

Leadership by Design

Creating Your Leadership Development Plan in New Hampshire

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Leadership New Hampshire

GS HRC

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Common leadership development mistakes



**Wait for
opportunities**



**Wait for tap on
shoulder**



**React to
change**

Myth of the leadership ladder



Multiple pathways



Three arenas of leadership



Work



Community



Network

Why this matters in New Hampshire

Small state advantages:

- Relationships are paramount
- Short distance between sectors
- Civic participation is unusually high
- Leaders often wear multiple hats



Leadership development ingredients



Experience



Exposure



Reflection



Connection

Experience



Experience

Leadership grows through doing.

- Leading a team
- Managing a project
- Chairing a committee
- Nonprofit board service

Experience builds *judgment*.

Exposure

Exposure expands how leaders think.

- Leadership programs
- Conferences
- Cross-sector learning
- Mentors & role models



Exposure

Exposure builds *perspective*.

Reflection



Reflection

Without reflection, experience becomes repetition.

Questions leaders ask themselves:

- What worked?
- What did I learn?
- What would I do differently next time?

Reflection builds *self-awareness*.

Connection

Leadership is relational.

Connection provides:

- Opportunity
- Advice
- Collaboration
- Trust



Connection

Connection builds *influence*.

Leadership opportunities in New Hampshire



New Hampshire has an unusually rich civic leadership ecosystem:

- Regional leadership programs (and LNH!)
- Industry associations & professional networks
- Nonprofit boards & committees
- Elected service opportunities

The hidden leadership accelerator

Cross-sector exposure:

- Business
- Nonprofit
- Government
- Education
- Healthcare



Leadership New Hampshire

LEADERSHIP
MONADNOCK

Leadership
GREATER CONCORD

LEADERSHIP
SEACOAST
Discover • Connect • Inspire

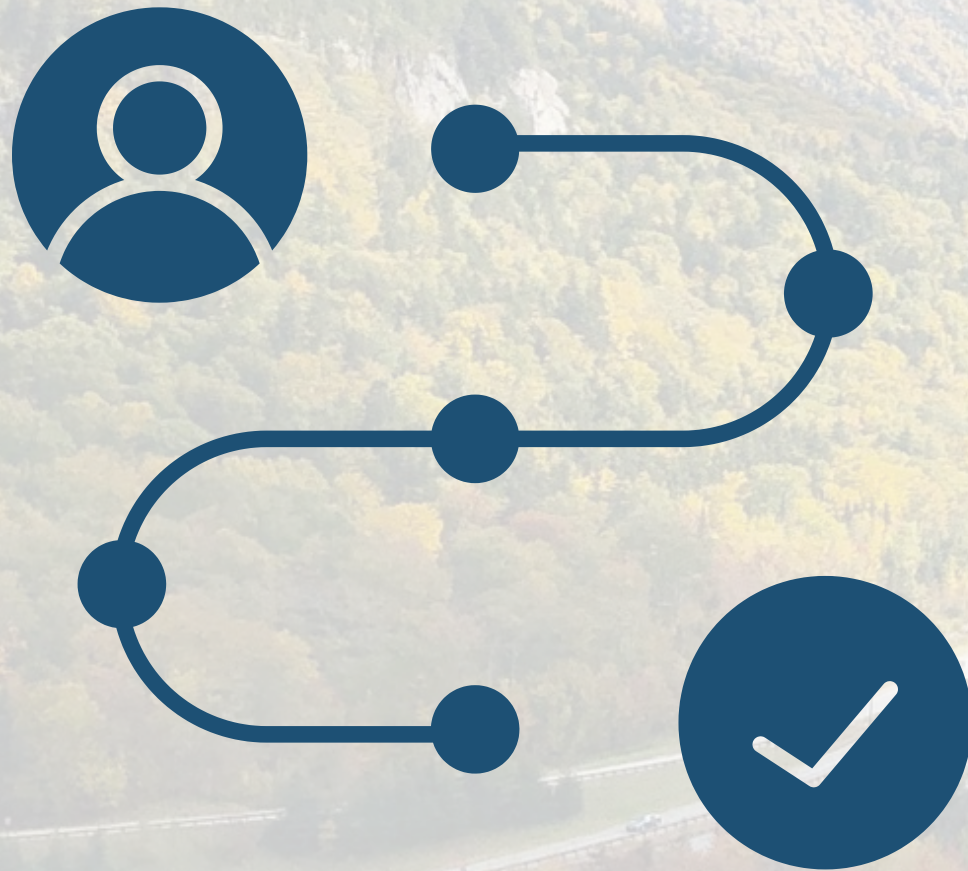
Leadership
Greater Nashua
DARE TO LEAD

LEADERSHIP
GREATER
MANCHESTER

LEADERSHIP UPPER VALLEY

Reflection exercise

Where am I in my leadership journey?



