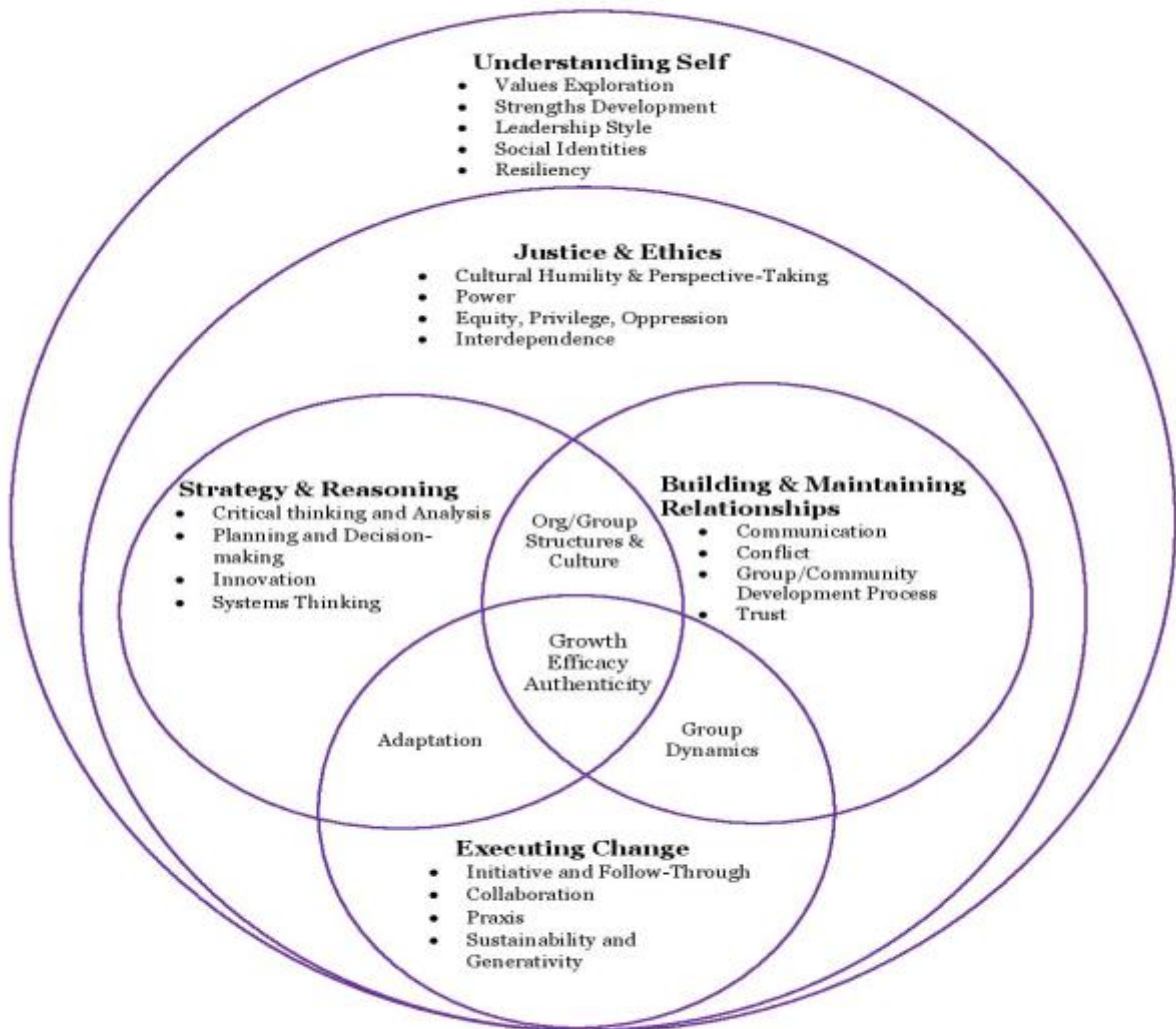


## Fellows' Leadership Development Plan

### What is the Development Plan?

This plan aims to provide a guide for Global Engagement fellows and supervisors that continually supports the fellow's leadership development goals based on the Leadership Framework structure.

### The Leadership Framework



## **How it works:**

The development plan allows the fellow an opportunity to outline their unique goals, objectives and activities based on their interests and abilities while being guided by the leadership framework values and competencies. While fellows will undoubtedly develop in capacities across the Leadership Framework in the course of their fellowship, this is an opportunity to prioritize those that most align with each fellow's individual learning goals.

The development plan is updated quarterly to reflect the fellow's growth throughout the academic year. It gives the fellow the opportunities to chart and track their own leadership growth with the support of their supervisors.

