**Development Wheel – Management**



**Being a People Manager –** [**University Policies & Approach**](https://staff.napier.ac.uk/services/hr/HRDocuments/Pages/Documents.aspx)

**Self-Identified Area:**

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[**Giving & Receiving Feedback**](https://app.mindtools.com/#/napier/s/7kbuiblyp1)

[**Developing Your Team**](https://app.mindtools.com/#/napier/s/6k94q3dwmm)

[**Coaching & Mentoring**](https://app.mindtools.com/#/napier/s/nez51skcuj)

[**Setting Effective Objectives**](https://app.mindtools.com/#/napier/s/6i1fdmwk44)

[**Delegation & Empowerment**](https://app.mindtools.com/#/napier/s/gpij2ugun7)

[**Meaningful Conversations**](https://app.mindtools.com/#/napier/s/0xhy2f40dg)

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| --- | --- |
| **Element** | **Comments** |
| Being a People Manager – [University Policies & Approach](https://staff.napier.ac.uk/services/hr/HRDocuments/Pages/Documents.aspx) |  |
| [Giving & Receiving Feedback](https://app.mindtools.com/#/napier/s/7kbuiblyp1) |  |
| [Coaching & Mentoring](https://app.mindtools.com/#/napier/s/nez51skcuj) |  |
| [Setting Effective Objectives](https://app.mindtools.com/#/napier/s/6i1fdmwk44) |  |
| [Meaningful Conversations](https://app.mindtools.com/#/napier/s/0xhy2f40dg) |  |
| [Delegation & Empowerment](https://app.mindtools.com/#/napier/s/gpij2ugun7) |  |
| [Developing Your Team](https://app.mindtools.com/%22%20%5Cl%20%22/napier/s/6k94q3dwmm)  |  |
| Self-identified area:\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ |  |

Commitment to Action:

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| --- | --- | --- | --- | --- |
| **Objective**What am I going to do? | **Tasks**How am I going to do it? | **Success Measures**How will I know when I have done it? | **Timescales**When will I do it by? | **Resources**What or who can help me? |
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**Guidance Notes:**

Where are you now?

* Consider each element in turn and on a scale of 0 (centre - low) to 10 (outer edge - high) write down where you would rate yourself in relation to your current management skills in this area
* Mark each score on the appropriate spoke of your development wheel and note down anything relevant in the Comments
* Join up the dots around the circle and consider how you feel about this in your role as a manager

Where do you want to be?

* Consider your ideal level in each element based on your current situation. You do not need to aim for 10 in every area, some areas need more attention and focus than others at any given time – you will need to make choices on where to focus your energy
* Plot your ideal scores around your development wheel in a different colour

Take Action

* This will give you a visual representation of your current assessment of your management skills and your ideal vision of your management skills. You will be able to see the gaps that identify the areas you need to work on
* Remember, the gaps can go both ways, there will most likely be areas you need to spend time on to improve your skills, there may also be areas where you are spending too much time for your current role – are there things you can stop doing, re-prioritise or delegate?
* Thinking about your current skills and experiences and your professional network and consider who and what can support you in taking action?