- Early career
- Emerging leader
- Established leader
- Transitioning

Reflection exercise



Where would I like to grow as a leader over the next 3 to 5 years?

- Leading larger teams
- Influencing strategy
- Serving on boards
- Elected service

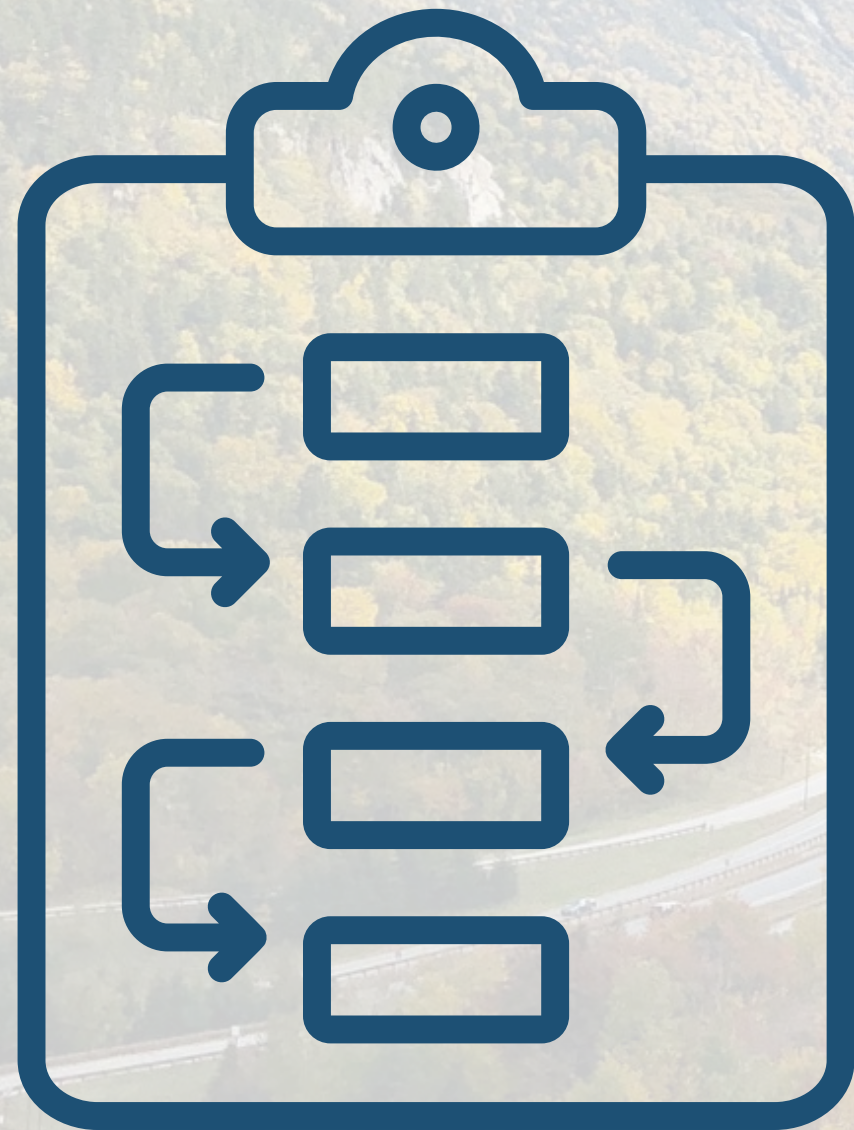
Reflection exercise

What experience would most accelerate your leadership growth?

- Leading a major initiative
- Serving on a nonprofit board
- Participating in a leadership program
- Expanding your professional network



