

Y sample development plan

NAME: Jill Sample

LEADERSHIP LEVEL IN CURRENT ROLE: Team Leader

ASSESS DEVELOPMENT OPPORTUNITIES USING 70/20/10 LEARNING FORMULA*:

Refer to the Leadership Competency Development Guide for suggested experience-based learning assignments, key coaching questions, formal training, self-study & valuable tips.

I. Leadership Competency to Develop	II. Experience-based Assignments (70%)	Target Dates	III. Who will you ask to help? (and how?) (20%)	Target Dates	IV. Formal Training & Self-Study (10%)	Target Dates
<p>(a) Philanthropy</p> <p>(b) Behavior Description(s):</p> <ul style="list-style-type: none"> • Designs and conducts training programs for volunteers, staff, and other groups in order to educate them about the charitable nature of the Y. • Secures gifts from prospective donors in order to generate financial support for the Y's mission. 	<p>1. Give a presentation about the Y's mission impact and community benefit to a group of prospective members or donors.</p> <p>2. Research opportunities and write a successful grant proposal.</p>	<p>By: 3/31/2011</p>	<p>Sarah Brown, Chief Development Officer at my YMCA (possible coach or shadow opportunity).</p> <p>Doug Robinson, Grant Writer, for local school (could teach me to effectively conduct research and provide samples of grants)</p> <p>Debbie Wagner, Senior Administrative Assistant (may offer tutorial for creating effective PowerPoint presentations).</p>	<p>Contact by: 1/20/2011</p> <p>Set meeting: 2/28/2011</p> <p>Contact by: 1/20/2011</p>	<p>Read the book: <i>How to Ask Anyone for Any Purpose</i> by L. Fredricks.</p> <p>Attend AFP International Conference on Fundraising</p>	<p>By: 2/01/2011</p> <p>Scheduled: 3/20-3/23, 2011</p>

Select Leadership Certification: _____ Working toward achieving a new Leadership Certification

_____ Maintaining current Leadership Certification with 20 Leadership Certification Credits every 5 yrs & Assessment

Circle Leadership Certification you're working toward achieving or maintaining: Team Leader • Multi-Team/Branch Leader • Organizational Leader

**70/20/10 Learning Formula describes how leadership competencies are developed. 70% of learning and development comes from real-life, on-the-job experiences; 20% of learning and development comes from coaching, feedback, and from observing and working with role models; 10% of learning and development comes from formal training.*