

Prepared for:



The Insurance Odyssey: Charting Your Career Course and Unleashing the Potential



HABITUALLISING
COMMITMENT
TO EXCELLENCE

Personal Mastery



Personal Mastery: The Foundation to your Career





SOFT SKILLS

The graphic features the words "SOFT SKILLS" in large, blue, sans-serif capital letters. The word "SOFT" is on the left and "SKILLS" is on the right. Various icons are integrated with the letters: a man in a suit holding a book next to the first 'S'; a potted plant and a gold coin with a dollar sign below the 'O'; a woman sitting on the 'F' with a laptop and a network diagram above her; a pie chart next to the 'S' in "SKILLS"; a man sitting on the 'I' with a smartphone; a green checkmark above the 'I'; a man sitting on the 'L' with a laptop; and a man sitting on the 'S' with a laptop. Three blue circles of varying sizes are positioned above the 'L'.

Hard Skills



Refer to teachable skills or **job-specific abilities** that can be quantified or measured.

V S.

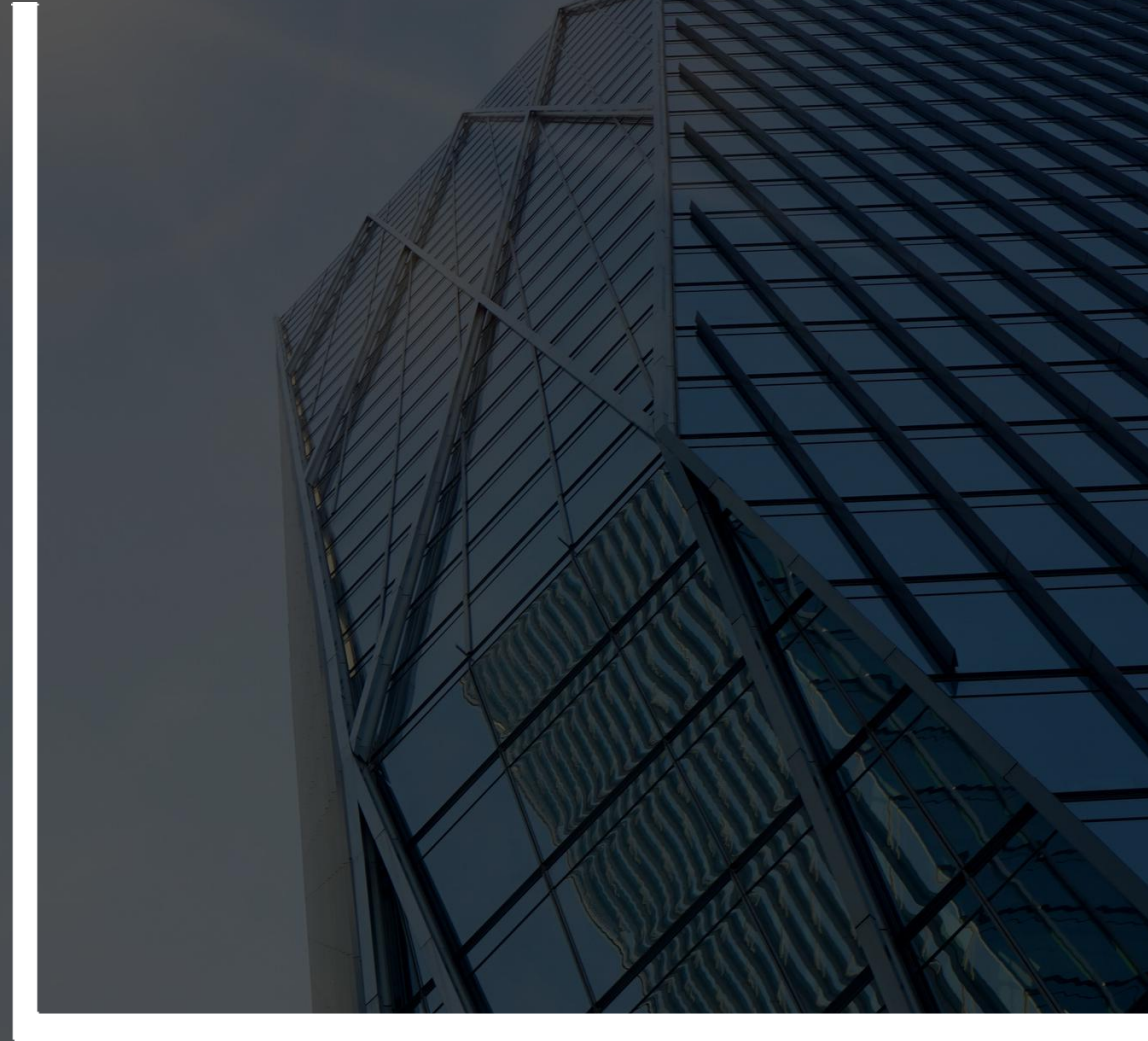
Soft Skills



Refer to an individual's **social ability** and how they relate to and interact with other people.

