

LEADERSHIP

PRINCE WILLIAM

Emerging Leaders
Program

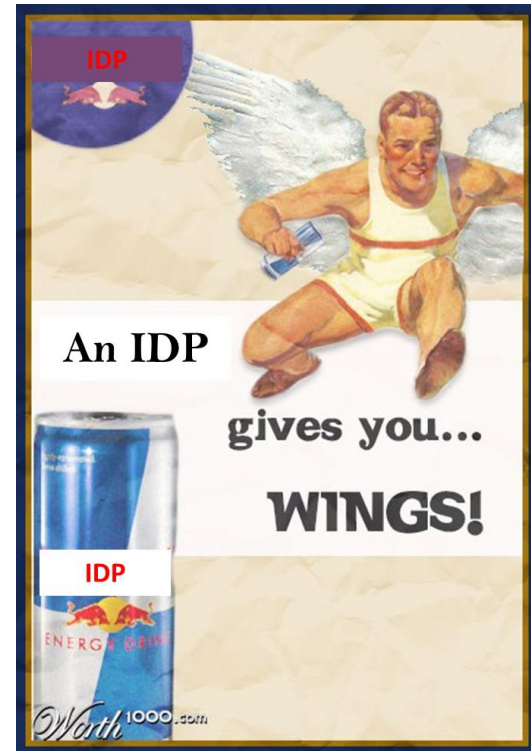
Individual Development
Plans

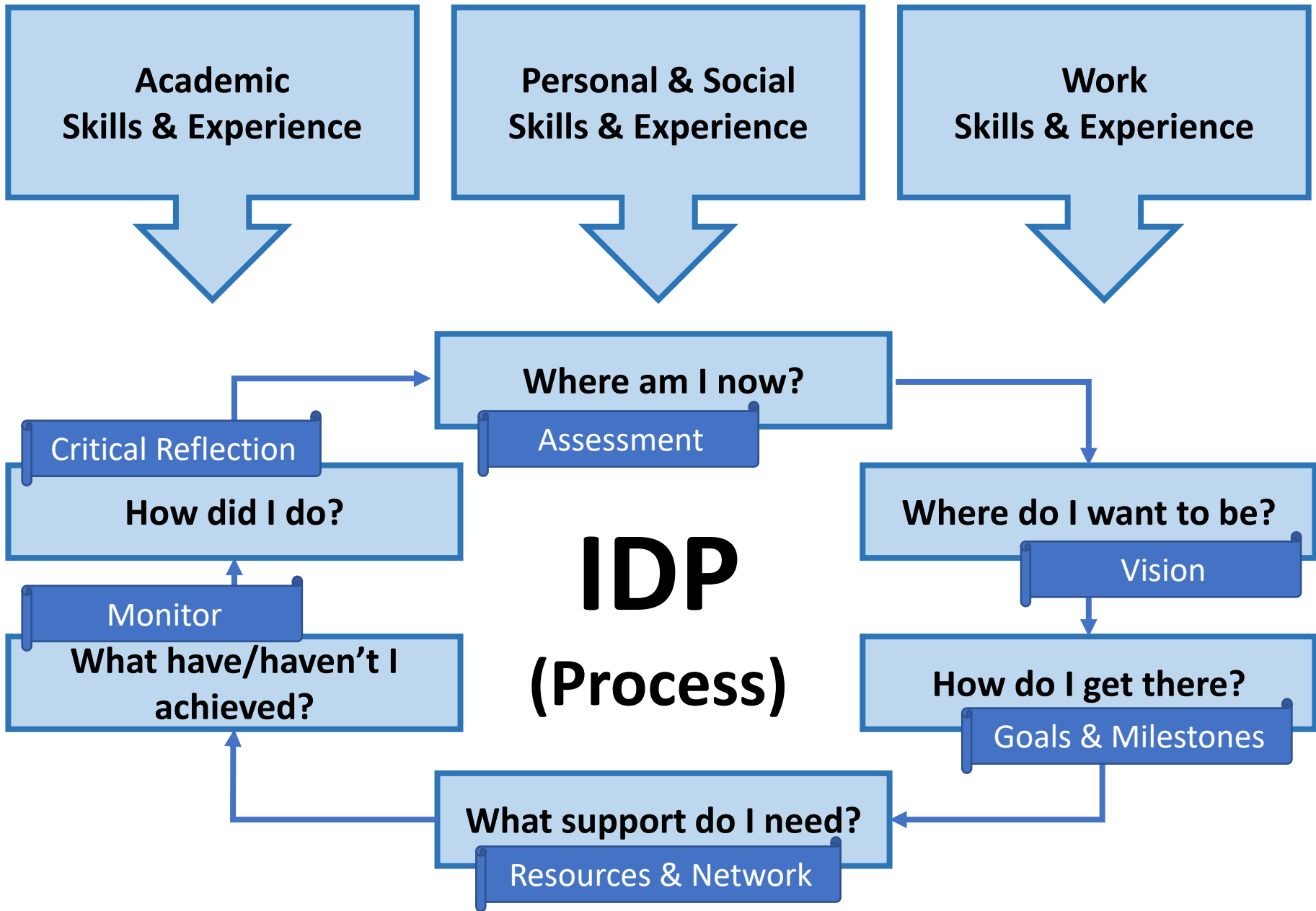
October 2024

Agenda/Handouts

- Individual Development Plan
- Values Exercise
- IDP Worksheet (Roles & Networks)
- Wheel of Life Exercise
 - Wheel of Life Worksheet
 - Leadership Roles
 - Essential Leadership Skills
- Goal Designing System
- Plan of Action

...but first, introductions.





Your core values are the deeply held beliefs
that authentically describe your soul