## **Charting the development plan:**

The fellow completes the development plan at the beginning of their fellowship in consultation with their supervisor. The fellow and supervisor then refer back to the development plan quarterly, and amend as they progress. At the start of each quarter the fellow may choose to update the development plan to include new goals or objectives.

## **Development Plan Outline:**

Fellow Name: \_\_\_\_\_

Fellow Role: \_\_\_\_\_

Quarter: \_\_\_\_\_

**Based on the Leadership Framework, select the three main capacities that you are most interested in developing this quarter (ex: values exploration, systems thinking, and collaboration).**

The table below allows you to break down each of these capacities into specific objectives and activities.

**Phase 1: Beginning of Fall Quarter**

	<b>Capacity 1</b>	<b>Capacity 2</b>	<b>Capacity 3</b>
<p><b>What...</b></p> <p>What capacities would you like to learn, improve your knowledge of, and/or accomplish by the end of your Fellowship based on the Leadership Framework?</p> <p><b>Think broad.</b></p>			
<p><b>Why...</b></p> <p>Why are you interested in this specific capacity? How does this benefit your personal and career growth long-term?</p>			
<p><b>How...</b></p> <p>How will you develop this capacity? What resources will you use? Who might you work with? Who will you go to for help (This includes attending meetings, shadowing someone at work, taking a course, etc.)</p>			

<p><b>Your supervisor will refer to these actions during your meetings.</b></p>			
<p><b>Outcomes and results...</b></p> <p>Answer the question: You will know you have been successful in your development when_____.</p>			
<p><b>Moving forward</b> <i>(to be completed at the end of the quarter)</i></p> <p>Write a bullet point or two that describes your learning/growth and skills that you would put on your resume to describe the fellowship.</p>			

**Phase 2: Beginning Winter Quarter and Spring Quarter**

Revisit the capacities and discuss with your supervisor how you think you have developed, what you feel you have accomplished and, what would you want to add or amend.

**If you would like to add or edit the capacities outlined fall quarter, do so here: (Winter quarter only)**

	<b>Capacity 1(amendment)</b>	<b>Capacity 2(amendment)</b>	<b>Capacity 3(amendment)</b>
<p><b>What...</b></p> <p>What capacities would you like to learn, improve your knowledge of, and/or accomplish by the end of your Fellowship based on the Leadership Framework?</p> <p><b>Think broad.</b></p>			
<p><b>Why...</b></p> <p>Why are you interested in this specific capacity? How does this benefit your personal and career growth long-term?</p>			
<p><b>How...</b></p> <p>How will you meet your objectives? What resources will you use? Who might you work with? Who will you go to for help (This includes attending meetings, shadowing someone at work, taking a course, etc.)</p>			

<b>Your supervisor will refer to these actions during your meetings.</b>			
<b>Outcomes and results...</b>  Answer the question: You will know you have been successful in your development when_____.			
<b>Moving forward</b>  Write a bullet point or two that describes your learning/growth and skills that you would put on your resume to describe the fellowship.			

**Assessing your individual development of each identified capacity:  
(Winter & Spring Quarters)**

	<b>Capacity 1</b>	<b>Capacity 2</b>	<b>Capacity 3</b>
<p><b>What...</b></p> <p>In what ways did you develop this capacity?</p> <p><b>Think broad.</b></p>			
<p><b>Why...</b></p> <p>Why is the development of this capacity still important to you?</p>			
<p><b>How...</b></p> <p>How have you best utilized this capacity? How can you better develop this capacity during the remainder of your fellowship? What assistance will help you to achieve your goals?</p>			
<p><b>Outcomes and results</b></p> <p>How do you define success now?</p>			
<p><b>Moving forward</b></p> <p>Write a bullet point or two that describes your learning/growth and skills that you would put on your resume to describe the fellowship.</p>			

**Phase 3: End of fellowship check in**

	<b>Capacity 1</b>	<b>Capacity 2</b>	<b>Capacity 3</b>
<p><b>What...</b></p> <p>In what ways did you develop this capacity?</p> <p><b>Think broad.</b></p>			
<p><b>Why...</b></p> <p>Why is the development of this capacity still important to you?</p>			
<p><b>How...</b></p> <p>How have you best utilized this capacity? How will you apply this capacity in your future endeavors?</p>			
<p><b>Outcomes and results</b></p> <p>How do you define success now?</p>			
<p><b>Moving forward</b></p> <p>Write a bullet point or two that describes your learning/growth and skills that you would put on your resume to describe the fellowship.</p>			



**What other capacities would you like to develop in the future and how will you do it?**