**Pathways Programme: Development Goals**

## We ask that you set development goals at the beginning of the programme relating to three areas to support not only your personal development but enhance your impact on the wider system. We ask that you set goals relating to:

1. Self-leadership
2. Team/service leadership
3. Wider system leadership

## **Purpose of development goals:**

* To focus your learning over the course of the programme
* To enable impact on outcomes for children and families by considering how your learning can reach beyond impact on self.
* To support you to set goals which have clearly defined actions to help you achieve the
* To provide tangible learning goals to share with your line manager and LDC (Leadership Development Coach) so that they can support you most effectively over the course of the programme.

## **Guidance for setting development goals:**

* Remember to make them SMART: specific, measurable, achievable, relevant and time-bound
* Use data gathered from the leadership diagnostics to inform your goals
* Discuss your goals with your LDC and aim to finalise these toward the beginning of the programme (we suggest by your second Leadership Session)
* At the end of the programme you will be asked to reflect on your progress against these goals, providing you with a measure of your development over the course of the programme

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| **Development goal 1:**  **Self-Leadership** |
| * What is your development goal? (Make it SMART) * How will you achieve this? *What are your action steps to success?* (Note: you may not know all this yet.) * How will you know if you have been successful?   + *What change or impact do you want to see?*   + *How will you measure it?* |
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| **Development goal 2:**  **Team/Service Leadership** |
| * What is your development goal? (Make it SMART) * How will you achieve this? *What are your action steps to success?* (Note: you may not know all this yet.) * How will you know if you have been successful?   + *What change or impact do you want to see?*   + *How will you measure it?*   + *What changes might your team or service see if you were successful in achieving this goal?* |
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| **Development goal 3:**  **Wider System Leadership** |
| * What is your development goal? (Make it SMART) * How will you achieve this? *What are your action steps to success?* (Note: you may not know all this yet.) * How will you know if you have been successful?   + *What change or impact do you want to see?*   + *How will you measure it?* |
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