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| **A person smiling for the camera  Description automatically generated with medium confidence** | Establishing Your Leadership Vision & Executing Your ‘23 Plan  with  Dr. Ginny A. Baro |

​**Welcome to your Training Resources Rising Stars!**Congratulations on your commitment to taking your professional development to the next level.

This dynamic Workbook enables you to create a compelling leadership vision for the next 12 months and execute meaningful goals. To work, you must be brutally honest with yourself—this is only for you. Print it or type in your answers. Share as much or as little as you’d like with your Rising Stars Networking Circles. To get the most benefit, please schedule or set aside “me” time to work on these hands-on exercises, and as you do, you’ll develop Self-leadership—to lead, engage, and influence others powerfully.

Without this “groundwork,” you can get busy doing stuff that doesn’t significantly affect your career and life. Instead, when finished, you will have 100% clarity on the direction you want to go for the next 12 months—in meaningful areas of your life. That leadership vision and clarity will support you when making critical career and life decisions. Trust your intuition, think big, and notice when you experience a crunchy moment. Bring your questions to your assigned Coaching Breakout Circles, and we’ll address them together.

Bookmark [this resource page](http://www.executivebound.com/wind23), [http://www.executivebound.com/wind23](http://www.executivebound.com/wind23w), which will be available until December ‘23 (please note, wind is case sensitive—use lowercase in the URL).

Enjoy the journey, and remember to share with and lean on your WIND Rising Stars peers and your Networking Circle to hold each other accountable or if you’re struggling and need support. We are only an email away too (info@executivebound.com), Mon - Fri, 9 - 5 PM EST. I’m grateful to be right here with you.

Live with purpose, live with joy!

***Coach Ginny***

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Establishing Your Leadership Vision & Executing Your ‘23 Plan

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**THIS WORKBOOK BELONGS TO:**

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| **Name:** |  | **Date:** |

# 1. WHAT IS YOUR LEADERSHIP VISION?

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| Let’s build a solid foundation from which you can focus your RESOURCES, time, energies, and efforts. A clear and compelling vision of the leader you want to be will help you achieve precisely that. With clarity and purpose, you’ll derive tangible goals with meaning and execute based on a realistic massive action plan to help you achieve it. Keep these answers in mind as you create your plan and develop your ’23 goals. |

1. As you reflect on your leadership career, what do you believe in? What are you most passionate/enthusiastic about? What have you enjoyed the most?

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1. Today, how do you define success? How do you show up? What gives your life and work meaning? Notice—how has you answer changed from other phases in your life?

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1. **Let’s begin creating a meaningful 12-month Massive Action Plan.** Imagine, it’s 12 months from now and you and I are sitting down to catch up. You’ve had a wildly successful year and you’re eager to share it with me. ***What happened?*** ***Describe in detail what this wildly successful year looks like for you.*** *Explore your career, leadership skills and behaviors, impact, and team contributions. What happened to your finances, health & well-being, family, relationships, fun & recreation, spirituality, community, and any area that’s important to you in this wildly successful year?*

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| 1. Outcome 1 2. Outcome 2 3. Outcome 3, etc. |

1. From what you described in #3, choose the outcomes which are your **top goals for the next 12 months**, and outline ***Why*** each is important to you. Without a strong enough meaning, at the first obstacle, you won’t find the fuel to keep going and may give up. If you can’t pinpoint Why it matters, remove it, and find one with a BIG WHY!

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| 1. Outcome 1 – why is it important? 2. Outcome 2 – why is it important? 3. Outcome 3 – why is it important? etc. |

# 2. WHAT ARE YOUR STRENGTHS & OPportunities

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| To clarify strengths and areas for growth as a leader, let’s conduct a **SWOT analysis**. Your efforts will surface your strengths and weaknesses as a leader, as well as potential obstacles and opportunities that may impact your ability to lead. Be brutally honest with yourself. It will pay off in “self-awareness,” and becoming the leader you aspire to be. In addition to your own assessment, consider talking with stakeholders—colleagues, employees, and others—who are affected by your leadership. By conversing with them, you can identify potential strengths and areas for growth, and devise ways to have a greater impact as a leader. |

1. **As a leader, what are your Strengths?** People have shared these with you. These come up in our performance reviews and when you receive feedback from managers and stakeholders. Ensure that your 12-Month Massive Action Plan includes goals to leverage these strengths.

