Personal Development Plan

Chatham University

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In contemporary organizations, the need for continuous learning cannot be overstated. It is through continuous learning that individuals improve their skills and competencies which in turn makes them capable of becoming leaders in different areas. Nowhere is this aspect more poignant than in the healthcare industry where healthcare professionals work with other professionals. To improve the skills and knowledge that individuals require, personal development plans are always necessary as they help in ensuring that the goals that individuals follow are accomplished. Using the Brian Tracy personal development plan template, this paper discusses the four important objectives of the course for me and how I will improve them through the personal development plan.

**Using the Brian Tracy personal development plan template**

The Brian Tracy personal development plan template is an instrument that allows individuals to identify their current levels of performance and compare them with their objectives. The plan also has a component that enables the professionals to identify the relevant activities that can help them realize their goals as far as the performances are concerned. Based on the components of the Brian Tracy personal development plan template, individuals can learn how to improve their performances (Brian Tracy Personal Development Plan Template, 2020).

**Use advanced communication skills and processes to lead change initiatives in healthcare systems**

The impact on my learning as far as the objective of communication skills and processes to lead change initiatives in healthcare systems is concerned is that I have come to understand how communication skills and processes influence the interrelationships in the workplace settings and how employees can use the communication approaches to advance positive healthcare initiatives that can offer positive outcomes in the healthcare systems. The foundation for having successful and working teams in healthcare settings is effective communications.

The influence that the objective of communication skills and processes to lead change initiatives in healthcare systems has had on me is that I have learned how to become proactive in creating positive communications with the other health professions as a way of facilitating healthcare initiatives with the ability to produce positive outcomes in the clinical settings.

To continue to develop in this objective area, one of the steps that I will take is the participation in different initiatives involving different professionals. According to Dyess(2016) interacting with people who are different helps to improve the communication skills and processes that individuals have. The second activity that I will integrate to help me improve my communication skills and processes is to learn how to use the purpose, importance, preview (PIP) framework which helps people to communicate important information to others in effective ways(Broom, 2010).

**Employ effective collaboration and teambuilding skills in professional practice, including leading interprofessional teams in the analysis of complex issues and practice improvement**

Regarding the objective of effective collaboration and teambuilding skills in professional practice which include interprofessional teams in the analysis of complex and issues and practice improvement, the impact the objective has had on me is that I have been able to decipher how collaborations and teambuilding skills are critical to solving complex issues and practice improvements.

With the objective of collaboration and teambuilding skills in professional practice, which includes interprofessional teams in the analysis of complex issues and practice improvement, I have learned that collaboration and team building are essential for healthcare workers when complex issues are being managed in the organization. Through collaborations and teamwork, different viewpoints are offered in relation to the issues that are to be addressed and this led to the generations of important alternatives that help to address such complex issues in the practice settings (Gillet et al. 2013).

To improve the collaboration and teambuilding skills, one of the activities I intend to pursue is that of increased participation in projects that are complex. Through participation in such projects, I will be able to learn the necessary skills that I can use to interact with others and build teams. I also intend to improve my self-awareness skills so that I understand how my actions and behaviors can affect my relationships with others. These are important activities that will improve my collaborations with others.

**Guide, mentor and support other nurses to achieve excellence in nursing practice**

The impact that the objective guide, mentor and support of other nurses to achieve excellence in nursing practice has had on me is that from this objective, I have been able to understand the role of leadership in supporting other nurse professionals and helping them to achieve their goals. From this objective, it has drawn on me how the successes of leaders are dependent on the achievements of the followers. This way, I have learned of how leaders can help to promote the professional and personal development of their followers in the organizations.

In my professional practice, this objective has had two important influences. First, I have learned that leadership is not a position of privilege but it is a position that is meant to empower others (Hutchison & Jackson, 2012). The second influence that the objective has also had on my professional practice is that it has also helped determine the different ways that I can use as a leader in the workplace to initiate positive changes that impact on the teams in the practice settings.

To guide, mentor and support other nurses to achieve excellence in nursing practice, one of the steps that I intend to grow is to practice leading by example in different roles where I work with others. Another action that I want to embrace so that I can guide, mentor and support others relates to the application of the concept of critiquing and not criticizing. Under this practice, I will practice showing others their strengths and how they can improve on their weaknesses without making them feel disempowered.

**Lead care initiatives with an understanding of current leadership models and applicable technology**

The impact on my learning concerning this objective is that I have gained new knowledge on how the different models of leadership impact performances and relationships in the workplace. From this objective, it has come to my attention that leading care initiatives require that the health professionals adopt the relevant models of leadership and also the appropriate technologies to facilitate the changes in the practice settings. This is valuable information that I will apply in my leadership roles to facilitate positive outcomes.

As far as my professional practice is concerned, the objective has helped me to understand how to use the various leadership models to create visions and inspirations. Accordingly, I have developed the relevant knowledge that I can use to ensure that I have a common understanding with others when leading care initiatives in the workplace. Moreover, I have also come to learn how technologies influence efficacies and how to use them and promote productive initiatives (Scully, 2015).

For me to improve the lead care initiatives with an understanding of current leadership models and applicable technology, one of the key areas of development that I want to strengthen is that of applying the diverse leadership models in different circumstances. To realize this, I plant to create lead care initiatives and apply various technologies to see how they impact the situations. At the same time, I also want to work closely with leaders in different capacities so that I see how they lead the various projects. From such exposures, I will be able to improve my leadership skills and apply them in the work settings. Healthcare professionals should embrace the use of personal development plans because they lead to better performances and outcomes in practice settings.

**Conclusion**

Healthcare settings involve continuous changes and for the professionals to be effective in addressing such changes, the need for professional development plans cannot be overstated. With the personal development plans, the professionals can understand their respective areas of strengths and also areas of improvement. The Brian Tracy personal development plan template is a tool that can help the professionals plan for their career by following a plan to improve their performances on the areas that they may be weak in. As an aspiring nurse leader, I will continue to use personal development plans so that I can grow holistically.

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