

Personal Development Plan

A personal development plan is of utmost importance in carving one's career. Developing your leadership skills is a lifetime learning journey. I have outlined certain goals that I aim to achieve in the next coming years. First and foremost, I wish to be known as a proactive leader by my followers. My subordinates should find me reliable for solving the challenges they face in the organization. I have laid down a five step plan to strengthen my weak areas for a powerful leadership goal.

Step 1 – To create a vision landscape

Step 2 – Selecting my area of focus

Step 3 – Being always ready for change and innovative inputs from my subordinates

Step 4 – Setting up a schedule

Step 5 – To monitor my progress

To achieve the goals, a well carved out roadmap is very important. The experiences that I will have during my journey will basically change my perspective towards decision making. Proactiveness is one thing that I wish to inculcate in my organization skills. The realization of my innate potential will help me to take informed decisions related to organizational goals. I have faced challenges during my internship, wherein I have found it difficult to approach my leader. Hence, this is where I want to work upon myself. I would like to be easily approachable as a leader.

My strength lies in problem-solving. I would like to enhance my problem-solving skill as a leader. The below given diagram represents all the roles a leader must play to get the maximum potential out of any challenging situation:



My goal is to play all these roles once I am in an organizational setting. As I would expect my leader to be like that. I want to be open to changes and innovative ideas. My approach towards my followers should not be rigid. I wish to give all my followers equal opportunity to work on their strengths and weaknesses so that they too can grow in the organization. One of the experiences that I would like to mention here is the role of a peacemaker and helper I played while I was in my school. I have always tried to go out of my way to help others. As we were working on a project as a team. As such there was no leader, all were treated as equal. However, two of our teammates started having conflicts with each other as to who will go out and do the survey because no one wanted to take the responsibility of that part. I switched in and took the

responsibility which all others were avoiding and tried to resolve the conflict by assigning the other important work. Here I took the challenge and acted as a peacemaker and helper to resolve the issue. My aim was to bring a solution to the problem. This is what I want to pursue as a leader. Taking responsibility and accepting accountability is a pivotal part of being a superior leader. I would like to select my team members on the criteria of such attributes. People who like to take up challenges will form a part of my team members. During one of my internships at a boutique, I achieved the set target through sheer determination and hard work. Here, my convincing skills helped me achieve the desired results.

However, convincing someone to buy something that they actually don't require, needs creative skills. This is one area which I would like to work upon. When working with a company, as a leader I will be required to deal with clients who are rigid in their approach. To convince such clients, communicating in an innovative way will be crucial. To lead any argument, one needs to be adept with fluent communication skills. In one of my experience with a superior leader, I learnt the skill of motivating the subordinates in public and criticizing in private. This is one skill that I want to inculcate in my personal development plan.

Discrimination among the team members should be avoided at any given point so as to avoid ego conflicts. Active listening skills is an added skill that I would like to note down in my plan. This can be considered the most important of all as a leader. In order to understand everyone's perspective it is inevitable to have good listening skills. I believe in listening out to each of the team member's perspective to understand a situation only then the investigation and solution can be obtained.

My two important objectives of leadership development are to hone the skills of managing conflict and confrontation. Resolving conflicts, that is problem-solving skills, which I mentioned above, needs to be worked upon with experience. I feel it is a skill that every leader should possess to get most out of their teams. Here, I would like to quote an experience I had during my internship. There were these two colleagues of mine who had conflicts with each other and we all were working in a team. It was challenging to work as a team when two of them were not agreeing on some important points that needs to be attended. One of the colleagues felt that he was being dominated by the other as the other person was directing the work. Due to the age seniority, the ego got hurt.

I was the point of contact for both of them. Hence, I decided to sit and talk to both through one on one meeting. I tried to understand both of their perspectives and asked them to discuss it out. Sometimes a form of counselling is needed to approach such situations. However, I feel the conflict resolving skill can be enhanced with experience only.

Secondly, I aim to be a leader with quick decision - making skills so as to prioritize my tasks and make my subordinates follow the pursuit. I feel, procrastination ruins the overall quality of work. Being a proactive leader, I can get my work done on time, saving the cost of the company. For bigger deals, quick decision - making skill is helpful and gives an edge while leading a team.