



The focus of the session was largely through the lens of Vertical Development, which builds on Adult Development Models and Approaches. I initially provided a view of my own Career Journey and the choices, decisions, limiting beliefs I had along the way (see slide 4) , and then invited the class to spend some time building out their own Career Map.

Once this was complete, I invited the class to share their journey to date. This was a very engaging conversation, whereby 5 or 6 of the class shared their story and also called out any emerging trends/patterns that they observed.

Following this I provided a high level overview of how Coaching has evolved, as it is important to understand that not all Coaches or Coaching approaches are the same. Different approaches work best for individuals at different stages of their personal development. Following this session we spoke about the challenges the class and their organizations are currently facing, around the area of Staff Attraction and Staff Retention (see slides 12-16). Again, we had very good engagement and discussion.

The next area of focus was around Vertical Development and Adult Development Frameworks, which the majority of the class were not familiar with but found very interesting. After providing a high level overview of the Theory behind it, I asked the class to revisit their Journey maps from the 1st exercise, and attempt to indicate the various stages of development they felt they may have been at , at different stages of their development. The real focus here was to demonstrate the ongoing nature of development and the changing nature of Leadership and the skills/capabilities needed in the current VUCA (Volatile Uncertain Complex and Ambiguous) world we find ourselves in.

The next focus of the session was to look at our Decision making processes, taking into account Belief Systems and Values Systems. I then invited the class to take a Free online BARRETTS VALUE ASSESSMENT, following which they will have received a detailed report. I recommended that maybe together as a group they could pull all the information together and get a view of the VALUES of importance to the full group. This is a nice exercise to help a team to understand the collective motivation of the team.

Objectives of Project

- To encourage group interaction
- To focus on where the MBA group would like to see their career journey
- To highlight the collective motivation of a team
- To understand leadership and coaching

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Students involved

Benefits to Staff and Students

Positive feedback from all – issues were highlighted and discussed that may not have come to light otherwise.



“This was a great event. We welcomed the opportunity to think about our personal trajectory” - Student