

AONL LEADERSHIP DEVELOPMENT PLAN TEMPLATE



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CREATE A PLAN THAT ENCOMPASSES 12-24 MONTHS

- Add a reminder to your calendar to evaluate monthly
- Use one sheet for each focus area that you address

1) GATHER INFORMATION TO DETERMINE FOCUS

Evaluate competency assessment results, review leadership literature, interview admired leaders

Focus Area: Leader Within, Leadership, Professionalism, Communication/Relationship Management, Knowledge of Healthcare Environment, Business Skills/Principles

2) DEFINE DESIRED OUTCOME(S)

What does success look like?

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3) REFLECT ON AND DOCUMENT POTENTIAL BARRIERS

Be honest and comprehensive in identifying barriers

4) DOCUMENT ACTIONS TO MITIGATE BARRIERS

Develop specific steps to mitigate barriers – consider SMART goal format

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5) **CREATE SMART GOALS**

Goals are Specific, Measurable, Achievable, Realistic, and Time Limited

6) **IDENTIFY AN ACCOUNTABILITY PARTNER**

Who will help you stay on track with your plan?

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7) EVALUATE YOUR PLAN

Have a plan to evaluate the measures identified in your goals