

SAMPLE

Executive Development Plan Template

<p>The Executive Development Plan is meant to serve as the "blueprint" for all short-term and long-term developmental activities which will enhance an executive's performance. Developmental activities, whether participating in a detail assignment, taking a course, or reading a book, should develop a broader perspective and deeper knowledge of the agency and Federal government. Plans should be updated periodically (e.g., at least once every three years).</p>	
Name/telephone number John Smith, 202-555-1111	Series/grade ES-0340
Position title Associate Director of Public Affairs	Occupational field Public Affairs
Developmental Goals <ul style="list-style-type: none"> • I am new to the SES and would like to improve my leadership skills to effectively and efficiently manage the directorate • Keep up-to-date in the Public Affairs field 	
Employee signature	Date
Supervisor signature	Date
ERB signature (optional)	Date

I plan to develop the following Executive Core Qualifications (ECQs) and associated Competencies: Leading People (Conflict Management), Results Driven (Accountability), and Building Coalitions (Political Savvy)

<u>DEVELOPMENTAL ACTIVITIES</u>	<u>DATE STARTED</u>	<u>DATE COMPLETED</u>	<u>EXPECTED OUTCOMES</u>
1. Training Course: OPM Federal Executive Institute Course: <i>Leadership for a Democratic Society: Historical Foundations for Leading Contemporary Transformations</i>	11/9/08	12/5/08	Gain broader understanding of the Constitution and how it fits into our modern-day government; develop insights into my leadership strengths and areas for development; devise a plan to improve the organization's performance; and increase my networks for problem-solving support
2. Books: 1) <i>It's Your Ship</i> , by Captain Michael Abrashoff 2) <i>Generations at Work</i> , by Ron Zemke, Claire Raines, and Bob Filipczak 3) Find other books on similar topics (will add over time)	5/1/08	1/1/10	Incorporate suggestions, recommendations and solutions from these books into my leadership and management practices
3. Rotational Assignment: 60-day detail assignment with Department of Treasury. My detail assignment will be to manage the Acquisition Division	2/1/09	4/15/09	To gain a broader understanding of the Acquisition field and to learn to manage people who are in a different career field
4. Webinars/Pod casts: 1) American Management Association Web cast: <i>How Ordinary People Become Extraordinary Leaders</i> 2) Find other webinars on similar topics (will add over time)	4/1/08	4/1/10	Incorporate suggestions, recommendations and solutions from these webinars and pod casts into my leadership and management practices
5. Other: Work with executive coach over several sessions	8/1/08	1/1/10	Discuss strategies for overcoming barriers in my agency; Learn new techniques and improve old ones in conflict management and problem solving; Learn how to balance work, family needs, friends, and hobbies so I do not face burnout