

Leader Development and Personal Action Plan

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Creating the personal action plan, it is necessary to take into consideration all strengths and weaknesses and to turn the theoretical advice into practice in order to develop their own leadership and action plan. Thereby, an understanding of the individual characteristics will help to establish the most appropriate strategy. According to Daft and Lengel (2008), it is highly essential to develop oneself in order to get more professional success. Self-organizing is the most critical part of the leadership process and movement from fission to fusion.

Providing the personal action plan, I concentrate on such capacities as the self-inquiry, facilitation, welcoming, and readiness for changes and cooperation with partners. Those aspects are the most important peculiarities of the personal action plan. It is essential to develop a personal leadership style that will help to be unique and recognizable. The benefits of this issue are clearly seen. For partners, it is more preferable to choose the company or leader which is able to provide a unique strategy and ideas.

Moreover, I take into consideration the statement that the leader has to control people for the sake of a goal. Therefore, the leader should be the first person who sees the new perspectives and react to the last tendencies and demands of a particular business area. As a leader, I will use my technical, conceptual, and human skills, composing my action plan. A clear understanding of my strengths and weaknesses will help me to provide the most effective and appropriate strategy. My action plan should provide adequate consideration of managing performance, indicating critical points, and soft skills.

Taking into account three levels of collaborative management (Voets, J., De Rynck F., and Van Dooren, 2006, p.1), I will compare my action plan with the concrete situation. There can be an individual level that means those people who manage collaboratively, the organizational level that takes into consideration the organizations that provide the collaborative management, and the third collective level that implies the collaboration itself and its functions in the direction of the particular company.

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