



# Leadership Development Factsheet

[consulting@mercury-stratos.co.uk](mailto:consulting@mercury-stratos.co.uk)  
[www.mercury-stratos.co.uk](http://www.mercury-stratos.co.uk)

## What is a leadership development plan?

A leadership development plan is a professional development tool that outlines learning goals to improve leadership capabilities. All leadership is subjective, therefore people have varying goals related to leadership and management.

Leadership development then, is the process by which an individual's capacity is expanded, and their ability to perform leadership functions is increased.

## Why should I employ Mercury Stratos?

Mercury Stratos are staffed completely by serving and veteran members of the British Armed Forces so we know what leadership is about within a military context. Additionally, all of our consultants are Chartered Managers, and are either Members, or Fellows of the Chartered Management Institute, allowing us to understand the science of leadership. All of our consultants have spent years studying leadership science both academically and vocationally. Some will argue that the components of leadership are the same across the management industry, developing effective leadership requires cultural understanding and a clear context. This is what differentiates us from the rest.

We use a proprietary system that creates personas based on the information you provide us during your initial consult. It is these personas that enable us to create an optimised bespoke plan for you to increase your ability and performance and enhance your potential. We can provide these specialised programmes by categorising your profile, then working to an exceptionally high standard to deliver your plan, in turn enabling you to deliver results.

Due to COVID-19, our plans currently consist of formalised written work which you must complete, self-directed leadership study and specific Mercury Stratos training plans, all working in unison to create a product that has one of the highest rates of success.

## What does a Leadership Development Plan offer me?

There are countless benefits to obtaining a development plan from Mercury Stratos, but here is four to start:

### **Provides clarity on a subjective and complex topic**

Within organisations, leadership can be broadly defined as the act of leading a group of people and providing a high-level vision for a team. What it means to do this well can take many forms.



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Creating a leadership development plan helps people define what leading a group well and providing a vision would look like within a specific company. It can also help leaders recognise the additional responsibility of becoming a leader and having followers.

## **Makes long term goals achievable**

The path to leadership isn't about flipping a switch. Leadership development takes time, and mapping out long term goals through a leadership development plan helps to make those goals specific and attainable. Categorising your persona enables achievable leadership goals to be set and managed accordingly.

## **Uncovers areas of opportunity**

Part of becoming a great leader is knowing and working on your blind spots. Everyone has them and acknowledging and working on them transparently is a hallmark of great leadership. A leadership development plan is for development, not evaluation, meaning it's the right outlet to use for doing the hard work of evaluating blind spots.

## **Gives a clear path to advancement**

For many people, becoming a leader is tied to other tangible career advancements like becoming a manager, receiving a more senior title, or starting a role at a new company. While there are often processes in place for recognising these types of advancement, receiving a development plan from Mercury Stratos provides you the confidence and tools to grasp every opportunity.

The evidence is clear; completing a leadership development programme increases team performance, assists in executing strategy, enables change and retains talent. A large part of effective leadership is coaching; most leaders will say they are successful coaching their team - however cannot answer the question "Why?".

Mercury Stratos leadership development plans take into consideration every component of leadership and break it down into easily understandable sections.

***Leadership is a verb. Discovered in action and demonstrated in application.***

***We can help bring out your leadership qualities***