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1. **What are your Weaknesses as a leader?** From your perspective, what areas do you need to improve to become a more effective leader? From other’s feedback, what have you noticed about areas to develop? Ensure that your 12-Month Massive Action Plan includes goals to address these areas of improvement.

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1. **What are your Opportunities as a leader in your role?** How are you positioned to take advantage of your position to contribute to the organization as leader? Ensure that your 12-Month Massive Action Plan includes goals to address these opportunities.

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1. **What are your Threats as a leader in your role?** What can jeopardize your effectiveness and ability to lead? (e.g., not building relationships with critical stakeholders, not communicating clearing, etc.). Ensure that your 12-Month Massive Action Plan includes goals to address these threats.

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# 2. YOUR 12-MONTH MASSIVE ACTION PLAN

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| Bring it all together. The outcomes with a significant meaning or Why (#4 from Exercise #1) make it to your **final list of 12-month goals**. The reward from this exercise is a compelling roadmap aligned with your leadership vision that supports your growth ambitions. Ensure your goals leverage your strengths and opportunities and address your weaknesses and threats. To make it fulfilling and enjoyable, integrate goals across the areas that matter most to you (i.e., career—leadership, impact, team, finances, health & well-being, family, romantic relationships, fun & recreation, personal growth, spirituality, community, etc.) In addition to Why the goal is important, ask yourself, “how will I feel when I accomplish it? What if I don’t? How would I feel? Next, identify the actions you are committing to taking to make these desired outcomes/goals a reality. What steps will get you there? When are you committing to executing those steps? Consider your workload and responsibilities and set realistic timeframes to minimize getting discouraged if you don’t meet the dates. What resources will you need? Who can support you--what person, group, or organization can help accelerate in achieving these results? |

| DESIRED RESULT / OUTCOME / GOAL | WHY IS THIS IMPORTANT? HOW WILL YOU FEEL? | ACTIONS & ACTIVITIES TO PURSUE IT | COMPLETION TIMEFRAME | RESOURCES |
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**JOIN OUR COMMUNITY TO GAIN VALUABLE resources, strategies, AND TOOLS to help you REACH YOUR FULL POTENTIAL at www.executivebound.com.**

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|  | **ABOUT DR. GINNY A. BARO** |

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| A person smiling for the camera  Description automatically generated    **Logo  Description automatically generated**  **Circle  Description automatically generated** | **Dr. Ginny A. Baro, Ph.D., MBA, MS, CPC, CEO**, ExecutiveBound.com, immigrated to the U.S. at age 14 with nothing more than a dream. Today, she is an award-winning transformational speaker, leadership coach, career strategist, and author who has transformed the lives of thousands of leaders and executives around the world. With over 25 years of experience in financial services and technology, Dr. Baro brings a wealth of knowledge and expertise to her coaching, consulting, books, and speaking engagements.    Dr. Baro's expertise in leadership development has been recognized by Fortune 500 companies and partners, including McKinsey&Company, Verizon, Merck, Pfizer, and WIND, where she has been invited to speak numerous times on the topic of leadership. She has also been featured in Univision, ABC 7, Yahoo Finance, New York Business Journal, and Latinas in Business Magazine, among others.    She is the author of two best-selling books: [Fearless Women at Work: Five Powerful Strategies to Thrive in Your Career and Life!](https://www.executivebound.com/book) and [Healing Leadership: How to Lead, Love, and Thrive in Business and Life](ps://www.executivebound.com/book). Her books have been praised for their practical advice and actionable strategies, which have helped readers advance in their careers.    In 2020, she created the [Fearless Leadership Mastermind](http://www.flmprogram.com/) to help women grow and advance to senior leadership roles without burning out. Her expertise, passion, and commitment to helping leaders and women make her an invaluable resource to any organization looking to unlock the full potential of their talent and achieve success in their business. To learn more, please visit [ExecutiveBound.com](http://www.executivebound.com/). |  |