

Development Recommendations: NAME

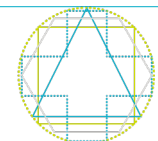
Date



Parsons  
Talent  
Consulting

# Development recommendation

Areas of focus	Indicators	Ways of addressing	Barriers
Structured approach to achieving outcomes	<ul style="list-style-type: none"> <li>Clarity on objectives, removing ambiguity and assumptions</li> <li>Avoidance of scope creep</li> <li>Setting clear expectations for others</li> <li>Delegating in a planned way</li> <li>Clarity on success factors</li> </ul>	<ul style="list-style-type: none"> <li>Have the conversations around your priorities and success factors- what really matters here and how will it be measured</li> <li>Understand your stakeholders agendas and priorities- how will their performance be measured?</li> <li>Align resources against priorities- be clear on what is needed and where/how you add value</li> <li>Begin to think about Talent in a strategic way- as an asset to be deployed and developed over the long term rather than tactically</li> </ul>	<ul style="list-style-type: none"> <li>Feeling you need to deliver it all yourself</li> <li>Not being confident to push through to absolute clarity</li> <li>Succumbing to the overall lack of confidence/ ambiguity in the organisation</li> </ul>
Influencing through relationships	<ul style="list-style-type: none"> <li>Dealing with difficult stakeholders</li> <li>Driving an agenda through strategic relationship management</li> <li>Listening, EIQ</li> <li>Encouraging active sponsorship</li> <li>Maintaining momentum where progress has already been made ( with MH for example)</li> <li>Keeping ahead/ attuned to the politics</li> </ul>	<ul style="list-style-type: none"> <li>Map relationships against role demands- rate effectiveness and plan how to progress and make an ROI</li> <li>Draw-down on relationships that are strong- ask for help, get feedback, seek out mentors and sponsorship</li> <li>Consider continuing with aspects of the Leadership team role</li> <li>Coaching also helpful here</li> </ul>	<ul style="list-style-type: none"> <li>Not investing enough in relationships ( getting bogged down in delivery...)</li> </ul>
Managing self	<ul style="list-style-type: none"> <li>Setting self up for success</li> <li>Assertion- pushing through to reduce ambiguity and manage expectations</li> <li>Applying the right bench mark on your own abilities and achievements</li> <li>Investing in yourself</li> <li>Turning down inner critic</li> <li>Acquiring the skills to support sustained career achievement</li> <li>Developing a career plan which reflects your journey, aspirations and opportunities</li> </ul>	<ul style="list-style-type: none"> <li>Being aware of where your energy is invested, looking after yourself, looking at the overall pattern and pace of your life for opportunities to invest differently</li> <li>Set some personal goals in areas that are positive for you- sleep/ exercise/ time off/ other interests and activities that are important to you</li> <li>Record the wins</li> <li>Get feedback</li> <li>Consider coaching- often helpful when life is complicated and demanding!</li> </ul>	<ul style="list-style-type: none"> <li>Habits connected to self esteem which mean that you don't always value investment in things that make you feel good</li> <li>Possibly elements of self identity around resilience/ working very hard/ coping that prevent you from seeking easier ways??</li> </ul>



# Influencing

## David Rock – Influencing

<https://www.youtube.com/watch?v=VaTox-FuFx8>

David Rock is the founder of the NeuroLeadership Institute and CEO of Results Coaching Systems. He is the author of four books, including *Your Brain at Work*, *Coaching the Brain in Mind*, and *Quiet Leadership*. David is on the Board of Blue School and is passionate about re-thinking education through understanding the brain.

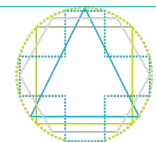
## David Rock – SCARF Model

<https://www.youtube.com/watch?v=isiSOeMVJQk>

## Steve Martin – Influencing at work

<https://www.youtube.com/watch?v=iv0Vzr88xZo>

Steve Martin is Director of Influence at Work UK and the co-author of the book "Yes! 50 Secrets from the Science of Persuasion". Apart from consulting a variety of commercial and government organisations from around the world, he is a regular columnist for the Institute of Leadership and Management and writes the monthly "Persuasion" column for the British Airways in-flight magazine *Business Life*.



# Assertiveness

Adam Galinsky – How to speak up for yourself

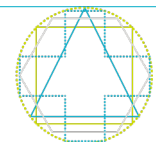
<https://www.youtube.com/watch?v=KPzccnst-Xg>

Speaking up is hard to do, even when you know you should. Learn how to assert yourself, navigate tricky social situations and expand your personal power with sage guidance from social psychologist Adam Galinsky.

Jim Cathcart – How to believe in yourself

<https://www.youtube.com/watch?v=-ki9-oaPwHs>

Jim Cathcart thought he would never make a difference. An average student from a working class family with no athletic or special skills, he expected an unremarkable existence. But one radio message in 1972 changed the direction of his life & authored his belief in his potential. Today, he's a Hall of Fame Speaker, and has authored 16 books. While changing himself, Jim also discovered how to help others believe in themselves, too.