- John C. Maxwell

Life

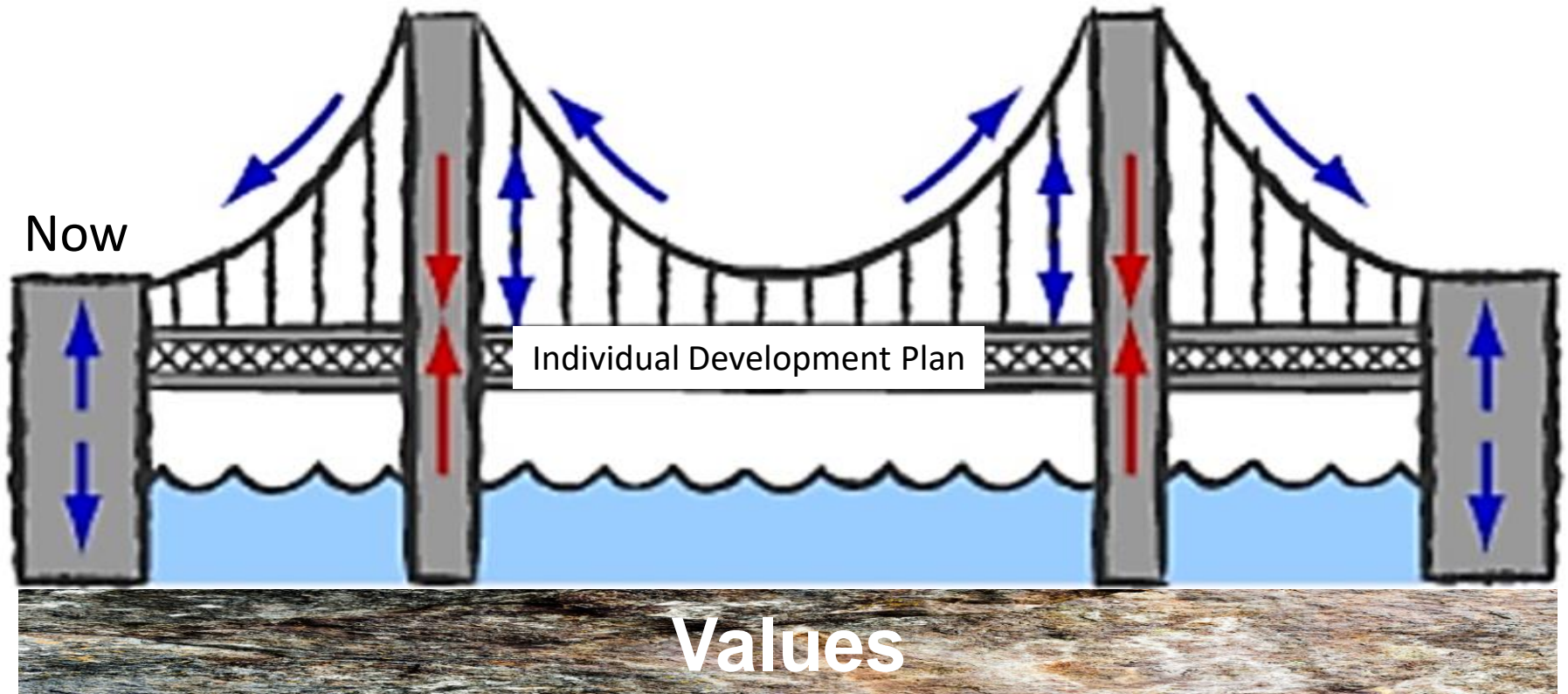


Projects
& Tasks

One- to Two-
Year Goals

Three- to Five-
Year Goals

Vision



Values Exercise

- Identify your core values
- Group all similar values together
- Choose a word or label for each group
- Live your values





- Education, Growth, Intelligence, Learning, Wisdom = ***Growth***
 - Minimalism, Quiet, Simplicity, Solitude, Tranquility = ***Essentialism***
 - Compassion, Charity, Empathy, Heart, Impact = ***Social Justice***
 - Abundance, Affluence, Security, Wealth = ***Financial Security***
 - Abundance, Affluence, Security, Wealth = ***Impact Others***
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IDP-Worksheet¶

