Critical leadership Week 22

Reflecting for your portfolio

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Session aims

- Clarify the requirements of the development portfolio

- Analyse a number of leader assessment tools that might be useful for section1

- Identify themes and trends from a range of leader assessment tools

- Explore how these findings link to section 2

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Portfolio part 1

- 1.1. Brief introduction to leader/leadership assessment, theory and practice
    - Clarify leader V leadership in your portfolio and why
    - Demonstrate research into assessment methods
- 1.2. A table of the tools you have used to assess yourself as a leader
- 1.3. Summary of current strengths and development needs

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Activity 1

- Individually: Review the results of a sample *leadership traits* questionnaire

- Interpret the results for this leader

- What are their strengths and development needs?

- What are the issues in their results?

- Then share your thoughts with others

Activity 2

- Individually or in groups
- Review the results of the *Task and relationship* questionnaires that have been completed for a leader
- Identify what these results are telling the leader
- Identify their strengths and development needs
- What are the issues with their results?

Activity 3

- Insert data from activities 1 and 2, and appendix 3 into the *part-completed summary table*

- Complete the rest of this table:
  - Limitations
  - Common strengths
  - Common development needs

Activity 4

- What Development would you recommend for this leader?
  - What strengths should they build on?
  - What development needs should they work on?
  - What development methods would you recommend IF this was YOUR profile?
  - How would you justify these methods?

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Activity 5

- Review the extracts from an example `leadership development portfolio`

- What is good?

- What would you change if this was yours?

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