

# Leader Development Plan Template

Module 4.3 — Movement Leadership: Developing Emerging Leaders

## Instructions

Complete one section below for each emerging leader you are developing. Be specific: 'I'll mentor them' is not a plan. A plan names the practices, the timeline, and the milestones. Mentoring without a plan is hope with a deadline.

## Leader #1

Field	Your Response
Name:	
Current role in your coalition:	
How long you've known / worked with them:	
Why you've identified them as an emerging leader:	

## Current Strengths

Strength (be specific — behavior, not trait)	Evidence / Example
Strength 1:	
Strength 2:	
Strength 3:	

## Development Gaps

Gap (specific skill or behavior)	Why It Matters for This Role	How You'll Address It
Gap 1:		
Gap 2:		
Gap 3:		

## Mentoring Practices (specific, not vague)

Practice	Frequency / Format	What You Hope It Develops
Practice 1:		
Practice 2:		
Practice 3:		

## Milestones

Milestone	What Success Looks Like
30 days:	
90 days:	
6 months:	
12 months — independent role:	

## Leader #2

Field	Your Response
Name:	
Current role in your coalition:	
How long you've known / worked with them:	
Why you've identified them as an emerging leader:	

## Current Strengths

Strength (be specific — behavior, not trait)	Evidence / Example
Strength 1:	
Strength 2:	
Strength 3:	

## Development Gaps

Gap (specific skill or behavior)	Why It Matters for This Role	How You'll Address It
Gap 1:		
Gap 2:		
Gap 3:		

## Mentoring Practices (specific, not vague)

Practice	Frequency / Format	What You Hope It Develops
Practice 1:		

Practice 2:		
Practice 3:		

**Milestones**

Milestone	What Success Looks Like
30 days:	
90 days:	
6 months:	
12 months — independent role:	