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# **Executive Summary**

Taking into account the feedback that was received from the assigned partner as well as the trusted sources, this report will evaluate leadership style. This evaluation will deal with different potentials and effectiveness of chosen leadership style which will be used for self-development as a leader. Taking into account the necessity of development of leadership and organizational skills that can help me achieve my goals in the long run, this leadership development plan is based on GROW model because the objectives and features of GROW model can help me address my skills and abilities as recorded as per psychometric results. This model will not only prove effective for me in achieving my goals but it will act as a guideline to become a prominent and effective leader in future as well because none of the businesses in the world can achieve the heights of success without strong and adequate leadership.

# **Introduction**

Leadership is defined as the essence of developing habits and attributes that can bring positive opportunities or the courage to face the challenges of life with more courage and passion. It would not be wrong to say that leadership is termed as an attribute that is both, a product of experience as well as a gifted attribute that refers to nexus of skills that can help to attain distinction in life, addressing both professional and personal life. It is a common observation that leadership is something that can be attained after a specific age. Research asserts that the majority of the CEOs of the famous companies are having the age between 50 and 59(Peláez, et al. 2019). Moreover, entrepreneur leaders are found to be considerably younger, where half of them are younger than 35 (Peláez, et al. 2019). These assertions associate leadership with age, but in terms of current facts and figures, researchers think that there is no connection between age and leadership because leadership is both natural and learned. This leadership plan is related to my development as a leader, would be of five years. This period is chosen because leadership is both abstraction as well as the management and regulation of different traits and objectives that can be used to achieve the required goals (Peláez, et al. 2019). It is obvious that there is always a need for improvement and a long-term leadership plan offers more avenues of improvement that can help to promote certain skills and abilities that are necessary to achieve the required goals. Taking into account that leadership of current leaders, it is asserted that leadership is a byproduct of aspiration and inspiration which is the reason that most of the leaders and successful personalities are beyond forty years of age (Peláez, et al. 2019). Moreover, it is asserted that within five years, there would be much analysis and regulation of abilities, traits, experiences and competencies that can make a leader good and effective. Taking into account the role of age, it is evident that there are few abilities and skills that can only be learned over the course of time (Peláez, et al. 2019). The adequate synchronization of age and improvement plan can play a central role in achieving the desired goals. It is asserted that I am going to choose five-year leadership plan because within five years, I will be reaching the prime time of my age and it is the best time in which there is a great reinforcement of systematic potentials. Moreover, it would be a time period in which I would be able to incorporate my goals and future objective on some practical basis.

# **Discussion**

In order to develop my leadership plan, I will be using Whitman GROW Model. The GROW model was proposed by Sir John Whitman where it is the part of the book, "Coaching of Performance”. This coaching model is an exegetical analysis of skills and attributes that can cast a direct impact on my both interpersonal and intrapersonal skills the underlying philosophy of this model is to engage people and inspire them to perform well by embedding a structural framework to meetings and different conversations. It is one of the best models that is used for goal settings and problem-solving taking into account its validity in improving performance. GROW model is one of the most common frameworks of coaching that is used to impart leadership attributes and act as a coaching guide for the people in the organizational framework who are willing to become leaders. GROW itself stands for an acronym, Goal, Current Reality, Option and the Will or Way. This model is one of the most effective comprehensive approaches that can help an individual to get in touch with the most trendy and effective approach towards work. In a simplified form, this model provides a tested and tried framework for the improvement of performance and development of people. The principles of this model are so strong that it is one of the most simple and effective means of transformation.

## **GROW Model and Leadership**

GROW Model is one of the most widely utilized platforms of goal setting and problem-solving not only in United Kingdom but the world. It is one of the simple and methodical and powerful frameworks that comprises of four main stages of a mentoring session (Malinga, et al. 2019). It would not be wrong to say that the acronym is itself a clear description of adequate leadership attributes, taking into account that leadership revolves around goal, reality of the situation and the current condition of an individual who is going to practice leadership (Malinga, et al. 2019). The ratio of opportunities is also important because a leader always needs an opportunity that could help him get an in-depth insight into future and prepare strategies according to it. It is more like the stance or the urge towards reaching a particular goal that plays a significant role in directing individual towards goals. In accordance with the GROW Model following is the detailed analysis of leadership attributes and the approaches that are required of me to become an effective leader (Malinga, et al. 2019).

