

PEARN **KANDOLA**

Development Planning

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Because all business is psychology.

Managing Your Development

1

- Coaching in pairs

2

- Sharing with Group Leaders

3

- Summaries



3 Key Questions

What have I learnt about leadership so far?

What have I learnt about myself as a leader?

What do I need to do to develop myself as a leader in the future?

Coaching Advice...



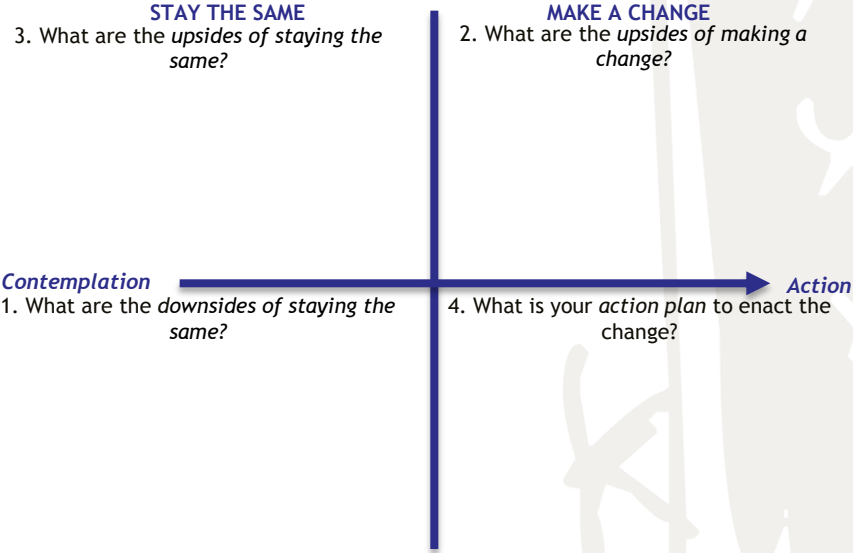
"So what do you most enjoy about what you're doing?"			"How did you get started in this area?"		
"How long did it take you to do that?"	"Did you expect that?"	"Is being creative a strength of yours?"	"What did it look like?"	"Who was that with?"	"When were you involved in that?"



...gives me a great chance to learn?

...offers a new challenge?

...creates an opportunity to develop a new skill?



3 Key Questions

What have I learnt about leadership so far?

What have I learnt about myself as a leader?

What do I need to do to develop myself as a leader in the future?

Remember...

1. Seek feedback regularly
2. Listen to understand
3. Identify themes
4. Focus on learning points
5. Have a plan
6. Involve the right people at the right time
7. Renew regularly
8. Push yourself
9. Be creative
10. Pace yourself



SIX STEP PLAN

WHAT WILL CHANGE?	HOW?	BARRIERS?	SOLUTIONS?	SUPPORT?	TIMESCALES?
Managing team meetings more efficiently	<p>1. Preparation - I will alert the team 2 weeks before each meeting and send agenda asking for responses</p> <p>2. Meeting structure - I will clearly lay out a structure to each meeting</p>	Time pressures - I tend to forget to plan ahead	Put a clear reminder in my diary and ask the team each Friday afternoon for their responses	The team - I will need their feedback on how I am making progress	Review after 8 weeks (by 31 Aug) with team

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