# Resilience

## Dr Greg Ells – Cultivating Resilience

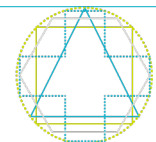
<https://www.youtube.com/watch?v=eLzVJVM1BUc>

This talk was given at a local TEDx event, produced independently of the TED Conferences. Happiness, success, health - we all strive toward a life full of meaning. But when we face obstacles, how do we move forward? Dr. Greg Eells outlines exactly what it means to build resilience in our lives.

## Jane McGonigle – Resilience

[https://www.ted.com/talks/jane\\_mcgonigal\\_the\\_game\\_that\\_can\\_give\\_you\\_10\\_extra\\_years\\_of\\_life#t-190](https://www.ted.com/talks/jane_mcgonigal_the_game_that_can_give_you_10_extra_years_of_life#t-190)

When game designer Jane McGonigal found herself bedridden and suicidal following a severe concussion, she had a fascinating idea for how to get better. She dove into the scientific research and created the healing game, SuperBetter. In this moving talk, McGonigal explains how a game can boost resilience — and promises to add 7.5 minutes to your life



# Managing self/silencing the inner critic

## **Brene Brown – Why your critics aren't the ones who count**

<https://www.youtube.com/watch?v=8-JXOnFOXQk>

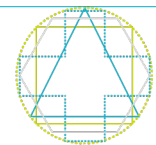
There is nothing more frightening than the moment we expose our ideas to the world. Author and vulnerability researcher Brené Brown shows us how to deal with the critics and our own self-doubt by refusing to "armor up" and shut ourselves off. "Not caring what people think," she says, "is its own kind of hustle." Instead we must "reserve a seat" for the critics and our own self-doubt. "Tell them, I see you, I hear you, but I'm going to do this anyway."

## **Danielle Krysa– Your inner critic is a big jerk**

<https://www.youtube.com/watch?v=-3dEkLpeSZc>

Being bullied is awful, especially when that bully lives inside your head. Your inner critic can be a really big jerk, but there are ways to turn that little voice into a trusted friend (or maybe just an acquaintance who won't call you names.)

Danielle Krysa has a BFA in Fine Arts from The University of Victoria, and a post-grad in graphic design from Sheridan College. She is the writer/curator behind the contemporary art site, The Jealous Curator. Danielle has curated shows from Washington DC to Los Angeles, San Francisco to Vancouver. In 2014 she published two books, both with Chronicle Books, titled "Creative Block" and "Collage". Her third book, "Your Inner Critic Is A Big Jerk" will be released in October 2016. Danielle has also had the great pleasure of speaking at PIXAR, Creative Mornings, Altitude Summit, and was interviewed for several video segments on oprah.com.



# Dealing with complexity

## HOW TO DEAL WITH COMPLEXITY

Eric Berlow: Simplifying complexity

<https://www.youtube.com/watch?v=UB2iYzKeej8>

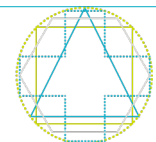
<http://www.ted.com> Ecologist Eric Berlow doesn't feel overwhelmed when faced with complex systems. He knows that more information can lead to a better, simpler solution. Illustrating the tips and tricks for breaking down big issues, he distills an overwhelming infographic on U.S. strategy in Afghanistan to a few elementary points.

## COMPLEXITY/SIMPLICITY

Lisa Bodell – How simplicity is the key to change

<https://www.youtube.com/watch?v=Qm172DbaSbc>

Why are change and innovation so hard to achieve? It's not why you think. The reality is this: we spend our days drowning in mundane tasks – meetings, emails, reports – often self-created complexities that prevent us from getting to the meaningful work that truly matters. Using simple stories and techniques, Bodell shows us how using simplicity as an operating principle can eliminate the busy work that puts a chokehold on us every day, and enable us to spend time on the work that we value.



# Decisiveness/Decision-making

## DECISIVENESS/DECISION-MAKING

Ruth Chang - How to make hard choices

[https://www.ted.com/playlists/278/talks\\_to\\_watch\\_when\\_you\\_have\\_a](https://www.ted.com/playlists/278/talks_to_watch_when_you_have_a)

Here's a talk that could literally change your life. Which career should I pursue? Should I break up — or get married?! Where should I live? Big decisions like these can be agonizingly difficult. But that's because we think about them the wrong way, says philosopher Ruth Chang. She offers a powerful new framework for shaping who we truly are.

## Benedikt Ahlfield – The Power of Decision Making

<https://www.youtube.com/watch?v=542qgGgL1s4>

Every day we make 20.000 decisions. Most of them with lightning speed; brain research proves that. The least of them, on the other hand, are rational and well thought through; the behavioral economy shows that. Benedikt Ahlfield reveals which three decision traps you should certainly avoid and how you can utilize the findings of brain research.

## Tim Urban – Inside the mind of a master procrastinator

[https://www.ted.com/talks/tim\\_urban\\_inside\\_the\\_mind\\_of\\_a\\_master\\_procrastinator](https://www.ted.com/talks/tim_urban_inside_the_mind_of_a_master_procrastinator)

Tim Urban knows that procrastination doesn't make sense, but he's never been able to shake his habit of waiting until the last minute to get things done. In this hilarious and insightful talk, Urban takes us on a journey through YouTube binges, Wikipedia rabbit holes and bouts of staring out the window — and encourages us to think harder about what we're really procrastinating on, before we run out of time.

