**Professional Development Plan**

Leadership as a vocation requires a commitment to professional excellence and integrity, which can be achieved through establishing habits of self-reflection, life-long learning, and professional development. The purpose of this assignment is for you to reflect on where you currently are in your leadership capabilities; define where you want to go; and specify goals, plans, and a timeframe for achieving your professional objectives. Your professional development plan will be composed of three parts: Vision, Goals/Objectives, and Plans.

**Vision:**

The ability to create, communicate, and compel vision is critical to inspiring and effective leadership. While ultimately many leaders are responsible for developing visions to guide complex organizations, effective leadership begins on a much more personal levela vision of yourself as a leader. Who are you and who do you want to become in your field or sphere of influence? Once you are clear about that, you can then confidently establish how you will help others and your organization achieve their visions.

Your leadership vision is based on a number of factors including your attitude, values, personal beliefs, guiding principles, and how you behave. It may also be influenced by theoretical, philosophical, or religious frameworks and the leadership traits, values, and behaviors of others. A leadership vision is also dynamic. No great leader ever "arrived." Those who have adopted leadership as their vocation can spend a lifetime in self-reflection in order to continue to learn and more effectively motivate and inspire others.

Spend some time reflecting below on where you currently are in your leadership capabilities, what you have learned about leadership in the course, and how you want to develop and improve as you continue your leadership studies and move forward in your field. Review the document Essential Leadership Competencies for an overview of the scope of effective leadership capabilities.

***Reflection:***

|  |
| --- |
| Leadership is characterized as an integral part to ensure the successful prospect of organization management. The role of leadership is crucial because it provides direction to achieve necessary tasks appropriately. It is worthy to articulate that the facet of leadership can only better achieve through the consideration of essential and aligned professional features (Yukl, 2013). The domain of leadership recognized as a vocation that only reflects in the forms of proper commitment to professional excellence and integrity. Effective establishment of self-reflection, life-long learning, and professional development are identified as the prerequisite factors to ensure the significant approach of leadership. A timely exploration of leadership capabilities is necessary to evaluate existing leadership perspective and what needs to be done in the coming years. This form of assessment also assists in finding the specific tools and skills that can be valuable to achieve potential leadership goals and objectives in the short run and long run.  A professional development plan is important as it enhances the chances to become an influential and successful leader in the future. The idea of a professional development plan provides path that leads to the attainment of the necessary leadership competencies and skills. A professional development plan consists of different essential features that ensure the feasible domain of the plan (Croft, Coggshall, Dolan, & Powers, 2010). These crucial factors recognized as the consideration of vision, goals/objectives and plan to accurately execute all the professional activities in a suitable time frame. The component of vision refers as the substantial aspect which defines the broad leadership strategy for the leader. It represents a leader’s approach with the objective of proper alignment with the professional and organizational goals. Various personal deliberations such as attitude, values, guiding principles, philosophies play critical role to determine leadership vision that provides a roadmap about the leadership role in future. The practice of self-reflection ultimately helps leaders to develop particular features that can be helpful to achieve leadership targets.  |

***Vision:***

Then, in 300-500 words, briefly articulate your vision for yourself as a leader 3-5 years from now. Where do you want to be? What kind of leader do you want to become?

|  |
| --- |
| Proper and timely construction of vision is the ultimate approach of success for me as the leader. It is important for me to develop vision that completely aligns with my leadership approach and the completion of the leadership tasks for the organization. Comprehensive expression as the vision makes it easy for me to picture myself as the leader for the next three to five years. It provides me better understanding that what I want to be as a leader and what skills can be helpful for me to achieve my professional tasks. As a leader, my major vision for the future years is to provide conducive working environment to all the employees. It is my focus to develop the organizational setting that provides an opportunity for every individual to achieve their career goals by transforming their competencies most suitably (Griffin, Parker, & Mason, 2010). I want to be leader who is inspiring and motivating for others. Motivation and collaboration are the two major elements of success that are compulsory to develop a better paradigm of leadership.  Referring to my leadership competencies and skills, I want to be the inspirational leader that must have something like the example for the subordinate to follow. As an effective and influential leader, it is important for me to become the role model for the workers concerning the aspects of honesty, integrity, proper working attitude, professionalism, and work ethic. Adoption of the desired level of the flexible working environment is my vision of leadership to motivate workers towards the completion of the organizational goals and standards (Battilana, Gilmartin, Sengul, Pache, & Alexander, 2010). Transformation of my leadership qualities to the others through the approaches of proper coaching and guidance is one my ultimate leadership vision for the next three to five years from now. My leadership vision for the future is to strive myself towards the attainment of the better forms and skills to become great professional leader. Goals/Objectives Development of the leadership vision further helps to determine certain goals and objectives completely align with the major leadership competencies defined as essential leadership competencies. Following are the desired leadership goals and objectives referring to the idea of four major leadership competencies. Goals/Objectives for Self-LeadershipEmotional Intelligence: Self-leadership play a vital role in delivering the most suitable and required approach of leadership to meet work standards. Achieving the objective of effective form of emotional intelligence is necessary. Realization of emotional skills and transmit them at the time of need ultimately ensures the better idea of self-leadership (Côté, Lopes, Salovey, & Miners, 2010). Utilization of the emotional intelligence attributes make it easy for the leader to deliver leadership skills and competencies effectively and efficiently Change Management: Proactive response to the change is also one necessary form of consideration or objective to achieve the desired form of self-leadership. It guides the leaders to develop skills that help them to align their leading paradigm with the changing needs.  |

