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| **Name:** | |  | | |
| **1)** | **My Career Goal is:** | |  | |
| **2)** | **Strategic Leadership Focus: What will be different for you after 10 months?**  *(Be specific about how you want to be perceived as a leader within your organization; how will you be “showing up” differently for you to have achieved an outstanding year.)* | | | |
|  | *I will be perceived as a leader who* | | |  |

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| **Step 1:** | **Step 2:** | **Step 3:** | | **Step 4:** |
| **Set Goals:**  *Given your Career Goal and Strategic Leadership Focus, what are 2-3 key goals you need to focus on to move you forward? What actions will you need to take?* | **Leveraging Strengths:**  *What are the strengths you have that will help you? How will you leverage these strengths (as they relate to your goals)****?*** | **Leveraging Others:**  *How will you involve Managers, Peers, Mentors, Others to help you overcome challenges, gain insight, perspective, or expand your knowledge of business issue?* | | **Measurement:**  *How will you know when you  have been successful in  achieving your goals?* |
| **Goals / Actions** | **Strengths to Leverage** | **Ways to leverage my Manager, Peers and Colleagues** | **Ways I will leverage my executive Mentors** | **Key Measures of Success** |
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**Sample Individual Development Plan**

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| **Name:** | |  | | |
| **1)** | **My Career Goal is:** | | **To Be Leading a Country Program within the next 3 years** | |
| **2)** | **Strategic Leadership Focus: What will be different for you after 10 months?** | | | |
|  | *I will be perceived as a leader who* | | | *drives results not just through my own action, but one who influences organizational change across horizontal and regional boundaries.* |

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| **Step 1:** | **Step 2:** | **Step 3:** | | **Step 4:** |
| **Set Goals:**  *Given your Career Goal and Strategic Leadership Focus, what are 2-3 key goals you need to focus on to move you forward? What actions will you need to take?* | **Leveraging Strengths:**  *What are the strengths you have that will help you? How will you leverage these strengths (as they relate to your goals)****?*** | **Leveraging Others:**  *How will you involve Managers, Peers, Mentors, Others to help you overcome challenges, gain insight, perspective, or expand your knowledge of business issue?* | | **Measurement:**  *How will you know when you  have been successful in  achieving your goals?* |
| **Goals / Actions** | **Strengths to Leverage** | **Ways to leverage my Manager, Peers and Colleagues** | **Ways I will leverage my executive Mentors** | **Key Measures of Success** |
| 1. **Improve my visibility with senior management**  * Build a few key influential relationships. * Conduct at least 2 Respected Manager Interviews by the end of May. * Have more comfort & exposure with key executives. * Speak up more in meetings. Share ideas as well as facts. | * Build Networks * Interpersonal Savvy | * Involve peer team; get input and advice to help me better influence others. * Involve my manager as my champion. * Follow up with Respected Manager interviews. | * Work with my Mentor on ideas to increase my visibility. * Look for opportunity to shadow mentor (or regional senior leader) on a key strategic project – OR ask for opportunities to attend a key meeting. | * Join at least 1 task force to represent my team. * Share at least 3 ideas for change with management. * I will be invited to present at a Divisional Meeting in 2020. |
| 1. **Motivate and stretch my team, so that I become known as a Leader**  * Set priorities and hold team accountable. * Identify motivators & preferred management style for team members. * Create IDPs for team members. * Identify opportunities to delegate to each team member. | * Communicates Effectively | * Peer Team – their help in giving input and adhering to process. * HR organization – for help on growth opportunities for team. * My manager – assist in identifying areas for delegation. | * Have Mentor work with me on overcoming my internal obstacles to delegating. (Lack of confidence in others’ abilities, and too controlling). * Ask mentor for best practices on developing team. | * Team motivated and over- achieving on goals. * Team taking on new risks and stretching / growing. * Team delivering more great results. * I am focused less on the details and more on leading the team! |
| 1. **Expanded understanding of my organization’s global vision & strategy, and industry issues**  * Review Strategy site. * Talk with [leaders] about industry & Company Strategy. * Participate in a global project plan. | * Business Insight * Communicates Effectively * Balances Stakeholders | * Solicit ideas from team. * Respected Manager Interviews: add additional questions to ask. * Invite peers in other divisions to meet, to better understand their business * Manager and leaders help in identifying a global project team. | * Work with my Mentor on ideas to increase my strategic insight. * Review my strategic pitch and organizational change ideas with mentors. Ask for feedback and help in ensuring that the ideas are tied to UNDP key strategies. | * Review materials by . * Establish schedule for all meetings with leaders inside and outside of organization. * Global team participation. |