

SMARTie choice that will lead to
positive outcomes / results i.t.o.

1) *Development*

2) *Communication* ... *The way we talk*

3) *Changing* *your journey from Success to Significance*

1) My **SMARTie** approach

to take responsibility

for my **OWN**

development

Ice Breaker

Who would like to take a

SMARTie Risk/Opportunity?

The **SMARTie** challenge

SMARTIES,

What do we know about Smarties?

SMARTIES

- * Yesterday, Today & Tomorrow
- * Old & young
- * Different colours
- * Hard & soft part
- * Different sizes of Smartie boxes

Development

- * Back to the basics
- * Development, growth, learning for all age groups
- * Different thinking / approaches
- * Technical & Non- Technical training
- * MUD way (Development way)

Write down 2 words / short sentences / topics or phrases

When you think of your

Own Development...

2 Topics - 1 Per Card!

SMARTie Colours

Different Approaches & Different Thinking



- * DATA & INFORMATION
- * What information is available?
- * What is needed?

SMARTie Colours

Different Approaches & Different Thinking



* Feelings

* Intuition

* Emotions

SMARTie Colours

Different Approaches & Different Thinking



* Creative thinking

* Possibilities

* Alternatives

* New ideas

SMARTie Colours

Different Approaches & Different Thinking

 - *Brown*

* Caution

* Critical

* Risk assessment

SMARTie Colours

Different Approaches & Different Thinking



- * Optimism
- * Benefits
- * How can we make it work?
- * Values

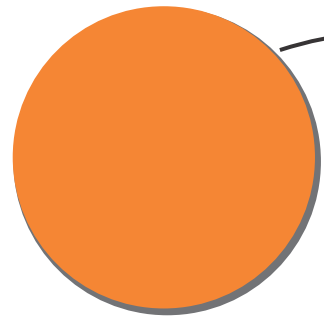
SMARTie Colours

Different Approaches & Different Thinking



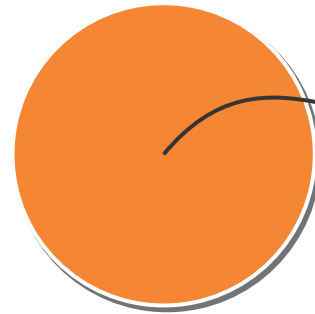
- * Process control
- * Summaries, conclusions, decisions
- * Sets the agenda for thinking / development

The Holistic **SMARTie** Approach



Hard Outside

Technical Skills



Soft Inside

Behaviour

Hard - The WHAT?

- * Job related requirements
i.t.o. Engineering / Plant skills
- * Computer skills

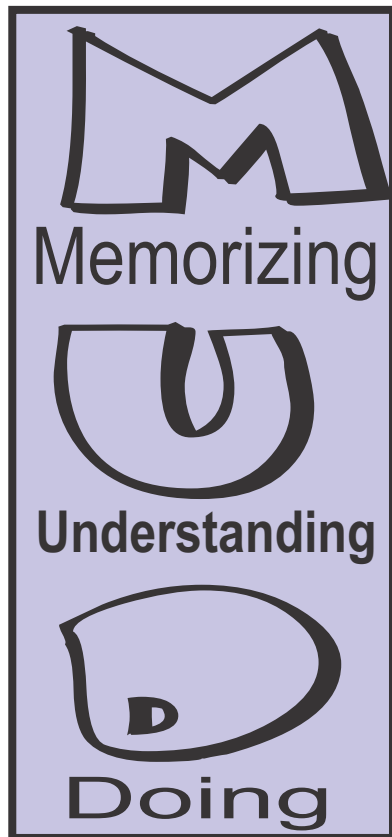
Soft - The HOW?

- * Leadership
- * Behaviour (Value driven)
- * Communication
- * Influence
- * Assertiveness

Different Sizes of SMARTie Boxes

Development Approaches

We learn new skills through



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Future Status
(In 2 Years)
(In 5 Years)

GAP

On the job training

Current Status

Personal Development Plan (P.D.P.) Summary

AMBITION STATEMENT: LAST UPDATE:

<i>What?</i>	<i>HOW? (MUD)</i>	<i>SHORT TERM (1 Year)</i>	<i>LONG TERM (2-5 Years)</i>	<i>WHEN?</i>
COMPETENCIES (Skills and Knowledge)				
BEHAVIOUR (Style)				
EXPERIENCE				

"I am responsible for my development"



Development

is an Opportunity

You have two choices:

*Look, see, sit, complain, do nothing....
wait for somebody to do it for you, or*

Get Up and make your *Own*
Development happen!!

It is now time to be

S **M** **A** **R** **T**

S - *Set*

M - *Measurable*

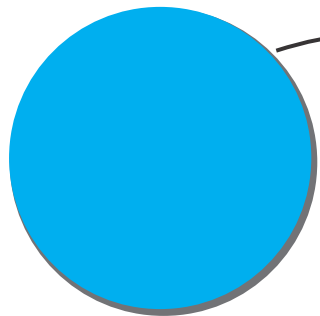
A - *And*

R - *Realistic*

T - *Targets for your own development*

Talent is a *Gift*
but my *Attitude* towards
my *Own Development*
is my **SMART**
Choice

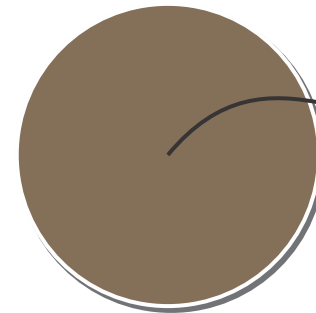
2) Let us use the SMARTie approach when we talk...



Hard Outside

What?

- * Being successful (Add value to self)
- * Only facts
- * Black & white about issues
- * Final decision . . . no inputs
- * Management approach
- * Negative
- * Only see the threat in change
- * Sharing of information



Soft Inside

How?

- * Significance (Add value to others)
- * Look at the bigger picture / alternatives
- * Opportunities / Possibilities
- * Involvement / Participation
- * Leadership approach
- * Stay positive
- * Optimistic
- * Opportunity for development, new beginnings
- * Coaching, supportive approach