**Goals/Objectives:**

After you have stated your vision, create five to eight leadership goals/objectives you will strive to meet in the next 3-5 years. Try to formulate at least one goal/objective related to the four major leadership competencies included in "Essential Leadership Competencies": self-leadership, leading others, leading an organization, and leadership as a vocation. Include a brief justification for each goal/objective to explain how it will help you achieve the qualities of professional excellence and integrity required of excellent leaders.

|  |
| --- |
| Goals/Objectives for Leading OthersTake responsibility: It is essential for the leader to take the responsibility and adopt measures which enhance the performance of all the workers. It is one major goal or task of the leader to motivate others by setting an influential example for them. Proper goal setting should be one major objective of the leader when it comes to the phenomenon of leading others. Transfer of the requires task is only possible through the implication of the idea of effective communication between the leader and the followers. Proactive Response to Organizational Change: It is momentous for the leader to consider the importance of different innovative and technological advancements (Choi & Ruona, 2011). Realization of the innovative idea determine the better opportunities for success for the organization. Goals/Objectives for Leadership as a VocationDevelopment of Sense of Service: Considering the idea of leadership as the feature of service is one major goal linked with the overall model of the leadership as a vacation. It is essential for the leader to adopt the strategies that better help to promote the idea of leadership and provide assistance to others as much as possible.  |

**Plan:**

Specify activities you will engage in to achieve your goals/objectives. You may find it helpful to research professional development activities in your field or organization to determine what resources are available to you. Be specific about projects you will engage in either as student or as a professional and identify people in your life who can help you achieve your goals. Be sure to include a timeline of events.

Finally, include a method for evaluating your professional development plan at regular intervals. What milestones will you include in your plan to help ensure its success? How will you use methods of self-reflection to assess your progress as you move towards your goals?

Plan

 Establishment of the proper development plan is indispensable to maintain the proper balance between goals set as a leader and professional development activities. The criteria of the plan provide better exploration about the importance of the activities ultimately helps to meet goals of leadership. Planning is the initial activity to attain the better prospect of the potential goals and objectives of leadership. Communication is another significant activity that helps the leader to understand that what is actual requirements of performance and the selection of the processes to achieve necessary goals. It is vital for the leader to set a comprehensive timeline referring to the idea of required goals and objectives.

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| Time Frame | Self-Leadership | Leading Others | Leading an organization | Leadership as Vocation |
| Next 12 months | The focus on emotion intelligence | Development of communication skills | Alignment of personal and organizational goals | The sense of service and collaboration |
| Next three years | Play role as mentor | Coach and guide others | Proper planning and decision-making | Management of power and authority effectively |

Evaluation of Professional Development Plan

 Follow up of the professional development plan and all the activities is important to achieve better outcomes from the perspective of the leadership plan. It is viable for the leader to attain feedback from the other stakeholders to evaluate whether the desired outcomes are achieving or not.

References

Battilana, J., Gilmartin, M., Sengul, M., Pache, A.-C., & Alexander, J. A. (2010). Leadership competencies for implementing planned organizational change. *The Leadership Quarterly*, *21*(3), 422–438.

Choi, M., & Ruona, W. E. (2011). Individual readiness for organizational change and its implications for human resource and organization development. *Human Resource Development Review*, *10*(1), 46–73.

Côté, S., Lopes, P. N., Salovey, P., & Miners, C. T. (2010). Emotional intelligence and leadership emergence in small groups. *The Leadership Quarterly*, *21*(3), 496–508.

Croft, A., Coggshall, J. G., Dolan, M., & Powers, E. (2010). Job-Embedded Professional Development: What It Is, Who Is Responsible, and How to Get It Done Well. Issue Brief. *National Comprehensive Center for Teacher Quality*.

Griffin, M. A., Parker, S. K., & Mason, C. M. (2010). Leader vision and the development of adaptive and proactive performance: A longitudinal study. *Journal of Applied Psychology*, *95*(1), 174.

Yukl, G. A. (2013). *Leadership in organizations*. Pearson Education India.