



Emerging Leaders Certification Program

Leadership Plan

Name _____

Department _____

LEVEL I – Understanding the Business of Henrico County
Answer questions 1-6

1. What are your **STRENGTHS** as an emerging leader?

2. What are your **GROWTH AREAS** (weaknesses) as an emerging leader?

3. In your own words, define “The Henrico Way.”

4. In your own words, define “Leadership at all Levels.”

5. List the HR sponsored class you took and describe what you learned in this class.

6. Please list and elaborate on the projects you completed in Level I. (Projects must be from the approved Level I Project Suggestions.)

Brief description of project:	What did you learn and/or how can you apply this in your role?

LEVEL III – Self-Awareness and Leadership
Answer questions 12-15

12. List the two HR sponsored classes you took in the Leadership/Professional Development category and describe what you learned in both classes. (NOTE: Discussion groups cannot count as classroom hours)

13. How can you apply what you learned in these classes to your role?

14. Please list and elaborate on the project you completed in Level III. (Project must be from the approved Level III Project Suggestions.)

Brief description of project:	What did you learn and/or how can you apply this in your role?

15. From your participation in the discussion groups, what have you learned about yourself?

LEVEL IV – Empowering to Give Back
Answer questions 16-21

16. Describe the leadership goal and the work you did to achieve it.

17. What did you learn about yourself while working on this goal?

18. Describe how working on this leadership goal empowered you to give back?

19. Revisit your application essay. How have you grown in ELCP since you completed this essay?

20. Look back at your answers to questions 1 and 2 in the Leadership Plan. How have your STRENGTHS and GROWTH AREAS (weaknesses) changed after participating in ELCP?

21. From creating a presentation with your group. What have you learned about yourself?

22. Based on what you have learned in ELCP, create 2-3 goals for your continued leadership growth after you have reached Emeritus in the ELCP: