

Creating Your Personal Self-Development Master Plan

On July 17th a large number of people attended the Chamber's Breakfast Workshop at the Angelo Hotel, where management coach **Annette Reissfelder** led an inspiring and productive session on the topic of personal and professional development.

After hearing a brief theoretic overview on the intricacies of personal change, participants go to work on their own development plans. The first step was a self-evaluation questionnaire, where the participants identified their individual development priorities. Then the atmosphere became lively, as participants started working in pairs, focusing initially on their three top priorities, and later spending an hour probing deeper into their number one priority.

Action plans!

Using a selection of real coaching questions as a starting point, the participants put their action plans together and imagined the results of their efforts. This was by no means an unattainable ideal, but a very realistic process that helped the participants connect with their goals on a very deep level.

From 'pain points' to 'attractive visions'

Self-motivation is typically rooted in an attractive vision of the future, a vision that needs to be realistic as well as optimistic. A coach explores the trainees' motivational energy, enabling them to transform their vision of themselves into rewarding yet attainable goals. People usually experience a painful gap between their expectations

and the reality. This 'pain point' creates the energy necessary to fuel the process of change. The participants in the workshop tried out the technique for themselves using the masterplan that they developed in the workshop.

The motivation mystery

While change energy can have many forms - positive ('more of') or negative ('less of') - it is impossible to work on what other people want us to change unless we believe in making that change ourselves. The perception of working on one's own goals is the key to self-directed learning. On the other hand, the idea of 'expecting to be motivated by someone else' is a dangerous myth that can lead us to take less charge of our lives. A goal seemingly unrelated to ourselves (like a business result) can effectively be linked with a specific personal goal, thus transforming it into something motivating. Instead of immediately breaking down that goal into steps, it is more effective to stop and think for a moment about what you can do differently in order to achieve the goal, and then see if any of this matched with your personal vision and direction. This process can take time and energy, because the necessary links are not always

obvious. It is well worth the effort, though, as formal and informal learning becomes the natural consequence of this insight and changed way of thinking. By respecting a hierarchy of goals, a coach can work with trainees on their personal goals, while respecting the company's goals at the same time.



Annette Reissfelder



Marek Kučera

Annette Reissfelder is a professional accredited coach with five years experience as the head of a management consultancy firm. She focuses on assessing the effectiveness of management strategies and resources. After her own managerial practise, she took extensive post-graduate training, including psychology, economics, and the latest coaching approaches. Today she works as a full-time coach who helps clients transform their personal motivational energy into results.