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My-Roles¶

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My-Networks¶

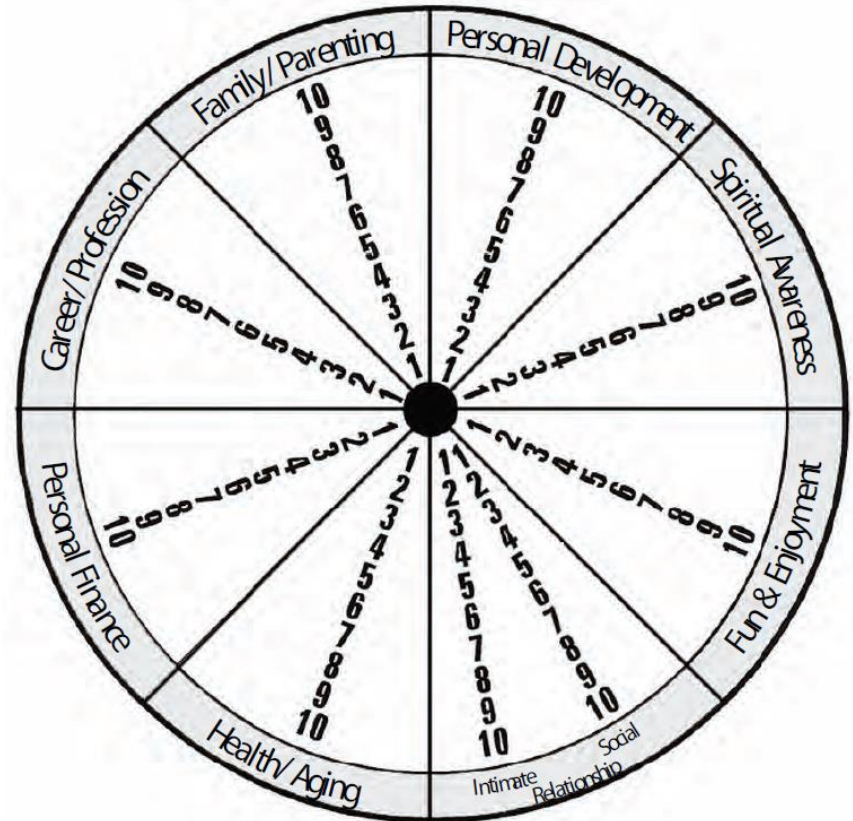
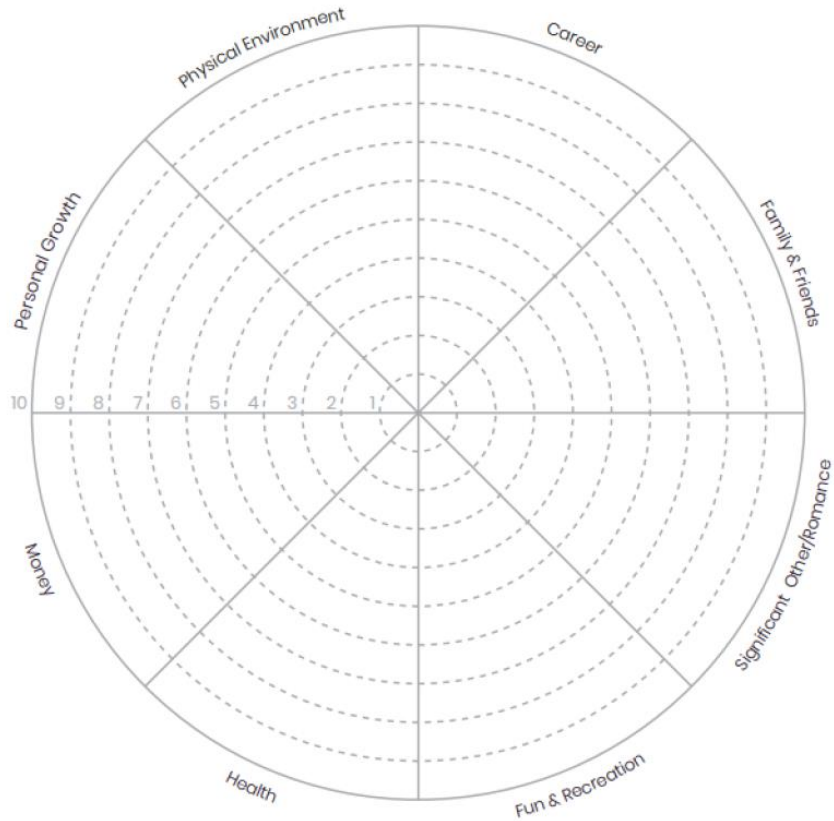
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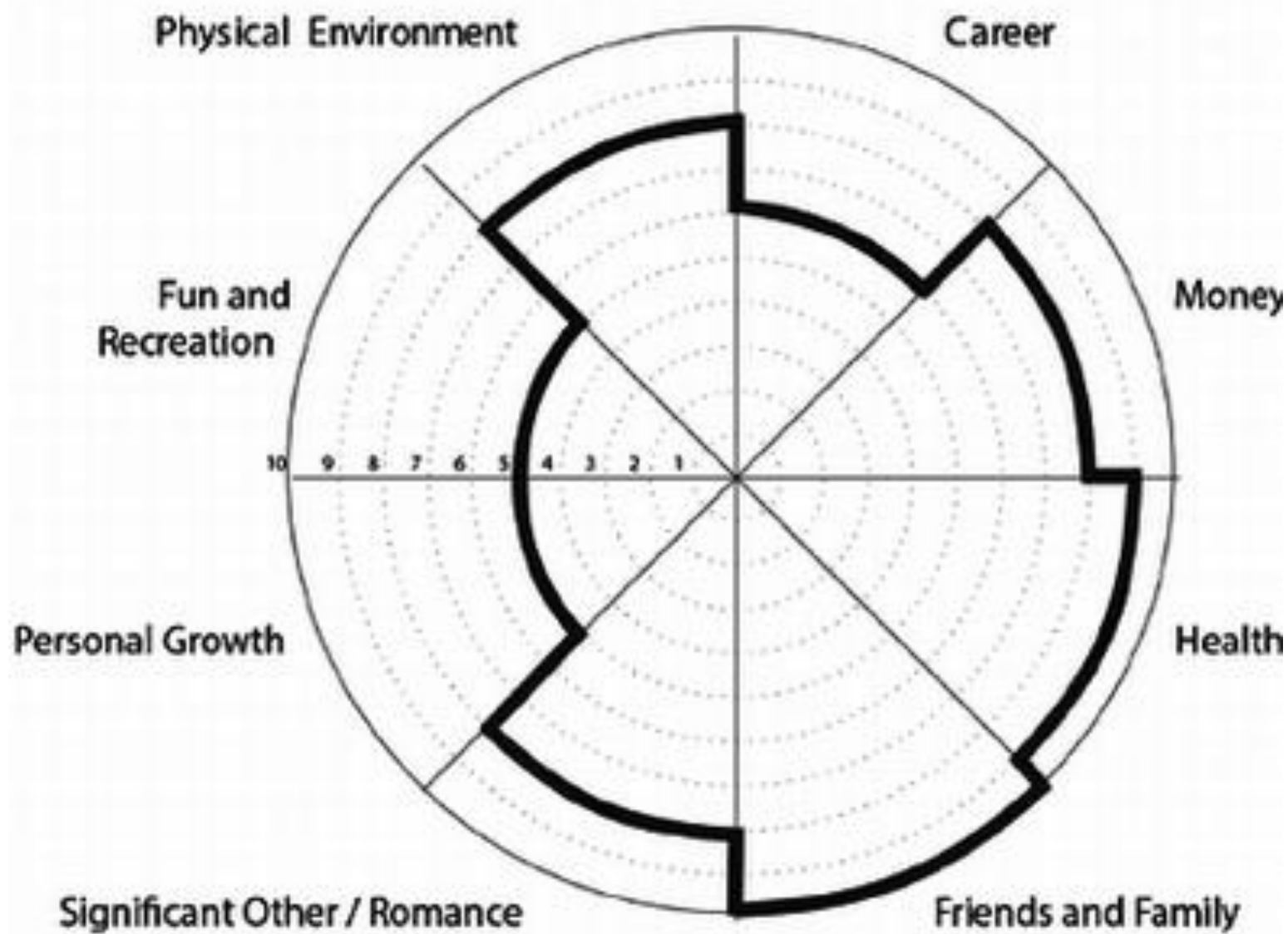
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Wheel of Life Exercise



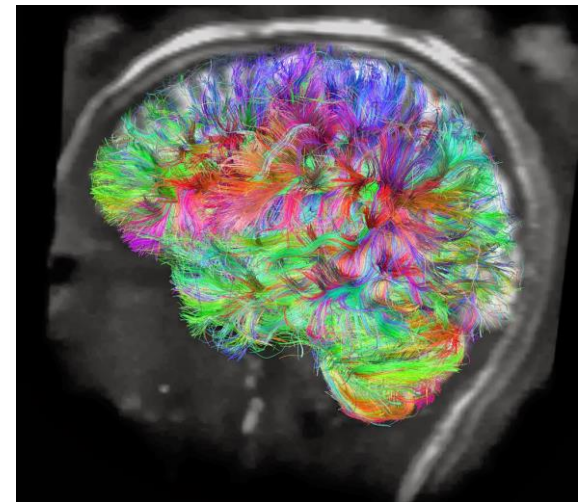


Create a vision of who you want to be,
and then live into that picture as if it
were already true.

- Arnold Schwarzenegger

Understanding Your Brain

- The brain is a connection machine
- No two brains are alike
- The brain hardwires everything it can
- Hardwiring drives automatic perception
- It's practically impossible to deconstruct our wiring
- It's easy to create new wiring



I am an educator, activist, change agent, father, son, brother, entrepreneur, spouse, leader, learner, lover, athlete, trainer, facilitator, ally, friend, fighter, and “human becoming.” My life’s journey is to reveal and nurture the positive cores of strengths and unfilled potential that shapes the soul of every individual, organization, and community. Through my example, I invite, empower and encourage other to be the change they want to see in the world.

I attract and construct career opportunities that allow me to serve a higher purpose, contribute my unique gifts, and co-create and share something extraordinary with humanity.

I find enjoyment in my personal life through the witness of love that can be found every day in the earth’s natural beauty, the eternal love of learning, and the unconditional love shared in authentic relationships.

Those who know who I really am say I am dependable, selfless, passionate, personable. Those who know me least gather that I am a thoughtful, respectful, consistent, and courageous person.

I live my life with a humility and sense of purpose that honors the sacrifices of my parents, my ancestors, and pioneers to whom I am forever indebted.

I am immune to criticism, self-doubt, and fear.

I am not afraid of any challenge and beneath to no one.

I am here to serve. I am here to inspire. I am here to love. I am here to live my truth.

Personal Vision

Vision for Me

Too
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t

- Lose
- Think
- Relax
- Plan
- Remo

We will be ma
after 25 y

- Carve out "M
- Take a vacat
- Have devotio
- Dream about
- Exercise toge
- Laugh with e
- Discuss disci

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Vision for my Marriage

Vision for My Family

Vision for My

I will set aside time each week to cultivate friendships- mo
have at church. I will have good friends- those that I c
who will talk to me about their lives/challenges/successes

I will visit my best friend from college at least once a year, and we will h
friend reunion before 2016.

I will set aside at least one lunch hour per month to meet with a friend
other than to talk about our lives.

I will think as much about what I am "giving" as what I am getting from
Our church friends will visit us in our vacation spot/cottage regularly after we retire.
We will spend extended periods of time together after all have retired (we are older
than most).

Vision for my Work Relationships

I have a "b
will con
them.

I will build
new ro

I have com
mainta

I will comm
the field

Vision for My Work Group

I HAVE A DREAM...that our employees will operate their business
so well that:

- Customers will
- Employees will
- The best talent
- Our communit
- Shareholders v
- Customers and
their need
- Our business
- We will exceed

Our success will
What We

Vision for my Leadership

I will be an emotionally intelligent leader who also has the capability to deliver
consistent, sustainable results. How I deliver the results is more important to me
than just getting results- do I engage the 1000 people who work in my region, am I
playing a key role
customers first and
always do what I s

I will spend more time
I want them to lea
lose) together.

I will be more flexible
initiate action to c

I will not avoid conflict

Vision for the Community

- to remain active in our church: teaching, participating musically
- to help financially support non-profits (faith-based and others who transform the world)
- to give hope to those less fortunate
- to contribute my time to a select number of organizations so that I leave my mark of leadership
- to work for a non-profit(s) when I retire from the bank as a consultant in a leadership capacity



Family

Trip

NO
DRA
MA

ENJOY

MORE

LESS

HELP
THE COMMUNITY

connect

plan

recycle

Save

manage

DISCOVER

HAPPY

#GOALS

OWN



NEW



PET

SUPER

CAREER



fitness



Play Outside

Work



SMART



fashion

Makeup



DO

EAT

healthier



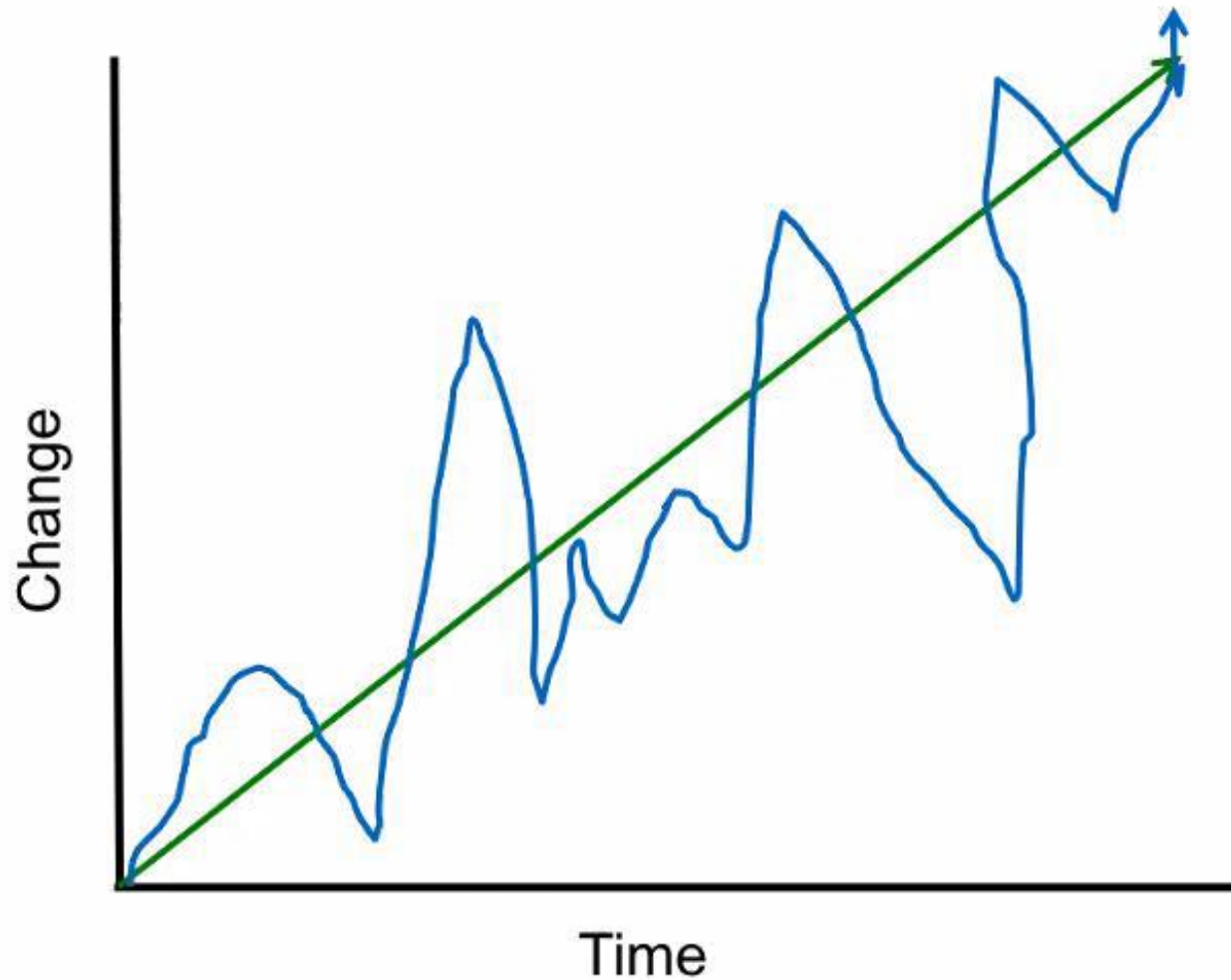
SUCCESS

INFLUENCER

Vision is a destination - a fixed point to which we focus all effort. Strategy is a rout - an adaptable path to get us where we want to go

