

Reflection on Leadership and Strategic Planning

Artifact: Microsoft Competency Wheel Assignment Cindy

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The individual development plan that I created from the Microsoft Competency Wheel identifies 3 areas that I intend to improve upon over the course of the next year. It includes a resource plan and an action plan for each area. As I worked through and contemplated each of the core competencies it helped me better frame and articulate weaknesses that I felt of myself. The competency wheel represents the attributes, behaviors, area of knowledge, skills and abilities for successful job performance ("Microsoft Competency Wheel", 2015)

Identifying and discussing ones weaknesses is an exercise in de-privatization which requires trust and collaboration. I discussed my perceptions and choices with my Director and Mentor as well as completing the questionnaire provided for each area. After rating myself and recording my status and goal status, I chose actions and materials from the lists provided on the Microsoft website and recorded those as well. The overall categories of competencies are: individual excellence, courage, operating skills, organizational skills, strategic skills, and results. The three areas that I chose are:

Organizational Agility

Knowledgeable about how organizations work; gets things done both through formal and informal channels; effectively maneuvers through complex political situations.

Developing Others

Is a people builder; provides challenging and stretching tasks and assignments; constructs compelling development plans and executes them; pushes direct reports to accept developmental moves.

Time Management

Uses his or her time effectively and efficiently; concentrates his or her efforts on the most important priorities; adeptly handles several tasks at once.

The area for organizational agility that drew my attention was the Level 4 expert description: "Is actively sought after in order to provide guidance and assistance in dealing with complex political situations." This does not describe me at present. I understand organizational culture and can work within it, but I admire those in my organization that are the true go-to people whenever a cross functional team is formed. I hope by focusing on this area with a specific **plan of attack** that I will become one of those people. Perhaps I have the nature of a wall flower as I was an INTJ when we took the Myers-Briggs. But that is just my leaning; I feel I can learn to be out on the dance floor too. Working closely with a mentor during this program will help me learn these skills.

While these are my current areas of interest I believe that this competency wheel can be a tool for lifelong learning that I will revisit throughout my career to assess my level of mastery and create new plans to improve my competence. While this is the beginning of a plan I believe that completing this plan and be prepared to continue on this journey demonstrates my mastery of the subject and meets the requirements of the Planning Portfolio Assignment.

The Microsoft Competency Wheel was an eye opening experience. Microsoft Competency Wheel. (2015). Retrieved from <http://sppilotco1.microsoft.com/education/en-us/training/competencies/pages/default.aspx#Competencies>