MBA 700: Individual Development Plan
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"Why" Statement

TO lead by example **SO THAT** I can leave a lasting legacy of positivity and inspiration for future generations.

As I reflect on my life experiences, I realize that the values and principles I hold dear are deeply influenced by the examples set by the people around me. In my formative years, I was fortunate to have parents, teachers, and mentors who always led by example and instilled in me the importance of hard work, honesty, and compassion. Growing up, I began to recognize the profound impact that our actions can have on those around us. This realization led me to create my why statement, which is centered around the idea of leaving a positive legacy for my loved ones and community. I believe that by embodying the values I hold dear and leading by example, I can inspire others to do the same and create a ripple effect of positivity that extends far beyond my own life. My hope is that my legacy will be one of kindness, empathy, and inspiration, and that those who remember me will be motivated to live their own lives with purpose and intention.

Self-Assessment Results and SWOT Analysis

Cliftons Strengths Results:
Maximizer | Achiever | Positivity | Strategic | Activator

16Personalities Results:
Consul (ESFJ-A): Very caring, social, community-minded people who are always eager to help.

Self-SWOT Analysis:

INTERNAL FACTORS	
Reflect on the results of the personal assessments (16Personalities, CliftonStrengths) and consider the following questions in each are of the SWOT. Give valid examples that help you provide depth to your response.	
Strengths • What do you do well? • What are you passionate about? • What unique talents do you possess? • What thoughts come to mind when you think of the way others positively perceive you?	**Weaknesses** • What areas could you improve upon? • What do you struggle with or not enjoy? • Where do you need further training or education? • What have managers/peers/family/friends indicated are areas of growth or difficulties for you?
1. **_Improvising_**: One of my core strengths is improvising or maximizing. I believe I am good in picking up something that is moving and getting behind it in a big way. I can mobilize teams, roadmaps, selling plans etc. to follow through the on execution. An example would be - A product that one of our engineering teams builds was struggling for adoption. All that was needed was some flexibility in design and persuading the 1st customer. 2. **_Calm and Positive_**: I can stay relatively calm and composed in almost any situation. There was meeting I was a part of where in 5 teams were trying to own something, I had to be a good listener, let people voice their ideas and opinions. Once all the ideas were on the table, I did the "5 Why's" and with every answer it became more and more clear of who should own the piece in contention. 3. **_Lean mindset_**: As a leader it is important to have a lean mindset. I feel like this is something I do well. Before we invest any time, money of effort, it is important to establish the problem statement. Staying lean gives agility and allows for teams/people to be nimble.	1. **_Crisis Management_**: This is something I do well when I know the people/situation I am dealing with. When I do not know the people involved, it usually takes me time to understand what people's true motivations are? 2. **_Work with difficult people_**: I would love to understand and learn more about dealing with people who have a problem with everything. This is something I do not enjoy doing. In lifetime, invariable, we will have to deal/work with some people who are non-negotiable and any proven tactics of how to work with this type of people would be a big asset. 3. **_Quality_**: I hold myself accountable to very quality of work/deliverables, which makes me dive into deeper level of details. Sometimes I go too deep that necessary, which stresses me out as well as stress my teams.

External Factors	
Opportunities	**Threats**
• What opportunities are currently open in your organization, industry, or field that are appealing to you? • What trends are happening within your organization, industry, or field that you are interested in pursuing? • What opportunities, if any, outside your organization, industry, or field that you are interested in pursuing? • What strengths do you possess that you can turn into opportunities?	• What are the biggest obstacles that could negatively affect your happiness, wellness, or professional success? • What currently poses a threat that is outside of your direct control? • What threats, if any, may affect your organization, industry, or field in the next five years? • What threats do your weaknesses open you up to? (i.e., Time Management, Financial Management, etc.)

1. *Cloud Expansion*: I see a great opportunity in one of the major initiatives that my company has undertaken, this is about expanding technological and architectural footprint into multiple public cloud service providers. I feel confident about positioning myself and my teams well. I feel like my strength of being a "Fast Learner" along with "Lean Mindset" will help me be successful.

2. *Sustainability*: Over the years, I have learnt to appreciate doing things the right and sustainable way. Learning and understanding what "Sustainability" truly means in the context of my domain (Ag-tech) is what motivates me. The "curiousness" in me is what is keeping me going.

3. *Philanthropy*: This is something I am very passionate about. Also, this is the "compassionate" person in me. Help can be offered in way more than one, for a long time I always thought abundance of money is the prerequisite for being a philanthropist – but, over the years I have seen help offered in many ways. Some examples include "Education", I feel like this is something I will be good at since I am a good "Storyteller".

1. *Immigration laws*: I am an immigrant in this country and bound by numerous laws that are very specific to immigrants. Most of them make sense, but some of them need re-calibration. Until the laws becomes favorable, I am at the mercy of the pace at which regulations change. This is a threat because, I feel like there is so much in me that I can give to the community if the laws were supportive.

2. *Economic recession*: Economic downturn affects all in different ways, though the industry I am in (Agricultural Tech.) does not depend directly on "Ad. revenue" or "Consumer Spending patterns" we will invariably feel the ripple effect of the economy. Our generation recently went through a global pandemic affecting long-term plans (3 years approx.) for most of us. An economic recession to follow this is a real threat.

3. *Health / Aging*: I am at the age-group where in health should be in the top 3 priorities. It is the best gift one can give to oneself and their family. I have listed this in the threat section only because there are so many aspects of health that are out of our control – say. Genetics, Hereditary etc. I feel like we can do things to delay but we cannot avert the inevitable.

Based on my Clifton Strengths and 16Personalities assessments, I see myself as a highly motivated and positive individual who is committed to achieving my personal goals while also making a positive impact on the world around me. My strengths in Maximizer, Achiever, Strategic, and Activator reflect my drive to constantly improve and achieve my ambitions, while my strength in Positivity helps me maintain an optimistic outlook on life and stay energized and focused on what's possible. Furthermore, my 16Personalities result as a Consul underscores my caring and community-minded nature, as I am always eager to help and support those around me. Together, these strengths and values form the foundation of my identity and guide my actions as I strive to live a fulfilling life and make a meaningful difference in the world.

Based on my SWOT results, I am most motivated to address what was categorized as my inflexibility. While I do not entirely agree with this assessment, I recognize that there may be traits of my personality that I am yet to discover, and I want to invest time and effort into understanding how this conclusion was drawn. To address this, I plan to set specific tasks and engage in projects and contexts where I have been inflexible in the past. By doing so, I aim to stretch my "flexibility" muscle and explore my breaking point to become more adaptable and open-minded. I also plan to learn from others who are more "flexible". Ultimately, I believe that enhancing my flexibility will not only help me become a more effective problem-solver but also strengthen my interpersonal relationships, communications, and increase my overall sense of fulfillment.

SWOT – Gather Feedback and Reflect

I reached out to Darren C. for his feedback on my SWOT Analysis with specific focus on areas identified as weakness. Darren was the perfect choice due to his breadth and depth of subject matter expertise, his responsiveness, and his compatibility with me. He was also the first to respond among the three members of my personal board of directors that I reached out to. Darren's feedback was thorough and thoughtful, and he provided me with actionable steps to improve my skills in these areas. He also offered me to do a couple of check-in sessions for review.

Based on Darren's feedback, I plan to take several actions to enhance my abilities in these areas. To improve my crisis management skills, I will practice prioritizing tasks and delegating responsibilities during high-pressure situations. To improve my ability to work with difficult people, I will seek out resources such as courses and books on active listening and conflict resolution. For quality, I will focus on setting clear standards and goals for myself and my team and reviewing and adjusting our approach regularly. I am grateful to Darren for his guidance, and I am committed to using his feedback to improve my performance in these critical areas.

Key take-aways / Keywords:
Prioritizing, Delegation, Active Listening, Conflict Resolution, Standards.

Resources:
Audible, The Anatomy of Peace
Audible, I Hear You

Personal and Professional Development Goals

What goals will help you meet your mission/vision?	Why is this important to your Why Statement?	How does this goal correlate to what was identified in your SWOT Analysis?	How will you accomplish this goal and what resources will you need?	When will you accomplish this goal?
Understanding People and Situations better	I thrive to lead by example – Sometimes, in situations where I must deal with difficult/tough personalities, I get the job done using my power of authority. I would like to do this in a harmonious way by understanding people and their perspectives better, thus getting the job done as well as leading by example.	One of the weaknesses that ranked high on my SWOT tests was "Working with difficult people". Though I have worked with difficult people and situations in the past with varied levels of success, I am looking forward to investing in this area to really master it.	I plan to accomplish this by reading more about "People" and about "Situations" and the possible combinations that we typically seen in a crisis. I also plan to read and research more on published articles which gives good coverage on examples. I intend to do a retrospection on all the crisis I was involved in the recent past and apply my learning to see if I would have done anything differently.	I am hoping to educate myself (theory) in the next 3-6 months. I plan to start applying my learning in the next 6-12 months. Re-assess and re-iterate on learning in the next 1-2 years.
Invest in Learning, Innovation	Many times, given the time and budget constraints we face – it is not uncommon to use known templates to solve a problem. While this gets the job done, it does not cultivate innovation and over time it will lead to mediocracy, which is not very inspiring. Learning new ways of doing things, trying, and failing is important for me to inspire myself and others.	"Quality" did feature on my SWOT weakness, in a good way though. Being too pedantic consumes so much time and energy that there is none left to try and do something new or in a new way. Depending on the type of work/projects, I can see opportunities to dial it down a notch.	I typically categories asks/requirements on a MosCoW matrix - "Must have", "Should have", "Could have" and "Won't have". I have realized over the years that there is a thin line that separates "Must have" and "Should have", I will read and understand the mechanics of how to delineate these and try to recoup time to invest towards innovation.	Educated myself in the next 3-6 months and put this in practice in the next 6-12 months. There is also an aspect of approaching this from a customer vantage point, I plan to do this as well in the next 1-2 years.

Invest in Better overall Health – Personal Goal	This in my opinion is the best gift one can give to themselves and their family. Living a healthy lifestyle has only upsides. A well-nourished, well exercised, and well rested body has significantly higher levels of cognitive operability. This is important for me to stay calm, positive, think straight and multitask. This becomes important in a group setting (family or office) since positivity and calmness is contagious and forms the basis of day-to-day culture. This is me trying to lead by example as well as trying to inspire.	I have identified Health and Aging as a threat under external factors. I understand that there are so many aspects of one's health that we do not have control on, but I also understand that there are so many things that are totally in our control. This goal is specific to things that we can control.	SMART goals are the way to go. Setting reasonable SMART goals is important, but it is equally important to categorize this as a long-term sustainable goal. I plan to achieve this by educating myself on Metabolic health, general health, and other aspects of human body. I also plan to enroll/create a small community of like-minded people to keep each other motivated in a fun way. I would also educate myself on learning from people who have embarked on the journey – Do's and Don'ts's.	Start the basis immediately. Continue learning over the next 1-2 years. SMART goals with milestone every 3 months. Live a healthy lifestyle for years to come.

Development Resources and Support

Personal Board of Directors

Criteria Trait of BOD Member	Why is this criteria/trait important to you?	BOD Member matching criteria/trait (Name or Placeholder)	Examples of why or how this BOD member matches this criteria/trait
Different POV (Point of view)	I need to have someone who sees the world differently than I do, this very important because if we look at and analyze the problem similarly, we will likely come up with same hypothesis, which is not what I want.	My spouse	My wife does not think like an Engineer or a Leader when she helps me through self-retrospection. She is the one who keeps reminding me of my "Why" along with questions like "What do you really want to do" v/s "What are you trading-off". Will

			people remember you for good reasons? Etc. Every now and then, it is important to pause, and do a high-level self-reflection to ensure we are on the right course.
Knowledgeable – Technical, Domain, Social	Someone rightly said that "We do not have all the time to learn by doing all the mistakes ourselves, so we have to learn from others/others mistakes as well". For obvious reasons, it is important that BOD's have mastery in their specific Domain.	Darren C.	This person has an industry experience of 25+ years and has seen it all from "check books" and "faxes" to "AI" and "Cloud" and "Internet". He saves me a ton of time when I try to draw a lineage of something (why it happened, where is it coming from, where will it likely end up etc.) This will help me prepare and position well for few likely outcomes.
Supportive – A true well wisher	Someone who believe is my mission for the company as well as personal aspirations. A supportive BOD would not only offer their time and advice, but they will also open their network for access.	Motil J.	This person talks to me for hours to understand my state of mind, it takes me colossal amount of effort to convince/align him with data points, other rational. This not only helps me do my homework well but also, once I have sold my vision to him, he will support me through thick and think.
Honest – Black and White	It saves a lot of time if BOD can comfortably call out good/bad things without sugar-coating it. Once that safe space is created, I'd appreciate honest feedback.	Tim D.	Being nice is great, but in a BOD setting, it is important to have that comradery to share feedback honestly. A scenario: "Hey, you messed up, and here is why" will save a lot of time that can be spent on important topics. As against: "Help me understand this, can you walk me through your thought process etc.". Both are effective, but many-a-times competition does not give luxury of doing things at own pace.
Walk the talk	I have seen lot of "Free advice" shared in different shapes or forms. It is very important to seek advice from someone who has been through the journey or at-least have thought through scenarios. Example of a general advice: Lose weight and you will be healthy. Specific advice: Choice of good health is a lifestyle, when you	Manjunath V.	When I look back at times when I have been a mentor/BOD to someone, the best/effective advice I have given are for scenarios that I have experienced myself. If someone has had personal experience with the context, they can easily guide me – challenge me, educate me of pitfalls, dos and don'ts's, trends / surprises to be aware of etc.

choose this – the first 3 months will be getting used to this, you will not likely see any changes. Etc.		

Development Resources

Resource	How will this help in achieving goals?	Access patterns, likely barriers to access	What do you plan to gain from this resource?
UW MBA Consortium Coursework • Coursework • Document and Artifacts • Feedback from instructors and peers • IDP	This coursework is the foundation on top of which I have re-calibrated my goals. The feedback and learnings from discussions topics as well as instructor feedback for assignments and submissions are in-valuable. Continued networking opportunities with teachers and fellow students will help me stay focused on goals.	Downloaded local copy of the coursework, I also plan to save this in cloud storage so I can access it on mobile devices. I do not anticipate any barriers to access the content.	• Re-enforcement of learnings every now and then • Point of reference in the future • Networking opportunities • A solid baseline to build upon
Amazon Audible – Audiobooks and Podcasts • Lifespan - Why We Age and Why We Don't Have To • The Laws of Human Nature • Super Learning	I have listed 3 books in the first column focusing on the 3 goals I have identified to work on – (1) Better Health (2) Understanding people better (3) Learning and Innovation. These are popular books which cover the fundamentals, and the preface of these books seems to suggest that this will help me progress towards my goals.	Online, Offline – in an asynchronous way. Audiobooks are great as you can listen to them while you work out, drive etc. I do not anticipate any barriers to access the content.	• New perspectives on how experts/popular authors approach these topics. • Gain further knowledge and inspiration. • Develop new skills and or enhance existing ones. • Improve language and communication
Workplace • Community workgroups • Hackathons • Volunteering	Workplace provides great opportunities to learn and apply new skills, the benefits of being in an environment which is "safe-to-fail" is a big bonus. Also, we get to apply learning in a real-life scenario.	This needs to be planned in tandem with my manager, and we will have to put together a development plan. Conflicting priorities could potentially be a barrier here.	• Learning opportunities • Feedback and mentoring • Professional development • Goal alignment

Motivation Reflection

To stay motivated in achieving my goals, I plan to adopt a growth mindset and focus on my strengths while working to improve my weaknesses. I will remind myself of my motivation for achieving my goals - to lead by example and inspire others. This will help me stay focused on the bigger picture and remember why I am working towards my goals. Additionally, I will set specific, measurable, achievable, relevant, and time-bound (SMART) goals and break them down into smaller, achievable steps. Celebrating each milestone along the way will help me stay motivated and build momentum towards achieving my larger goals. To utilize resources, I plan to take full advantage of the coursework and audiobooks related to my goals and engage with colleagues in the workplace to learn from their experiences and seek feedback to improve my performance. I will also explore external resources, such as online courses, mentorship opportunities, and industry events. I believe that regularly learning and developing new skills will not only help me achieve my goals but also make me a well-rounded person.

Lastly, I will engage in regular reflection to evaluate my progress and make any necessary adjustments to my plan. I will ask for feedback from colleagues, supervisors, and mentors, and use that feedback to identify areas for improvement as well as for encouragement and accountability. I will also take time to reflect on what I have accomplished and celebrate my successes, no matter how small they may be. By regularly reflecting on my progress, I can stay on track towards achieving my goals and continuously improve myself.

Forward thinking with the IDP

To personalize my IDP, I would incorporate a contingency plan that would prepare me for any unforeseen challenges that might occur. This would involve identifying potential obstacles and developing strategies to overcome them. Furthermore, I would add pivot points in my IDP to provide flexibility in my goals and plans, as well as stretch goals that encourage personal growth by pushing me beyond my comfort zone. I can utilize the information in my IDP in my professional life by regularly reviewing and updating it to guarantee that I am making progress towards my objectives. I can also use it for self-reflection and evaluation to identify areas for improvement and growth. Additionally, I can use the information during my MBA to apply the skills and knowledge I am learning in the classroom to my goals and plans, and to identify opportunities for networking, internships, and other professional development activities that align with my objectives.

To ensure that I can easily locate and update the information when required, I will store my IDP in an online cloud store that is accessible by mobile. I will also print out sections from my IDP to stick it on a well in my home. The IDP is beneficial to me now since it aids in clarifying my objectives, identifying my strengths and weaknesses, and developing a plan to achieve my goals. In the future, it will continue to be useful as a tool for self-reflection, evaluation, and personal and professional development, reminding me of my progress and accomplishments and motivating me to continue striving for excellence in all aspects of my life.