Overview of a Leader Development Plan

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This document aims to help you understand the process of creating Leader Development Plans (LDPs) in a way that reflects your organization's unique needs and fosters growth from within.

- Organizational Assessment: An organization-wide assessment helps us understand our existing strengths and areas for improvement. It gives us a baseline from which we can measure future progress and lets us align the development of our future leaders with our organization's goals and values. Begin by understanding your organization's current status, mission, goals, and the gaps in achieving them. Use assessment tools like surveys, interviews, or focus groups to gather data about your organization's strengths and weaknesses.

- Evaluating Current Managers: Assessing the skills of current managers provides a benchmark for leadership performance in the organization. It helps identify which skills are critical to our organization's success, and which skills need to be nurtured in our future leaders. Next, assess the skills and performance of your current managers. Consider using a 360-degree feedback system, performance appraisals, or skill assessments. This step will help identify the leadership traits that are effective within your

organization, and which areas need to be improved upon in your future leaders.

- Identification of Potential Leaders: With the information from Steps 1 and 2, identify employees who demonstrate the potential to grow into leadership roles. Consider their performance, skills, attitudes, and alignment with the organization's values.

- Leadership Development Goals: Based on the outcomes of the assessments, establish clear, measurable leadership development goals for each potential leader.

- Implementation: Implement tailored training programs, mentorship, coaching, or job rotation initiatives to help potential leaders achieve their development goals.

- Tracking & Evaluation: Monitor the progress of potential leaders regularly. Evaluate the effectiveness of LDPs and make necessary adjustments for continual improvement.