

My Leadership Plan

In the final chapter of It Worked for Me; In Life and Leadership Colin Powell reflects on a statement that Admiral Rickover had told him. “Organizations don’t get things done. Plans and programs don’t get things done. Only people get things done. Through our dialogue we reviewed many leadership principles developed by General Powell and you considered how those principles can serve as a guide to you in your leadership role of “getting things done”.

Reflect on what we have reviewed. Go back over the notes you have taken and identify the principal leadership lessons you have learned during our dialogue that you will apply to your role as a leader in city government? Carefully consider the first exercise we completed where you identified your changing world. How is your leadership world likely to change in the next 3-5 years?

What leadership challenges are you now going to undertake? Even at the risk of possible failure.

Reflecting on our dialogue what new goals will you set to successfully fulfill your role as a leader in your organization? Design three or four leadership actions or goals you are going to take in your position as city clerk, or if you are not the city clerk in the position that you fulfill? Write these down and include a date to implement.

1. _____
2. _____
3. _____
4. _____

Resulting from each of these actions or goals, write down what you see or desire to be the end outcome, and, the date you target for the outcome to become a reality. If you cannot estimate an end date for completion, write down the implementation

stages for your actions or goal and a date when you expect to successfully complete each stage. The date you set for each action is one for which you will monitor to evaluate your success in completing your leadership plan.

1. _____
2. _____
3. _____
4. _____

For each of these actions write down those stakeholders with which you must collaborate in order for your leadership actions to be successful.

1. _____
2. _____
3. _____
4. _____

What you have just completed is your job related leadership development plan. You have identified three or four leadership actions, the outcomes you expect, as well as those with which you must collaborate in order for you to be successful.

Your next step is to ensure accountability. As noted by General Powell accountability is an essential element of leadership. To assist you in evaluating your success select one person in your organization who you will share your leadership plan with, and, who you will ask to evaluate your success in accomplishing your plan. This should be your immediate supervisor or a peer within the organization.

I have selected (Name and Position) _____ to assist me with evaluating my accomplishment of my leadership plan.

By Monday October 19 send me a copy of your leadership plan My email is mikela@mpinet.net. I will review each plan and send you my comments. Good luck in your new leadership journey!