

# Leadership Development Plan Bill Smith

**Leadership Objective(s) (Ex: Outcome we want to drive within 1-3 years):** Leading the Heat Treat plant at THERMO Inc. by 12/31/22

**What is your 'Personal Brand' 'I get it done no matter what'**

**Top 3 things that you're going to work on-** Cross training my team, Patience & Compassion.

- **Education-** Take more management classes, Read Heat Treat related books, MTI Classes, MTI Sessions & learn another language.
- **Exposure-** Management team meeting, Find 1 more mentor, Identify which team member need more training & be more involved with daily scheduling/ planning.
- **Experience-** Mentor one 1 of our younger team members at TFI, schedule more plant tours at TFI & start interviewing candidates to fulfill personnel shortage.
- **Development Initiatives (3 minimum)-** Assessment and Identify situational factors (Planning, Timeline, & Task Definition)

**Risks:** Mental Health, Rest & Work/ Life Balance

**Resources:** President of TFI, MTI Resources, Yes Team, & TFI Team

**Lessons Learned:** Follow through with your plans & If you want to accomplish something you have to just start it.

What	When	Effort / Cost	Desired Effect	Actual Effect
MTI Classes	4/2022	30 Hours	Gain more knowledge of the H/T techniques & methods	
Learn another language (Portuguese or German)	9/2022	100 Hours	Improve communication & add another language	
Obtain 1 more mentor	12/2021	2 Hours	Get someone valuable to bounce ideas about Life/Work	

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What	When	Effort / Cost	Desired Effect	Actual Effect
Complete & graduate YES Program	10/2021		Gain a network of colleagues & contacts within the H/T industry	
Shadow Shop Supervisor & Scheduler	12/2021	1 week	Be more involved in scheduling daily jobs for 2 <sup>nd</sup> & 3 <sup>rd</sup> shifts	
Read more H/T related books	4/2022	1 hr a day	Gain as much knowledge about H/T as possible and pass it on to my team.	
Management Classes online or in-person	4/2022	5 hrs a week	Keep improving as a Supervisor	

**Red Team:**

**Notes:**