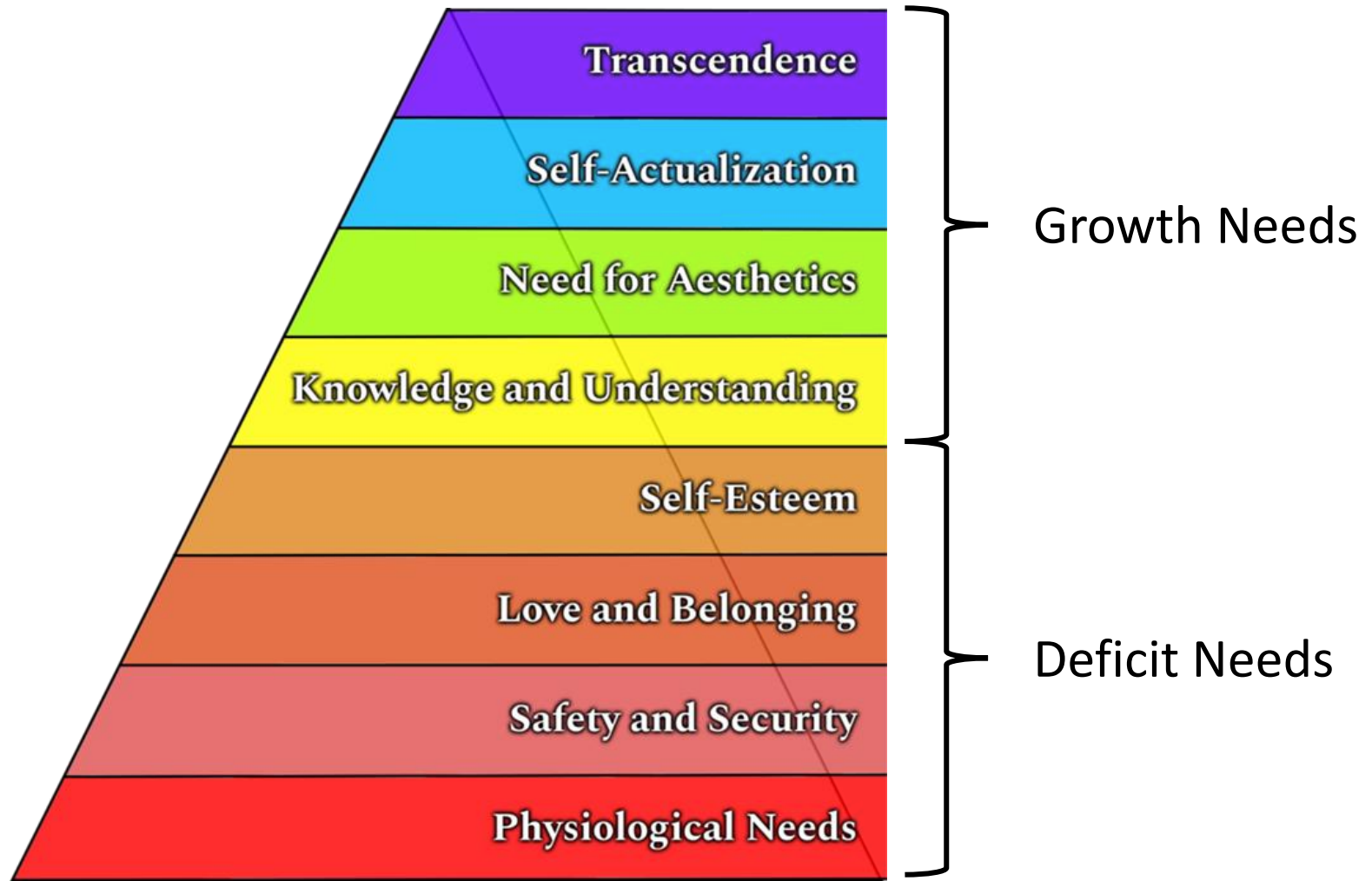
- Simon Sinek

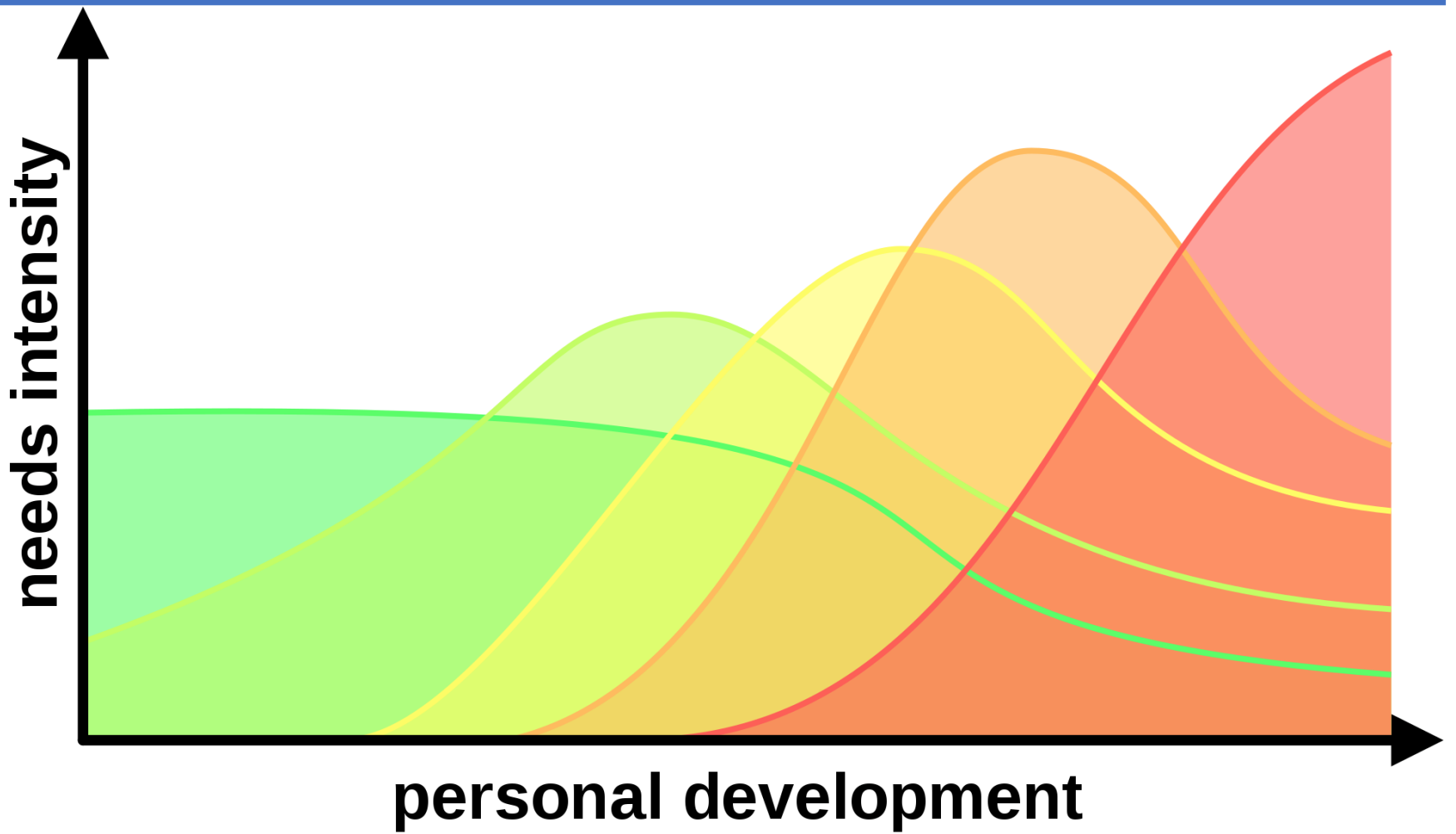
The Way of Development is Non-Linear



Time

Maslow's Hierarchy of Need's, 1960s

