

Leadership by Design

Where am I in my leadership journey?

☐ Early career ☐ Emerging leader ☐ Established leader ☐ Transitioning

Notes: _____

Where do I want to grow as a leader in the next 3-5 years?

Examples:

- Leading projects
- Leading organizations
- Civic & community leadership
- Leading teams
- Developing strategy
- Cross-sector leadership

My focus: _____

What experiences would accelerate my growth?

Choose experiences that stretch you:

- **Take on responsibility**
 - Lead a major project
 - Own a key outcome
- **Lead people**
 - Lead a team
 - Mentor someone
- **Build visibility**
 - Rep your org. externally
 - Speak at conference/event

Experiences to pursue: _____

What relationships I should intentionally build?

Build a balanced leadership network:

- Mentors
- Industry leaders
- Peers
- Sponsors
- Cross-sector connections
- Mentees

Relationships to pursue: _____

What do I need to learn to grow as a leader?

Think in terms of how you learn best:

- **Leading people**
 - Coaching & feedback
 - Building strong teams
- **Strategic thinking**
 - Statewide perspective
 - Understanding systems
- **Communication & influence**
 - Persuasion
 - Stakeholder alignment

My learning priorities: _____
