

## Personal Development Roadmap William®

<p>My ambition: Becoming Operations Director for a region within 5 years</p>	<p>My goal: Working in a result-oriented way in harmony with the main office and all teams. <i>Learning the 'Hard on the matter, soft on the people' principle</i></p>	<p>My values: Teamwork, Exemplary behavior, Openness &amp; Honesty, Respect, Responsibility</p>
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Priority #1: Strategy Execution Orchestration	Priority #2: Proactive Monitoring	Priority #3: Development employees	Priority #4: Becoming more assertive
Converting, together with the team, the strategy into priorities as well as into the associated concrete projects and actions.	Planning, each month, 30 minutes of one-to-one sessions with every of my employees and team leaders, with a focus on coaching.	Introducing a combination of external and internal coaching for every team leader.	Practicing techniques, together with a coach, in order to react faster when a situation requires it.
Selecting and coaching leaders for each important project and action.	Better preparing management team meetings with a focus on progression.	Appointing a mentor for every newcomer.	Evaluating the team's performances together with the CEO and suggesting which <i>underperformance</i> should be addressed, how and when.
Delegating more clearly and making progress more measurable by means of KPIs and milestones properly agreed upon.	Introducing a two-hour reflection moment for myself every Friday noon and summarizing the 'lessons' together with my HR manager.	Developing and rolling out E-learning to all levels.	Establishing contacts by means of assertive role models and getting inspired by them, by reading about them or meeting them.
		Introducing ' <i>feedback-feedforward</i> ' for the <i>core</i> team	Acquiring insight into the cause of my behavior by means of driver
Tools			
<ul style="list-style-type: none"> <li>Strategy execution training</li> <li>Attending a summer course at University</li> </ul>	<ul style="list-style-type: none"> <li>External Coaching</li> <li>'Coach-the-Coach' training</li> </ul>	<ul style="list-style-type: none"> <li>360° assessment for every team leader</li> <li>Drivers assessment for myself next year</li> </ul>	

