



Deliberate Development Plan

Want to cultivate the power of your team? Co-create a deliberate development plan with each individual you coach to help them make consistent progress toward their learning goals. This template uses the GROW Coaching Model to help guide a monthly or quarterly conversation:

TODAY'S DATE:	
<p>Goal</p> <ul style="list-style-type: none"> • What is your development goal? • Why does it matter? • What skills, knowledge, and experiences will you need to reach it? • What specific skill will you focus on? 	<p><i>Example:</i></p> <ul style="list-style-type: none"> • <i>Lead international team one day</i> • <i>To make broader impact</i> • <i>Cross-cultural comms, project management, international law</i> • <i>Project management: scoping skills</i>
<p>Reality</p> <ul style="list-style-type: none"> • What is your current skill level (1-10)? • What progress have you made? 	<p><i>Example:</i></p> <ul style="list-style-type: none"> • <i>Scoping skills = 4 out of 10</i> • <i>Finished PM book; last month score = 3</i>
<p>Options</p> <ul style="list-style-type: none"> • What are your development options? <ul style="list-style-type: none"> ○ Education ○ Experience ○ Exposure 	<p><i>Example:</i></p> <p><i>Project management options:</i></p> <ul style="list-style-type: none"> • <i>Read more books, get PM certified</i> • <i>Volunteer to be a task force PM</i> • <i>Interview Li (our top PM) about scoping</i>
<p>Way forward</p> <ul style="list-style-type: none"> • What is your plan? • What's your first small step? 	<p><i>Example:</i></p> <ul style="list-style-type: none"> • <i>Ask to observe Li's work.</i> • <i>Schedule a check-in with Li this week.</i>

Pro-tip: Noticing skill gaps or insufficient coverage on your team? Advertise the skills that are missing or will be needed in the future. In this way, everyone will understand where the team needs more capacity and incorporate relevant skills into their individual development plans.

Power is the capacity to get things done. When individual power grows, so does your team's collective power.

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Want to build your team's power?

Read [Lead Together: Stop Squirreling Away Power and Build a Better Team](#) 