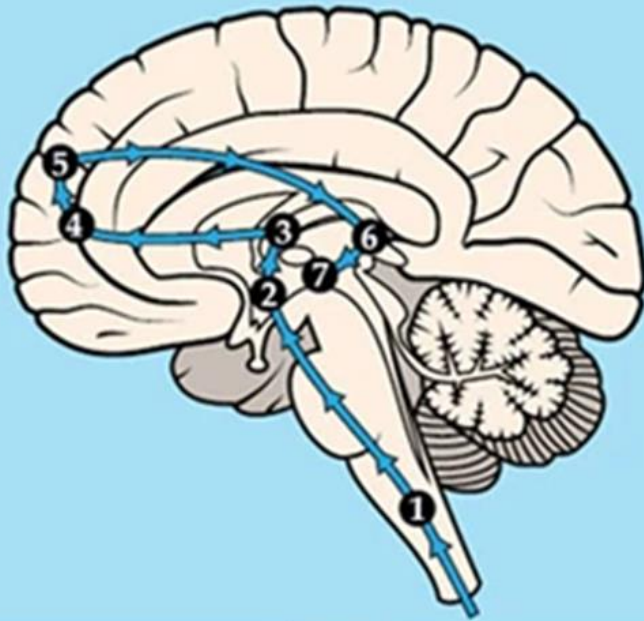




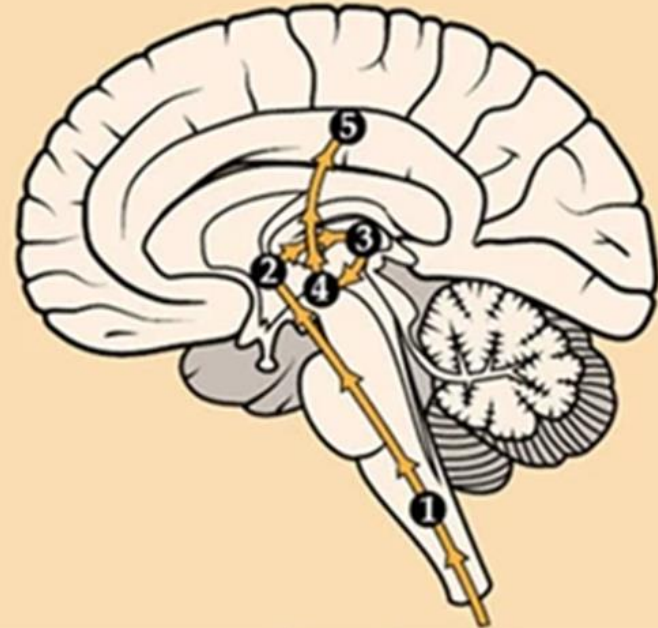
- Physiological needs
- Safety needs
- Love / belonging
- Esteem
- Self-actualization

