Leadership Development Plan
Define the context for the capability, including the business mission, goals, and values
Define the purpose of the capability in the wider business strategy
Define the outcome you want to see from the capability
Determine key leadership capabilities
Utilize different types of capability assessments for an objective overview of capability
Assess capability needs
Assess capabilities on levels of competence (e.g. beginner, intermediate, advanced)
Perform a capability assessment to determine current and future capabilities
Set goals and objectives
Base goals on identified capability gaps
Use SMART goals (specific, measurable, achievable, relevant, and time-bound)
Use goals as guidelines for development
Design training methods
Formal training and internal courses delivered by instructors or subject matter experts
Online training, such as learning managed by a PLMS or LMS
Offsite experiential learning, which focus on collaboration and communication
Review and evaluate
Improve the leadership development plan for future leaders
Measure training ROI, behavioral changes over time, or perform a 360-degree leadership assessment
Adjust and improve inefficiencies in the current development plan

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Strategic Management Of Development Programmes

Albert A Gayle

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