

Professional Development Framework Guide

Overview

Scholar-practitioners broaden their vision and horizon, utilize key personal and professional competencies, recognize areas in need of further development, and seek out opportunities for growth and improvement. With the use of the professional development framework, you can identify and build on your existing strengths, recognize key competencies in need of further development, and focus intently on maturing your professional character and competencies. The effective use of the framework requires a high degree of self-reflection, self-honesty, and a willingness to recognize and overcome deficiencies. The framework is an active working document that you will continuously work within as you build on existing skills and develop new competencies. Professional development is a purposeful endeavor of determination to succeed academically, personally, and professionally.

The purpose of your professional development framework is to help you improve your knowledge, skills, and competencies to develop your academic and professional identity as a DBA scholar-practitioner. A professional development framework is a resource you will use to reflect on key areas of professional development as you progress through the DBA Program. The framework contains four key domains of development: (a) knowledge and scholarly thinking, (b) advocate for change, (c) personal effectiveness and professional identity, and (d) applied research competencies. The framework provides prompts and questions to help you envision developmental activities that you otherwise might not have considered. A key objective of the framework activities is to assist you in transitioning from a practitioner-learner to a professional scholar-practitioner; one who can move from learner to a professional scholar who makes in a difference as an expert practitioner in their business field of study.

As you begin the work with the framework, start with self-reflection on your existing skills and competencies. What are key areas in need of improvement? Consider the concept of *not yet*. As academic learners, you have likely focused on your GPA. As an example, assume a learner performed poorly on an assessment, earning an F grade. The grade conveys to the learner the existing state regarding the desired learning competency. Do you think the learner would have preferred to receive a note from the instructor that simply stated, “Not Yet?” A *not yet* grade would have likely been far more encouraging than a F because the inference is the learner has the potential to improve. When employing the concept of *not yet*, you can recognize areas of deficiency, adopt a professional growth mindset, and focus on where you want to be as opposed to dwelling on the existing state. The objective is to understand through self-reflection and candor that improvement is needed, and you have a plan to gain the skills to master the competency.

Knowledge and Scholarly Thinking

The knowledge and scholarly thinking domain is a set of intellectual competencies that put the scholar-practitioner on the pathway to move from a consumer of learning for academic purposes to a critical, scholarly, strategic thinker who puts knowledge and theory into professional practice. Consider that scholarly thinking involves conceptualization, judgment, synthetic reasoning, creativity, innovativeness, a visionary mindset, problem solving, critical thinking, and

Practitioners Guide To Professional Development

ML Morrison



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