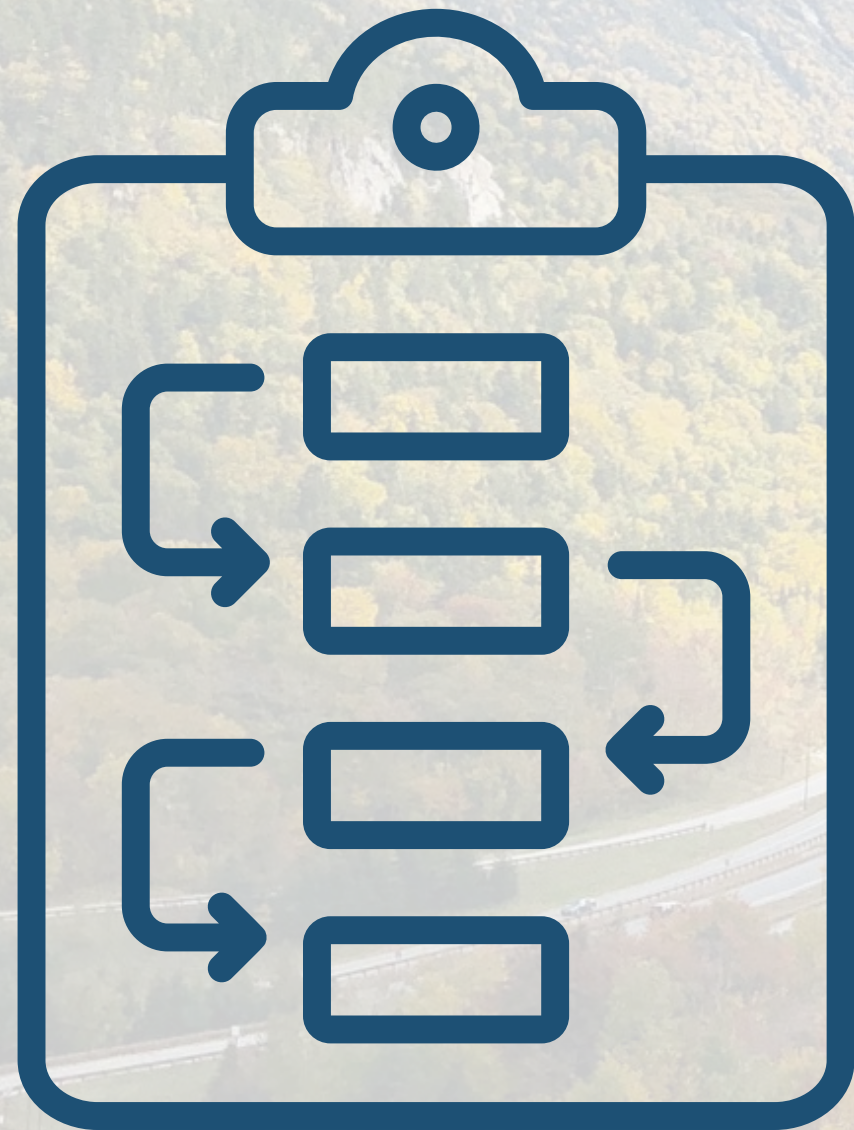
Designing your leadership plan



Your plan should include:

- Experiences you will pursue
- Relationships you will build
- Learning opportunities you will seek
- Reflection habits you will practice

Designing your leadership plan



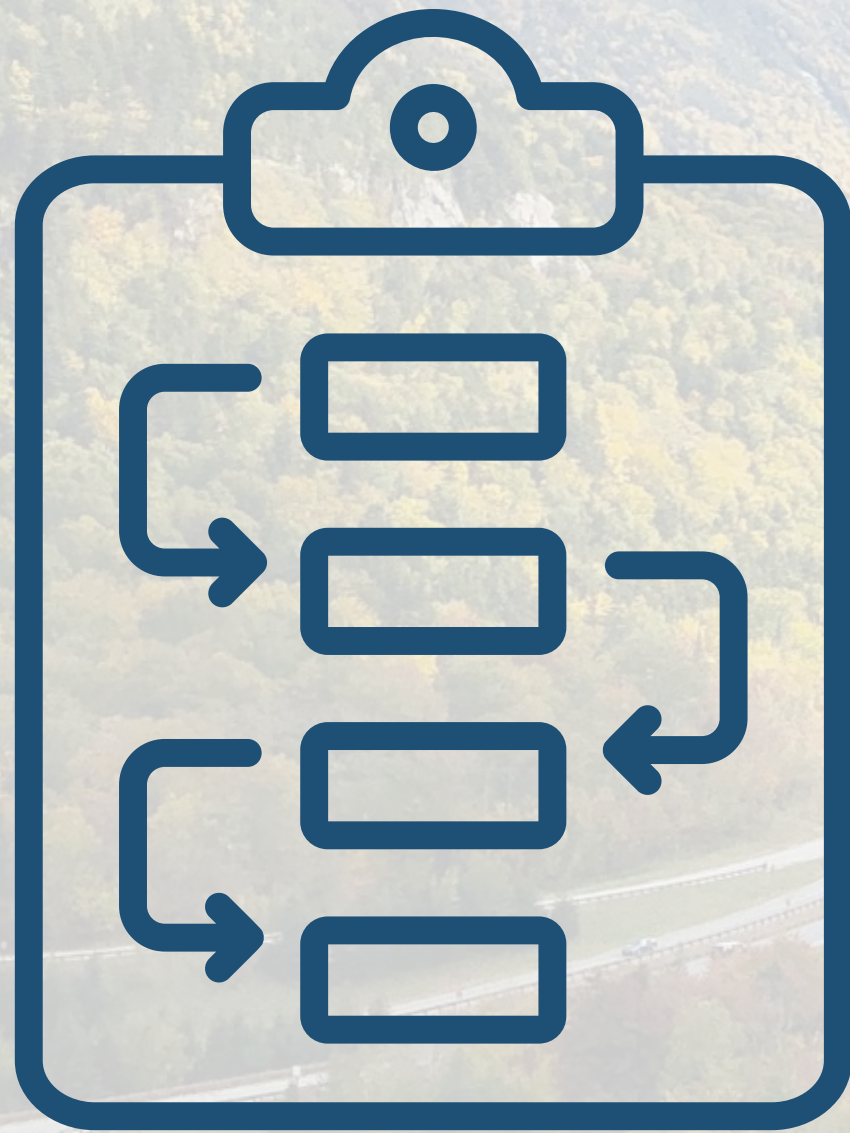
Your plan should include:

- Something that stretches you
- Something that connects you
- Something that expands your perspective

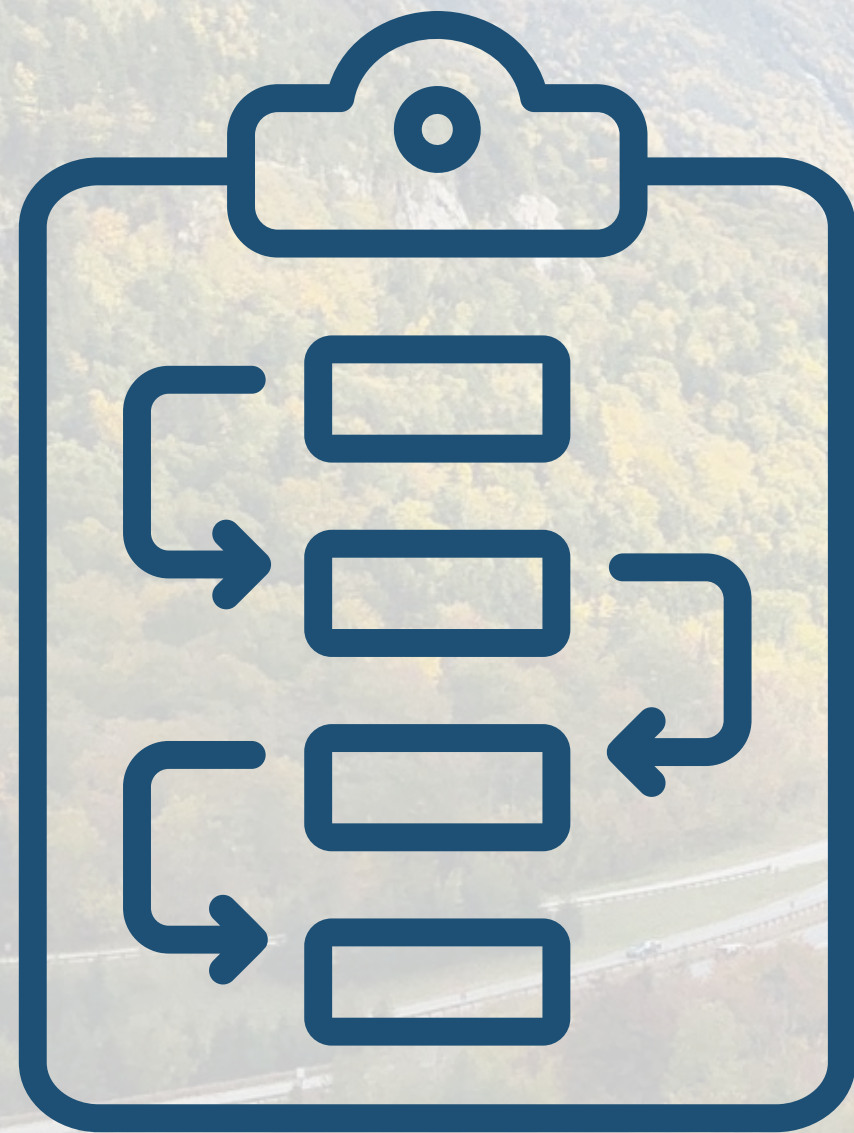
Example leadership plan

Over the next 12 months I will:

- **Experience** - Lead a cross-department initiative
- **Connection** - Build relationships outside my industry
- **Exposure** - Apply to LNH
- **Reflection** - Quarterly leadership self check-in



Leadership by design



Careers can drift. Leadership should be intentional. Intentional leaders ask:

- Where do I want to grow?
- What experiences will shape me?
- Who do I need to learn from?

Thank you

Leadership New Hampshire

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