Introvert vs. Extrovert

The Introvert
Acetylcholine Pathway



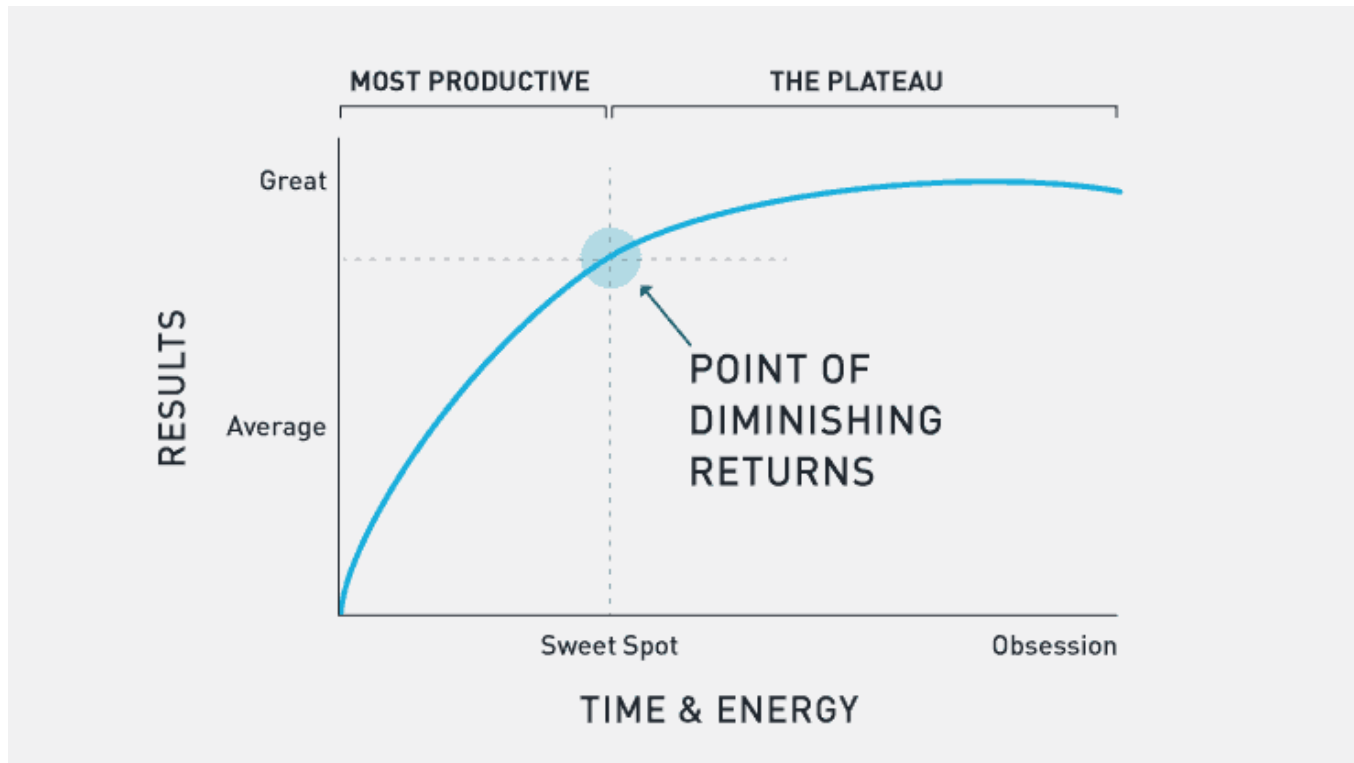
The Extrovert
Dopamine Pathway



Acetylcholine: Plays a role in enhancement of alertness when we wake up, in sustaining attention, and in learning and memory.

Dopamine: Plays a role in motivation, arousal, reinforcement, and reward.

The Goal is Continuous Improvement



(... up to the point of diminishing returns?)

5 Golden Rules of Goal Designing

- Set goals that motivate you
- Set SMART goals
- Write down your goals
- Put a plan in action
- Work the plan



GOAL DESIGNING SYSTEM

We are now going to list goals in each of the eight priority areas of life. Again, you are not held accountable for what you write below. We will filter later. Write everything that comes to mind. Don't just think through this, check your gut and listen to your heart. Whatever comes up, write it down.

Business. Thought starters: Revenue growth, profit, position in market, major projects, brand reputation, customer satisfaction performance, team development, new skills, improved performance, find a mentor, mentor someone else, etc. What you'd like to accomplish this year:

Financial. Thought starters: Income, savings, total net worth, start savings plan, begin investing, become debt free, eliminate credit cards, buy a home, retirement account, save for college account, charitable giving, complete estate/trust setup, etc. What you'd like to accomplish this year:

Physical. Thought starters: Ideal weight, run marathon, become flexible, increase stamina, elevate energy, reduce cholesterol count, improve BMI, start meditating, work with nutritionist, upgrade appearance, do make-over, schedule annual doctor exams, reduce sugar, caffeine, fatty foods, go to bed earlier, get up earlier, etc. What you'd like to accomplish this year:

Mental. Thought starters: Read 30 minutes every day, listen to instructional audio for 30 minutes every day, take new college courses, go to seminars, hire a coach, join a supportive organization, build new skills, incorporate more free time into my schedule, advance knowledge in special subject, etc. What you'd like to accomplish this year:

Family. Thought starters: Spend more time with family, be home for dinner every night, begin nightly reading ritual with children, date night with spouse each Friday, review/discussion with spouse every Sunday night, visit parents twice a year, forgive or make amends with a relative, plan special outings, attract Mr. or Mrs. Right, spend one-on-one time with children, etc. What you'd like to accomplish this year:

Spiritual. Thought starters: Practice your religion more faithfully, volunteer at church, join spiritual groups, read books on spirituality, live as example of my religious beliefs, teach others, study deeper, etc. What you'd like to accomplish this year:

Lifestyle. Thought starters: Travel, adventure, luxuries, languages, hobbies, instruments you want to learn, where you want to live, how you want to live, how you want your home, time freedoms, who you want to meet, etc. What you'd like to accomplish this year:

Relationships. Thought starters: Time with best friends, cultivate relationships with like-minded achievers, send birthday cards to all friends, spend time together with at least one friend, new relationships you would like to build, organizations to expand your relationships, relationships to limit or eliminate, etc. What you'd like to accomplish this year:

My Plan of Action

GOAL No. X	
Date to Achieve:	
Intermediate destinations	By When
Who impacted?	Benefit/Detriment
	B: D:
	B: D:
	B: D:
Mentors, coaches, experts, new staff, assistance needed	Who/When
Research needed	Where/How to acquire
Resources needed	Where to acquire
Training/Self-development needed	Where to acquire

Networking is marketing. Marketing yourself, marketing your uniqueness, marketing what you stand for.

- Christine Comaford-Lynch

IDP-Worksheet¶

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My-Roles¶

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My-Networks¶

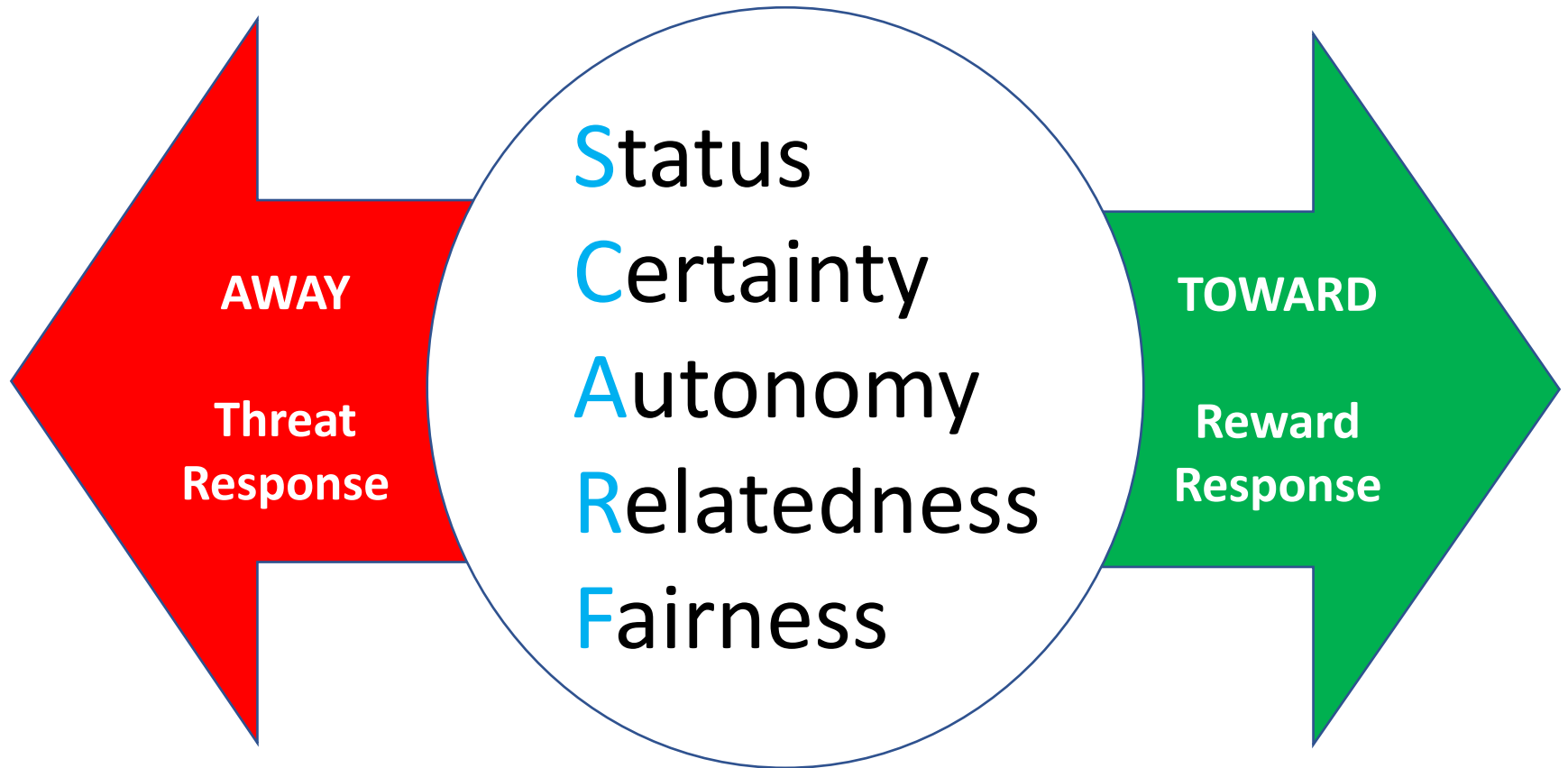
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SCARF Model of Social Threats & Rewards



Networking Effectively

- Networking is about contact & relationships
- Set goals for yourself (laser vs shotgun)
- Be bold/Be the one to initiate
- Offer value (marketing vs. sales)
- Perfect your elevator pitch
- Anticipate discomfort
- Expect acceptance
- Pass it on
- Always respond



SCARF – A MODEL FOR COLLABORATING WITH AND INFLUENCING OTHERS

Status

Importance in relation to others

The perception of a potential or real reduction in status can generate a strong threat response.

Certainty

Ability to predict the future

The brain is constantly trying to predict the near future. Even a small amount of uncertainty generates an 'error' response.

Autonomy

Perception of exerting control over one's environment

The feeling of having a choice greatly influences the level of stress.

Relatedness

Feeling of security in relation to others – Whether someone is friend or foe

The sense of belonging to a group is important. Collaborating and sharing information are closely tied to the level of trust.

Fairness

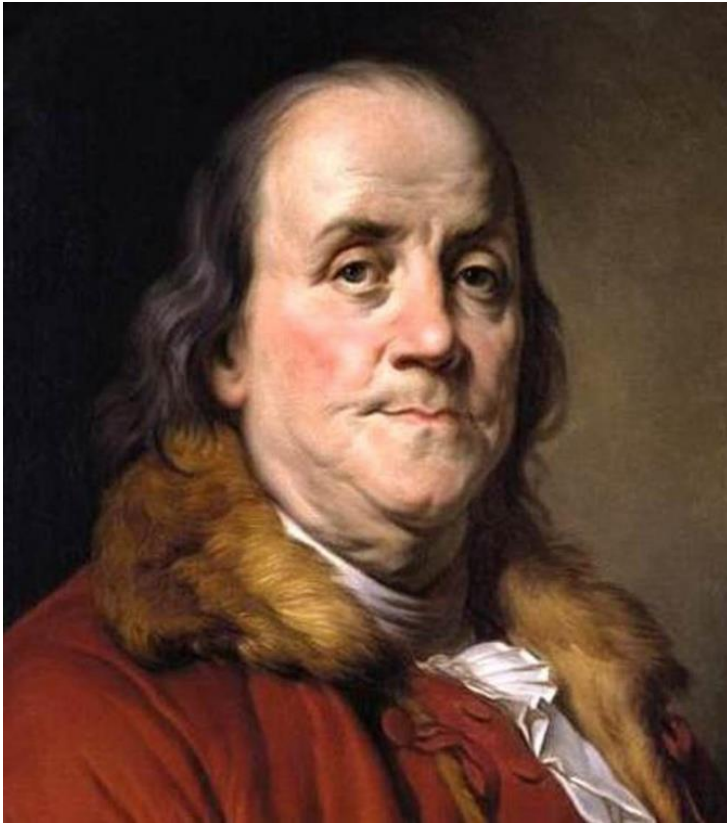
Transparency and clear expectations / Reward from fairness

Unfair exchanges generate a strong threat response. Greater transparency, communication, and participation can have a positive impact.

People don't decide their futures.
They decide their habits and their
habits decide their future.

- F. Matthias Alexander

Benjamin Franklin's 13 Virtues



FORM OF THE PAGES.

TEMPERANCE.

Eat not to dulness: drink not to elevation.

	Sun.	M.	T.	W.	Th.	F.	S.
Tem.							
Sil.	*	*		*		*	
Ord.	*	*	*		*	*	*
Res.		*				*	
Fru.		*				*	
Ind.			*				
Sinc.							
Jus.							
Mod.							
Clea.							
Tran.							
Chas.							
Hum.							

By failing to prepare, you are preparing to fail
- Benjamin Franklin

Weekly-Rhythm-Register¶

Behavior/Action¶	Mon¶	Tues¶	Wed¶	Thurs¶	Fri¶	Sat¶	Sun¶	Goal¶	Achieve¶
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Someone's sitting in the shade today
because someone planted a tree a
long time ago.

- Warren Buffett

Next Steps

- Refine Vision and Values
- Define Goals and Milestones
- Develop IDP
- Work with Mentor
- Implement

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Questions/Discussion