## **Goal**

Goal is the first stage of the GROW Model that is termed as “priority”. It is more like a baseline that can help me polish my abilities according to my aim. The goal will formulate or design my both short term and long-term objectives taking into account that skills and attributes that I need to work upon (Malinga, et al. 2019). It would not be wrong to say that there are certain aspects directed by Whitman that are necessary to be considered while planning my goals. These goals would adhere to the framework of SMART goals, taking into account that my goals should be specific in nature (Malinga, et al. 2019). I have to be straight forward and positive in terms of my goal achievement because if my goals would not be specific I would not be able to achieve them. Secondly, my goals have to be measurable, taking into account that a measurable goal is the only goal that is achievable. If goals would not be measurable I would not be able to measure the competencies required for the completion of my goals. Goals need to be attainable taking into account that attainable goal is the only goal that can cast a positive impact on the leader and help me progress because searching for unattainable goal usually ends up in stress and devastation. goals need to be realistic because if I would opt for some unrealistic goal I may end up in failure. my goal would be realistic if they would be in accordance with my future and the initiatives that I am taking to achieve them. Goals need to be timely, taking into account that if goals would not be time oriented then they might end up in failure or distress because the timely goal is the only productive goal. In a nutshell, if my goals would be “appropriate”, I would be able to achieve them in the given and desired timeframe adhering to both external and internal conditions. In a simplified form, there are some major points to address while setting my goals, such as,

* What is actually want?
* What is the underlying approach to my goals?
* What is the potential of my goals, in accordance with the situation and surrounding?
* Are my goals different or they are in follow up to the set organizational objectives?

## **Goals and leadership**

Taking into account the context of goals and the information that forms the subject matter of goals, this model would help me to analyse my current capabilities and how I can use them to achieve my goals, provided these goals would be dependent on my current achievements as well as the abilities that I have and they are equally supportive in making me achieve my goal. So, adhering to my abilities of communication skills, giving empathy and giving feedback I would be setting my goals. Taking into consideration my evaluation and encouragement as a leader, I would be able to able to help others set their goals because there are a lot of people who suffer in their life because of the incorrect choices and the gaps in a clear understanding of goals. Under the impact of GROW model, I would be able to help others in setting their goals by observing their skills capabilities and the attributes that are extraordinary to attain long term benefits and achieve long term goals.

## **Reality**

The second step in GROW model is reality, taking into account that it is not only a second stage of the process, in fact, it is the platform that directs and redirects the sincerity and accuracy of my plan by using different methods and techniques (Northrup & G. H, 2019). It is asserted that goals need to be in synchronization with the reality of the situation and relative features (Northrup & G. H, 2019). I would be looking into my situation from time to time and analyse the productivity and potential of the situation to affect my goals. Reality will also guide me to stay adhered to a positive side rather than the problems and negative side. Moreover, the reality is also connected with the assumptions that will empower me while planning for my future steps. It is an analysis of the magnitude and underlying context of the situation by considering available resources, platforms and steps that could empower my skills and abilities. A simple explanation of reality will direct me to analyze the following

* What is happening at the present hour?
* What are the major gaps between me and the ideal situation?
* What is my attitude towards the current situation and what impact can it cast in me and my life?
* What are the major barriers in the passage of the achievement of my goals?

## **Reality and Leadership**

In accordance with the comprehensive explanation of the reality of the situation, I would be using this model as a guideline to help me analyze my current situations that I would be having during that time and analyse the flexibility and severity of situation as well as the significance of the situation in directing me to my goals. Moreover, under the stance of leadership and as a growing leader I would be able to use my skills in helping others to use their skills. In accordance with the current research, it is found that there are a lot of people who get distressed by the reality of the situation. On the same platform, there are numerous legends and most motivated leaders who have taken the biggest and wonderful steps of their lives in the most critical and hard situation. Jack Ma and Walt Disney are the most extraordinary example of this fact because they opted for the most powerful and long term paying aims when they were not having anything in fact they used their skills to overcome the pressure of the situation.

