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Description automatically generatedLeader Action Plan

Empowering leaders in the committee: Igniting growth and success within the committee.

This succession planning action plan should be led by the Chair and completed with the committee

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| **Leader competency** | **Positive indicators**  *(Key strengths)* | **Negative Indicators**  *(Areas for Development)* | **Actions to be taken**  *(Any support required)* | **Timescales** | **Notes** |
| 1. **Communicating and engaging the committee.**   The leader involves individuals from the committee and demonstrates that their contributions and ideas are valued and important for delivering outcomes and continuous improvements to the LOC community. | 1. Demonstrates active listening skills  2.  3. | 1. Fails to listen to others  2.  3. | 1.  2.  3. | 1.  2.  3. |  |
| 1. **Develop capability.**   The leader builds capability to enable people to meet future challenges using a range of experience as a vehicle for individual and organisational learning. The leader acts as a role model for personal development. | 1.  2.  3. | 1.  2.  3. | 1.  2.  3. | 1.  2.  3. |  |
| **3. Influence for results.**  The leader has the required skills to have a positive impact on other people, builds relationships to recognise other people's passions and concerns, uses interpersonal and organisational understanding to persuade and build collaboration. | 1.  2.  3. | 1.  2.  3. | 1.  2.  3. | 1.  2.  3. |  |
| **4. Health and wellbeing**  The leader creates an ethos of proactive health and wellbeing within the LOC. | 1.  2.  3. | 1.  2.  3. | 1.  2.  3. | 1.  2.  3. |  |
| **5. LOC Culture**  Effective leadership that encourages the best use of LOC members skills and creates an environment that supports and mentors other LOC members. | 1.  2.  3. | 1.  2.  3. | 1.  2.  3. | 1.  2.  3. |  |
| **6. Takes Action**  Demonstrates a readiness to make decisions. Takes action to improve outcomes for patients and the optical industry. | 1.  2.  3. | 1.  2.  3. | 1.  2.  3. | 1.  2.  3. |  |