

## Leadership Development Design Ideas

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### Personal Improvement

Ideas for developing leaders through Personal Improvement such as 360 feedback, mentoring, journal entries, leader interviews, or reading

- Conduct an article exchange
- Hire a personal coach
- Write a personal mission or values statement
- Build trust with confidence-boosting activities and understanding feedback before completing a 360 assessment
- Conduct leadership training before completing a leadership inventory such as the LPI
- Explore personality assessment activities in each of the developmental areas, for example there are 5 areas in the Kouzes and Posner LPI
- Spend 15 minutes a month surveying your group for personal strengths and needs and receiving feedback
- Managers coaching others on the feedback from 360 and deliver the information to others
- Obtain mentors outside leaders' departments
- Leaders can mentor others
- Coordinate reverse mentoring opportunities for newly promoted managers in their weaker areas, or have them spend time with the subject matter experts
- Conduct reverse mentoring between Gen Y and Baby Boomers to teach technology concepts such as LinkedIn, Twitter, or YouTube
- Hold a voluntary problem solving clinic with peers
- Match new leaders with board members
- Obtain a personal coach
- Take a situational leadership class
- Write a personal leadership philosophy
- Write a personal mission statement
- Capture and reflect on personal values and how they are tied to the organization's values
- Maintain a leadership journal
- Teach a course to other employees or at a local university
- Take a speaking skills class complete with video taping
- Assist junior staff to formulate their IDPs
- Read at least two books every month
- Observe a leader and identify what makes that person a good leader
- Complete self-analysis instruments such as the MBTI or communication styles instruments
- Join a professional association
- Write a white paper about a topic important to the organization
- Present at a conference
- Participate in intern recruitment, job fairs, and college visits
- Coordinate "one skip lunches" (go to lunch with your boss's boss)
- Interview the organization's leaders around a specific topic
- Read a Covey or similar book and identify strengths and needs in comparison

- Create Learning Labs (e.g., presentation skills/trial run)
- Sabbatical: assignments (1-6 months) helping learn certain skills through helping non-profits
- Become a recognized expert in your discipline /industry/field/function
- Ask to spend a day shadowing someone you respect
- Create videos of challenging situations
- Provide rewards for researched social media posts
- Attend simulations, immersion whether company pays or not
- Join a board
- Volunteer for the local community theater, start back stage
- Coach a children's team/group
- Become an internal assessor
- Create a peer support group
- Create a personal portfolio to build a community of experts
- Develop a system of self-evaluation with feedback that is real
- Use the self-paced DISC in a Box
- Use the MBTI for a self- and team-based assignment
- Schedule forums throughout the year and have one leader facilitate each time
- Initiate 360 for yourself and other colleagues
- Ask a respected leader to be your coach
- Provide written articles about pressing issues and send out to educate future leaders
- Have individuals interview a leader to learn among other things, "who should I meet or make connections?"
- Expect HIPOs to find their own mentors and use them to learn political landscape, who they should connect with, and to learn the mentor's leadership story
- Have leaders develop their personal portfolio based on a self-evaluation
- Encourage each leader to have a personal development plan that incorporates all five of these categories, e.g., personal development, open enrollment, daily experiences
- Create a location on your company's intranet where employees can exchange book recommendations: book title, author, short synopsis
- Include online training as part of each personal development plan
- Have leaders share with future leaders what they wish they knew in their role when they started
- Organizations will be more successful if they provide a buddy for new hires and define a clear path to and timeline expectations for becoming a leader
- Explore multiple tools since they all address different aspects of leadership such as, 360, Meyers Briggs Type Indicator, DiSC
- Allow people to shadow the person currently in the desired position
- Create a vision board, so that each leader can map out goals and why they want the goals, positions, and so forth
- Create a library of books and audio tapes for self-development
- Identify mentoring outside the organization to encourage innovative thinking
- Conduct a 360 degree on the specific leadership competencies and provide results compared to a corporate and/or global norm
- Use strengths to close skills gaps and eliminate fatal flaws
- Each leader can explore personal core values and use them as a measure for success
- Develop internal coaches for the future

- Ask each leader to start a learning journal
- Engage leaders to conduct training
- Find ways to deliver continuous feedback (360, conducting feedback sessions)
- Make leadership-related reading assignments
- Seek out volunteer opportunities
- Establish a half day of assessment centers (simulations, role plays, case studies, projects)
- Encourage committee participation
- Support memberships and professional associations, e.g., Toastmasters, ASTD, SHRM
- Involve leaders in developing new corporate response letters on a blog or snail mail
- Offer mentors to new employees
- Award a leader of the month to display leadership by example
- Encourage intranet "meet ups"