## **Opportunity**

It is the third step or more like the third stage that will help me to get in touch with the set goals and get a flashback to the past (Northrup & G. H, 2019). It is the platform that is ensured and provided by the evaluation of goals and current reality because opportunities are the product of realization. In a simplified form, after I will be clear about my goals and I would have understood my current situation in terms of obstacles and gaps, I would be able to discard "pseudo obstacle" that will help me realize opportunities by overcoming prevalent issues that are causing hurdles in my passage of success. In order to make effective use of opportunities, I would analyze all opportunities in terms of strength and the benefit it can cast. After analysis of opportunities, I will be grading these opportunities in terms of their productivity and effectiveness. The choice of these opportunities would be made by analyzing the following aspects

* What are the major ideas I have?
* What are the actions that would help me in the long run?
* What are the resources that are already available to reach the goals and what is the magnitude of resources that are required for the achievement of my future goals?
* What kind of information I have and what is the more information that is required to achieve the set goals?

## **Opportunities and Leadership**

Adhering to this explanation of opportunities, I would be using available opportunities in synchronization with my abilities to make use of skills to achieve my goal, taking into account that it would be a practical step in the achievement of my goals. Moreover, I will not only be adhering to the visible opportunities but also on possible opportunities because business and management are redirected by different resources and emerging trends with increased interference of technology. However, under the impact of GROW model, I would be able to let others make effective use of opportunities by doing an exegetical analysis of the situations that can cast both direct and indirect impact on the use of opportunities. According to psychology, it is revealed that the success of a lot of businessmen reveal that they have never found a straight opportunity, in fact, their life is the product of "Need of hour" that is fulfilled by the capacity to do it just to fill the “Need of Hour”. In accordance with this aspect, the analysis of opportunities can be flourished and polished by guidance in terms of facts and figures because a great leader is the one who knows how to make an individual the product of circumstances by adhering to some positive facts and figures and an appealing approach to self-confidence. Moreover, it would not be wrong to say that opportunities are created by the incorporation of a positive approach towards available resources.

## **Will or Way Forward**

It is termed as the final stage of leadership development taking into account the significance of actions under this step. It is the final and practical approach towards the achievement of goals taking into account that a plan can be drawn that could incorporate specific guidelines and timings so that goals can be made achievable (Northrup & G. H, 2019). Moreover, this stage also helps to encounter the obstacles in the passage of achieving goals by certain identified and subsequent solutions (Baker & T, 2019). It would not be wrong to say that this step is more like an outline of the overall goal achievement plan that could facilitate strategies of application. In this step, I would be checking about the overall framework of goals along with an investigation of the strategies that could help to achieve this goal and what are the situational ideologies that are to formulated in order to achieve the set goals. In this step, the following are the aspects to be considered

The procedure of getting the goals?

Sun-things to address and formation of strategies with respect to those features?

Likelihood of success of the plan?

Identification of obstacles in the fulfilment of goals?

Scaling of the outline of goals in terms of objectives and set patterns.

## **Will and Leadership**

Taking into account the significance of the GROW model, it can be observed that there is a direct relationship between leadership and will. A leader cannot achieve his goals without strong will. Under the impact of the GROW model, I would be able to achieve my goals in terms of my future. In accordance with the impact of GROW model and the information shared I would be able to guide other members to make an outline towards their goals and make initiatives to achieve it. In accordance with the information provided by the GROW model, I can help my fellows and other people in an organization to arrange their abilities and competencies in a way that can prove beneficial in the long run.

# **Conclusion**

Taking into account the use of GROW Model in the development of leadership, it can be asserted that the GROW model is one of the best guides that I can use to develop a practical approach towards leadership. It would bot be wrong to say that the choice of GROW model also synchronizes with the abilities and skills that are found as a result of the psychometric test. This model will be applicable in the tenure of five years because within the time of five years I would be at that stage of my life where I would be clearer about my goals and the opportunities that can help me achieve my goals. Moreover, this model will help me grow in both dimension, in my organizational vision as well as, it will widen my horizon to understand the facts and figures that can help other fellows to take those steps that can appear to be effective and productive in the long run (Baker & T, 2019). Adhering to the synchronization of the GROW model and my career objectives, I would be able to achieve my future goals in a more productive way. In a nutshell, it is asserted that I chose this model because it comprises of all those initiatives and guidelines that can be productive in my self-leadership plan because success can only be achieved by a practical approach towards it. This essence of the practical approach is directly related to the choice of options that may appear to be minor but they can be significant in near future because all the businesses that are at the heights of success are in one way or other, a product of effective leadership.

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# Appendices