

Leadership Development Plan

Name:

Institution:

Course Title:

Assignment Name:

Instructor:

Date:

Leadership Development Plan

i. Steps of the Leadership Development Plan

The leadership goal I want to work on and improve is emotional intelligence which is a crucial leadership skill. I want to create a development plan for improving this skill as it enhances decision-making, interpersonal relationships, and overall team dynamics. The skill of emotional intelligence is crucial for leadership success and involves choosing the best course of action for continuous improvement that requires practice and dedication. The development plan for improving emotional intelligence skills as a leader is as follows:

Development Plan: Improving Emotional Intelligence Skill

1. Identify Strengths and Weaknesses

To assess my current emotional intelligence level, I would prefer to use the “Mayer-Salovey-Caruso Emotional Intelligence Test” (MSCEIT) in order to identify my strengths and weaknesses.

2. Set Specific Goals

Based on the identification of my strengths and weaknesses, I will work on my ability to set clear and measurable goals.

3. Build Knowledge

Building knowledge is a crucial step in improving emotional intelligence. So, reading emotional intelligence-related research studies, books, and training will help provide insights and strategies.

4. Practice Self-Awareness

Boosting and improving emotional intelligence can be practised through self-awareness strategies such as keeping a daily journal to note patterns and triggers that affect the emotional state as well as reflect on reactions and emotions on a daily basis.

5. Develop Empathy

For the leadership development and improvement of emotional intelligence, I will engage in exercises that put me in others' shoes and volunteer in social situations where people need help to enhance empathetic skills.

6. Manage Relationships and Improve Social Skills

Learning and practicing conflict resolution techniques is an important step to improving emotional intelligence as this technique helps in managing relationships. Moreover, receiving feedback on a daily basis from mentors and colleagues on interpersonal relationships improves social skills which is the key to improving emotional intelligence.

7. Monitor Progress and Adjust Goals

Lastly, the plan involves monitoring the progress of the development strategies made for improving emotional intelligence. Based on regular check-ins, self-assessments, and feedback, I will adjust my goals and strategies to ensure continuous improvement.

In a nutshell, following this development plan will help me improve my emotional intelligence skills, leading to better leadership practice and stronger team dynamics.

ii. Understanding and Implications of the Leadership Theory

The Path-Goal theory of leadership aligns with the development plan for improving emotional intelligence. Robert House who developed the Path-Goal theory suggests that the “effectiveness of a leader’s practice” depends on his ability to “clear the path for his followers” in order to achieve their set goals (House, 1971). The theory further states that leader should adjust their behavior based on the needs of the environment and their subordinates so that followers feel motivated to achieve the organizational goals. The development plan emphasizes improving emotional intelligence and developing decision-making skills which is also fostered by the Path-Goal theory, recommending that leaders should adapt to their team’s needs, external environment, and the complexity of the tasks in order to increase productivity and motivation.

As a leader working to improve emotional intelligence, I would be able to recognize when to use the “directive leadership” approach and when to use the “participative leadership” approach, mirroring the need for self-regulation and assessment of the emotional needs of both the leaders and the team members to create a supportive and empathetic environment. Both the Path-Goal theory and the development plan align with each other. They emphasize the importance of setting clear objectives, providing necessary support, monitoring the improvement progress, adjusting goals, and developing effective strategies to enhance emotional intelligence and leadership success. By following the development plan for enhancing and improving emotional intelligence, leaders can lead more effectively and foster stronger team dynamics.

References

House, R. J. (1971). A path goal theory of leader effectiveness. *Administrative Science Quarterly*, 321–339.