

PERSONAL DEVELOPMENT PLAN - EXERCISE

Part 1 - Your leadership following this learning experience

In his book “The Practice of Adaptive Leadership”, Ronald Heifetz explains that leadership almost always requires a challenging personal adaptation that “involves deciding what is so essential that it must be preserved going forward and what of all that (we) value can be left behind. Those are hard choices because they involve both protecting what is most important to you and bidding *adieu* to something you previously held dear: a relationship, a value, an idea, an image of yourself.”

- Looking back at your learning experience so far, what aspects of your leadership (Knowing, Being, Doing) are you called to preserve?
- What other aspects are you called to develop or build on?

Part 2 - Shaping your leadership for the future

- **Following this learning journey, how do you see yourself 6-months from now?** In what important areas of your life do you specifically wish to grow? (Career, Education, Family, Relationships, Attitude, Hobbies, Physical, Mission,...). Do the same for the long-term, say 5 years from now.
- **What learning experiences can help you grow and develop in the coming period.** Think of activities you can undertake: a challenging assignment, mentoring others, conducting research, engaging in reflection and daily examen,...
- **What resources can support your development?** (Books, articles, e-learning programs, courses, a leadership journal, conferences, meetings,...)
- **What exposure and relationships can help you learn through others?** Think of mentors, role models, coaches, spiritual directors that you can enlist. How can you seek feedback? What support groups and friendships can help you stay on track? How can you involve others in following up with you and celebrating the milestones you achieve on the way?
- **What obstacles do you need to overcome to achieve your goals?**
- **How can you stay connected to this plan?** How can you keep these goals in your mind and revisit them when needed?

ADDITIONAL EXERCISES

There are currently no additional exercises for this section