



DEVELOPMENT PLAN

INSTRUCTIONS

- ☐ **Identify (1) key focus area** from the material today that you'd like to grow in and **write it** in the top left corner of the form below.
- ☐ **Evaluate that focus area's current health**, with "R" (Red) being the least healthy, "G" (Green) being the healthiest, or somewhere in between. **Circle** the appropriate color.
- ☐ **Draft a plan** using the form below that, if you follow it, will cause your area of focus to become **more "green."**

AS YOU DRAFT YOUR PLAN: X TO WHY BY WHEN

A simple planning formula to help you execute is: "x to y by when." In other words:

- **"x"** – Where am I starting? If I rated myself as "red," what does "red" look like from an internal or character standpoint? How about from an external or behavioral standpoint? What are the symptoms of being "red" in this area? What is my "redness" producing on my teams? What is stuck because I'm red?
- **to "y"** – Where would I like to be? What does "Green" practically look like? What kind of outcomes would I expect to see?
- **by when?** Each plan will last the duration of the ministry season – about a 4-month period. What are the benchmarks or dates/deadlines along the way that you could hold yourself accountable to?

AS YOU DRAFT YOUR PLAN: STRATEGIES

Strategies are the **"how's"** – the actions you'll take that will lead you to be greener in your focus area. As you go to identify these strategies, think:

- **Knowledge:** books, trainings, podcasts, events, experiences
- **Relationships:** meetings, coaches, mentors, accountability
- **Roles/Responsibilities:** things you could do, create, or take on that would push you to grow in your focus area

FOCUS AREA:

STATUS: R R/Y Y Y/G G

What does “x” look like in this area of your leadership?

What does “y” look like in this area of your leadership?

How will I get from x to y in the next 90 days?

STRATEGIES	DATE

SCRUB YOUR PLAN

Finally, after you've created your plan, spend some time scrubbing your plan with your team around the table together. As you listen to each of your team members share their plan, think: is it...

SPECIFIC?

The plan needs to capture very clearly the x and the y. Generic language or platitudes won't be very helpful. The more specific the plan captures where you are and where you'd like to be, the better.

BEHAVIORAL?

Can you see clear action language in the strategies? Would you know exactly what the person is doing? Could you follow that plan if it was given to you?

RELEVANT?

Will the strategies actually get the person from x to y? How effective/likely will it be that, if they do what they say they'll do, that they'll arrive at their goal?

PERMISSION?

Do they have the permission that they need from their supervisor or any other key stakeholders?

RESOURCES?

Do they have everything they need to get their plan done: money, time, margin, etc.?

SCOPE?

Are they trying to do too much in the time allotted? Too little?