**What’s the Leadership Development Plan (LDP)?**

**Why work on your LDP?**

What does leadership mean to you? How do you want to lead now and in the future? What are your strengths and weaknesses? The leadership development plan is intended to help you reflect on your learning to answer these and related questions.

It’s an opportunity to consider and reflect on your existing leadership training, knowledge and experience and plan for your future leadership development – to help enhance your research and prepare you for life, wherever it takes you.

**What’s involved?**

Your LDP action plan is located at the end of this document. That’s where your goals and vision for your leadership profile will come together. Before you get down to the endless possibilities of leadership development, there’s a few things you can do.

* **Learn to lead** – Complete the ‘Unleash your leadership’ online course to learn more about leadership, it’s relevance to you and insights into leadership theories and styles.
* **Reflect and analyse** – Complete the LDP learning activities located in this document to help you think about leadership opportunities, your strengths and weaknesses and to reflect on the leadership content covered.
* **Unleash your leadership** ­– Set yourself up for success. Put an action plan in place. What do you want to learn? How are you going to develop your leadership skills further? Who can help? When will you achieve your goals?

Once you have completed your LDP activities and action plan you will need to provide it to your supervisor for review and sign-off. This will be uploaded to Moodle and you’ll receive credits towards your professional development hours.

**Your LDP Activities**

**Be the leader**

| **Topic** | **Reflect** | **Activities** |
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| What is leadership for you?  (5 minutes) | Reflect on the leadership quotes and definitions highlighted in the course.  You might like to research other leadership thoughts and definitions. | 1. Write a definition or quote that best describes what leadership means to you? 2. Share your definition with your family, friends, supervisors or other graduate researchers (i.e. Facebook, Twitter, etc.). Do they have the same ideas on leadership or do they differ from yours? What’s the difference? |
| Think leader. Think you.  (5 minutes) | Reflect on the common leadership misconception/s below:   * I wasn’t born to lead. * I don’t have any opportunities to develop as a leader. * I’m pretty introverted, I don’t see any point in pretending I could be a leader. * Great leaders are in command; they tell everyone what to do. * People don’t see me as a leader. * It’s not important for me to develop skills not directly relevant to my research. | 1. Do any resonate with you? How do you think about your leadership potential? What has influenced this thinking? Do you think you might have misconceptions about your leadership potential that you should challenge?   You might want to make some notes to capture your thoughts – being aware of how you think about leadership and your leadership potential, ‘knowing yourself’, has been shown to help people become effective in leading in a way that works for them. |
| Be ready to lead  (10 minutes) | Reflect on the following questions:   * If you’re studying medicine, how might trends in wearable technologies change people’s expectations of doctors and medical researchers in the future? * If you’re undertaking interdisciplinary research, what might this mean for your priorities and challenges in learning to lead? * If your research is challenging the status quo in your field, what might you need to consider in learning to lead? * Are mega-trends creating new interest or demand for insights from your research? How could you find out? * Are advances in specific topics – such as analytics, or remote sensing – creating jobs or careers relevant to you? How would you know? * What sectors, or specific organisations, might benefit from your skills and knowledge? How might you know? * Could you create something new based on ideas in your research? How will you explore if this is a possibility? | 1. In this era of disruptive innovation, what types of questions – similar to those posed – might be relevant to you? 2. Related to your field, experience and skills, how might global or local forces be creating or recasting opportunities relevant to you? |
| The key to leading  (10 minutes) | Think about the current world stage, or your current PhD experience.  Identify a leader whom you admire.  It can be political, academic, business, industry, community or sports leader. | 1. How do these leaders inspire and enthuse other people? 2. Why do you consider them to be good leaders? 3. Follow the leaders you’ve chosen. Read their articles, follow their speaking engagements and check out their presence on social media. Choose something specific that has inspired you. It may be a speech they made, an article written about them, etc. Share it with others. What was their response? |

**Explore the principles and practices**

| **Topic** | **Reflect** | **Activities** |
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| Making sense of leadership theory  (10 minutes) | In recent times, some have called for an integrative approach to leadership; a synthesis based on our understanding of leadership.  Consider the leadership theories identified in this course. | 1. Which leadership theories might you integrate to get the best results? Why do these theories work well together? 2. Choose the leadership theory that interests you the most and reflects the future leader in you. Make a list of the behaviours and traits you need to develop to use this leadership approach. 3. Share your thoughts with your supervisor and come up with possible ways to develop these skills and behaviours. |
| Build your emotional intelligence  (10 mins) | According to Goleman, emotional intelligence consists of four fundamental capabilities:   * Self-awareness * Self-management * Social awareness * Social skill. | 1. Would it be useful for you to do some follow up reading on emotional intelligence? Are there one or more areas of emotional intelligence that you would benefit from spending time working on? You might like to read Goleman’s book on Emotional Intelligence, or do a self-evaluation. There are various emotional intelligence quizzes you can try on the internet. Or ask others for feedback. 2. Make a list of the ways you might gain more understanding of emotional intelligence and build these capabilities. You might refer to articles on the internet or speak to your supervisor. 3. How might building these capabilities improve your effectiveness as a leader? |

**Create your leadership profile**

| **Topic** | **Reflect** | **Activities** |
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| Develop your style  (10 mins) | One step in learning to lead is developing your knowledge and development of leadership styles.  We’d suggest it’s worth spending a few minutes thinking about these questions. | 1. Which style do you believe you favour? What are the strengths and weaknesses of this style? 2. Which style will help you be a better leader? What are the skills you could develop to improve that particular leadership style? 3. Consider a person you’re working with or collaborating with at the moment. It may be your supervisor, employer or peer? What leadership style do they favour? What leadership approach should you use with this person? |
| Make an immediate impact  (15 mins) | Consider your current PHD research.   * Is there something you would like to change? * Would you like to change aspects of the focus within your research? * Is there someone you need to motivate? * Is there an opportunity to improve a particular relationship?   All these require you to be the leader and use your personal power. | 1. Identify a current situation in your PhD journey that requires, or provides an opportunity for you to be the leader. Who might you be leading? 2. What outcomes might you be seeking? 3. What objections might you receive and from whom? 4. What will you do to influence, inspire and lead the people in this situation? Make a list of specific actions and steps you will take to achieve your desired result |
| Take the leadership challenge  (10 mins) | Think about activities you might undertake that will help you develop your leadership skills. | 1. **Practise the things that you tend to avoid, that make you uncomfortable. Are you nervous about delivering presentations, standing up to the coercive person or collaborating with others? Make a list of** things that make you uncomfortable about leadership. 2. List three ways you practise these skills? 3. Build your network. **What steps could you take to build relationships?** Write down five names of people you would like to build positive and productive relationships with. 4. How will you reach out to these people? Can you take time to meet for coffee? Can you link up with them on social media? What emotional intelligence skills will you use to develop these relationships? |

**Unleash your LDP action plan**

**Plan for the present. Prepare for the future.**

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| **What do I want to learn?** | **How will I go about it?** | **Who can help? What resources will I need?** | **How will I measure my success?** | **What’s my timeframe?** |
| E.g. Build my leadership confidence | Volunteer to run a PhD group | Supervisor | Feedback from my PhD group and supervisor | May |
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