

INDIVIDUAL DEVELOPMENT PLAN WORKSHEET EXAMPLE

Name: Bill Traits Date: 10/25/10

Leadership Vision Statement: It is January 1, 2012, and I am maintaining a regular rhythm with my ILP practices. My level of fluency with conscious communication practices enables me to uniquely influence and inspire others – not only according to their mindset, but in alignment with the deeper “reason for being” which permeates the organization. As a result of balancing work IN and ON the business with attention management and execution practices, employees are highly engaged and clear about priorities in their work. Through the deliberate practice of Integral Leadership, I am able to bring awareness and new choices to dynamics that previously held us back from achieving our goal of High-Performance Teamwork. As a result of these new data points, a “pressbox perspective” of the marketplace has similarly emerged, allowing us to objectify how our purpose and strategy align, unlocking heretofore unseen opportunities to target new segments, fill the client pipeline, and enhance overall revenue.

I have stopped ...	I have further cultivated my ...	I have started ...		
Integral Leadership Development Goal	Learning Resources (study or reference)	Developmental Practices/ Activities	Timeline (milestones and dates)	How will progress/success be measured?
1. I communicate more effectively.	Conscious communication Torbert's Frame/Advocate/ Illustrate/Inquire article	I Frame/Advocate/Illustrate/ Inquire in speaking and writing. I share my ladder of inference and ask others to share their data & stories, to spur learning and increase alignment.	I have identified “buddies” to help me and scheduled monthly brief conversations for feedback. I consistently follow-up every month.	I will get a starting score 1-10 and improve it by X points
2. I am consistently managing my time and attention effectively.	Execution Attention management	Use 2x2 to clarify my own and employee priorities Use GTD to manage tasks Use attention management practices to stay focused on highest leverage, proactive tasks	By March 1 st I have updated my compass and short-term vision statements. By April 1 st my IDP will be fully articulated.	I have done WFP 24 out of the last 26 weeks. I have a positive change of 2 points on the 1-10 scale for both stress and focus. I self-assess at 4 or above on GTD, 2x2, and attention management.
3. I am more AWARE and have a higher level of mastery using Integral Leadership skills.	Whole curriculum – binder Colleagues in learning community Coach Performance Journaling	I notice when I am faced with a leadership challenge and take the time to reflect on what might apply. I review the relevant materials and/or reach out to learning community. I use regular appointments with self for reflection.	At least one minor issue per week At least one major issue per month	I will move from a total average score of 6.8 to 7.8 on self- assessment.