Creating a Practical and Sustainable Development Plan based on LPI Results

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The Leadership Challenge Forum
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Setting the stage:

From understanding to practice.
Table Exercise:

Common Issues Surrounding Feedback

Roadblocks to Taking it From Assessment to Action

- 4 minutes at your table-
Giving Personal Meaning to the Feedback

- Beyond the “first impression”
- Foundational behaviors
- Explore common themes
Exercise:
Fill in Possible Steps from Assessment to Practice

1. Note first impressions from feedback
2. 
3. 
4. 
5. 
6. 
7. 
8. 
9. Identify new development opportunities
Ownership Exercise

Reframing Dialog:

• Describe any differences you experienced when writing these statements

• How might this influence the choices you make for your development?
Writing down a development plan:

- **Increases accountability**
- **Helps close gaps between current and wanted outcomes**
**Leadership Development Worksheet**

**TODAY’S DATE:** May 3, 2013

**LEADERSHIP DEVELOPMENT PERIOD:** May 2 - 22, 2013

**MY TWO TOP PRIORITIES FOR THIS PERIOD:** Write a compelling vision statement and present it to my team.

- **A LEADERSHIP BEHAVIOR TO KEEP PRACTICING** - Model the Way: Continue asking for feedback from team members on how my actions affect their performance.

- **A LEADERSHIP BEHAVIOR TO STRENGTHEN** - Inspire a Shared Vision: Describe a compelling image of the future and enlist team members in that common vision.

**MY GOALS (WHAT I WANT TO ACHIEVE):** Write and present a compelling vision of the future that my team shares.

**THE BENEFITS OF ACHIEVING THESE GOALS:** We will be energized and enthusiastic about working together toward our common goal; we will be more productive; we will be better able to achieve our team’s mission.

**MY MEASURE OF SUCCESS (HOW I WILL KNOW WHEN I HAVE REACHED MY GOALS):**

- **ACTION:** Write a 5 to 7 minute vision statement.

**ACTIONS I WILL TAKE TO ACHIEVE MY GOALS**

- **DATE BY WHICH I WILL TAKE THIS ACTION:** May 8
  - **ACTION:** Ask for feedback on my draft vision statement from Luis, who does this better than anyone I know. Revise it, ask him to review the revised draft, and make any additional changes that might be needed.

- **DATE BY WHICH I WILL TAKE THIS ACTION:** May 15
  - **ACTION:** Present my vision statement to my team, ask for their feedback, revise it again, and present the revised statement to the team.

- **DATE BY WHICH I WILL TAKE THIS ACTION:** May 22
  - **PEOPLE WHO WILL GIVE ME FEEDBACK:** Luis and my team members

- **PEOPLE WHO WILL PROVIDE SUPPORT:** My manager, Luis, and my team members
(LPI) Leadership Practices Inventory® Development Planner

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**ENABLE OTHERS TO ACT**

**LPI Statement**
4. I develop cooperative relationships among the people I work with.

**Development Activities**
- Identify a person on your team you need to find out more about and take a 15-minute break with him or her.
- Identify two key relationships that you should be paying more attention to. Invite those individuals to coffee or lunch to discuss what goals you are each working on and how you can help each other achieve those goals—even if they appear to be competing.
- Build relationships with other departments or teams by having a “take turns” lunch. One month, your department makes or buys lunch for the entire department, and the next month it’s the other department’s turn.
- Pick a recently completed project or initiative in which cooperation played a key role in its success. Ask two or more team members to participate. Publish the article (photograph and discuss) at your next team or department meeting.

**SAMPLE**

**Review and reinforce**
The Five Practices of Exemplary Leadership®

- **Suggested further development activities**
- **Organized by behavior (1-30)**
Reflection Exercise

The Leadership Mirror:

- Reflect on what you see as the benefit of feedback from others

- What could you do behaviorally to improve engagement?
Sustaining the Process

Group Discussion:

How to keep the development process alive

Continuous use of the LPI
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For more information on using the LPI 360 Assessment in your organization, visit sonomaleadership.com/LPI

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