, twenty years or longer) growth objectives.~~
* ~~The vision is where you will be or plans on being in 5, 10, 20…years from now, on their leadership journey.~~
* ~~The mission will cover what leadership related business the you are in, the market you support and what you will do in the near-term (during course and next few years) to address that market.~~
* ~~The values cover the basis on which you are being governed (what principles govern your leadership behavior).~~
* ~~From these a set of leadership related growth objectives are developed that are supported by the values and support the mission, whereas steps taken in the mission ideally lead to the vision. Please note: The objectives, mission, and vision do not have to (but can) include obtaining formally defined roles as managers or leaders.~~
* ~~This portion of the plan will include a SWOT matrix (Strengths, Weaknesses, Opportunities, Threats) summarizing and distinguishing internal strengths and weaknesses, and external opportunities and threats. Use these to identify trends and potential leadership growth initiatives and development opportunities for your leadership journey.~~

Comments from docBach:

* ~~This assignment directs you to set goals and aspirations based on your personal strengths and weaknesses.~~
* ~~This plan should also involve your intentions and actions for overcoming identified weakness through continuous learning, taking you well into the future.~~
* ~~Do you feel that you have given enough depth and substance in the summary of the SWOT? Is there value in what you have provided? This is really about the insight you offer yourself; remember, this is about your journey.~~
* ~~Try inserting more insight and ideas as well as setting more practical goals for yourself in Part II.~~

Here are four (actionable) suggestions which can elevate your next submission (LDP Part II):

* *Evaluate* more in your reflection
* *Explain* your findings in greater depth
* *Encapsulate* theory and concepts into your plan
* *Emphasize* what you deem is your focus or direction for leadership development

Two additional suggestions:

* Write to deepen your own understanding of the Leadership Framework for *self, others, and organizations.*
* Determine and include what will take you to new levels of management and leadership? Or what is stopping you?

**Part 2**

* **Self - Assessment:** An analysis (a self-analysis) of your leadership and management skills with a focus on assessment of your strengths and weaknesses,
* leadership development opportunities and threats, in relation to the four leadership framework areas
  + Managing self,
  + managing others,
  + managing organizational systems, leadership competencies) and in relation to your overall leadership vision, mission, values, and objectives.
  + **Also include Part 1** (updated as feasible).. for the paper, you will need to back up your analysis of yourself with data, specifically the data obtained by completing the assessments throughout the course. The paper should include the data, i.e., scores, comparative data, and provide an analysis (what it all means) and how the assessment results apply to the you to be useful and will otherwise (if this information is missing) earn lower marks.

While working at Alaska Airlines in the last 2 years, I worked with a guy named Vipul. He was a very smooth communicator when talking through difficult scenarios. He would be able to take a difficult subject such as “why we were one week late on a project” and explain it with such empathy and confidence. He would start out by saying something like “I know you all were expecting the project to be done by last Friday. I understand that this might be shocking for you to know that we will need to have more time to finish to create the high quality that you deserve”. The team would say YES that makes sense and he could change the minds of the team members and managers. He was able to connect with people in a way that I could not. I didn’t know it at the time but I believe Vipul was very strong in emotional intelligence. Emotion intelligence also caught my attention in a recent Ted talk from Matt Beeton [3]. Matt suggested that the X factor for great leaders is not IQ but emotional intelligence. From this story I will build my leadership development plan.

My Vision is that I will be looking to start a new career into management in the near future – 1 or 2 years from now and then later, become a Chik Fil A owner/operator in less than 5 years. Since I will be 60 this year, I am on a fast track to make these changes in my life.

My mission is to become a great leader to be able to inspire and motivate young people to grow into people with values of strong character and integrity. To do this, I am planning to refine in myself the skill of improved emotional intelligence. There are several books written on the subject. One in particular is written by Daniel Goleman. He stated on his web site that “By teaching people to tune in to their emotions with intelligence and to expand their circles of caring, we can transform organizations from the inside out and make a positive difference in our world” [2]. This is very inspiring.

My first growth step would be to select a book about emotional intelligence or find suitable information on a web site. I recently took an online test by the Mind Tools Content Team [1]. The test name is “How Emotionally Intelligent Are You?” My score was 40/75 which meant that my emotional intelligence level was OK but at the lower end. I must increase this score to become a great manager.

The other test I took was the SWOT matrix. Here are my results:

* Strengths:
  + I’m amazed at how fast I can build software once I know the tools and business rules. It’s enjoyable!
  + I am a jack of all trades. I need to become a master of better communication.
  + Attention to detail is great.
  + Good with finances and book keeping.
  + Can communicate technical complexities to business leaders by demoing or explaining it in their language
  + While working at Burger King when I was 16, I was the faster person that could bag fries. I then became a lead in the back room.
  + When working at the Puyallup fair, I enjoyed selling pies and coffee to customers.
  + I was a good basketball coach for 5 years working with girls youth teams.
* Weaknesses:
  + Perception should be improved. I need to sell myself better by pointing out my successes.
  + I need to stay positive even when things look bleak.
  + I need to avoid office gossip.
  + I know too much of older technology which could age me.
  + My language needs to be updated with inclusive language.
* Opportunities:
  + Spend more time preparing for meetings so I can be more involved in discussions
  + Work on my communication to update it with the culture and inclusive language.
  + Improve my score in emotional intelligence.
* Threats:
  + Since I am experienced on using older technology, I need to continue to learn new tech.
  + Update the language I speak, speak more empathetically – have more emotion intelligence.
  + My age is working against me. I need to continue to keep a high level of energy by keeping fit and eating right.

In summary, for me to switch careers into management of people, I have some work to do. I will need to work on emotional intelligence to be able to connect with people better. I also need to show passion in whatever I do in the future. Next, I need to keep the vision of getting into management. With emotional intelligence, passion and a vision, I should be in good shape to take on a new career.

**References**

[1] By the Mind Tools Content Team. *How emotionally intelligent are you?: Boosting your people skills*. Retrieved September 21, 2021, from <https://www.mindtools.com/pages/article/ei-quiz.htm>

[2]Daniel Goleman. (n.d.). *Emotional intelligence, social Intelligence, Ecological Intelligence*. Retrieved September 21, 2021, from <https://www.danielgoleman.info>

[3] Matt Beeton, TEDxOxbridge. (n.d.). *What do all great leaders have in common*. Retrieved September 21, 2021, from <https://www.youtube.com/watch?v=KgmKNKM0i1g&t=149s&ab_channel=TEDxTalks>.

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**Typing my name above serves as my signature**