Raising the Bar

WHY?



”

“What Got You Here Won't
Get You There”

“

— Marshall Goldsmith —











"One can have no smaller or greater mastery than mastery of oneself; you will never have a greater or lesser dominion than that over yourself; the height of your success is gauged by your self-mastery, the depth of your failure by your self-abandonment. Those who cannot establish dominion over themselves will have no dominion over others.

Leonardo da Vinci



Personal Mastery is about your:

- Self~awareness
- Self~control
- Self~care
- Self~conduct
- Self~esteem and
- Self~story

The self is the only thing we have direct control over; to master it, which is no easy task, is to master your entire world

- Steven Bartlett



Mastery of Self

The Core of Personal Power

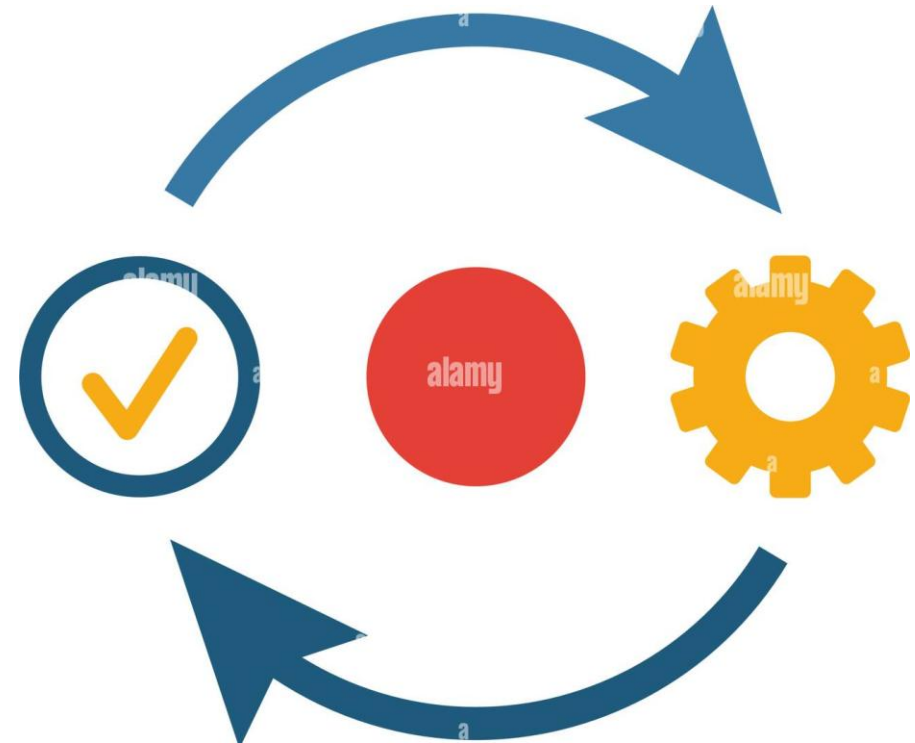
✓ Personal Power Comes from Within

A person who cannot control themselves will not have the ability to control others.



The Core of Personal Power

**Mastering Yourself Means
Mastering Your Surroundings.**



Putting the “Me” in Personal Leadership

- ✓ Personal Mastery revolves around the idea that personal leadership starts with you – that no matter what your leadership level, roles or goals, the critical factor to begin with is inside us.
- ✓ The realm of Personal Mastery is largely **internal.**



“Before you can lead
outwards you need to look

inwards”

— Ulendo HCC —



The Journey

Personal Mastery

- ✓ **Personal Mastery is one of the 5 Learning Disciplines first promulgated by *Peter Senge*.**
- ✓ **He was the populariser of the learning organisation, in his 1990 ground-breaking book, *The Fifth Discipline*.**
- ✓ **It is perhaps the most elusive of the Disciplines.**



Personal Mastery is the discipline of continually clarifying and deepening our personal vision of focusing our energies, of developing patience, and of seeing reality objectively. People with a high level of personal mastery are able to consistently realise the results that matter most deeply to them.

*Peter Senge, The Fifth
Discipline of Fieldbook*

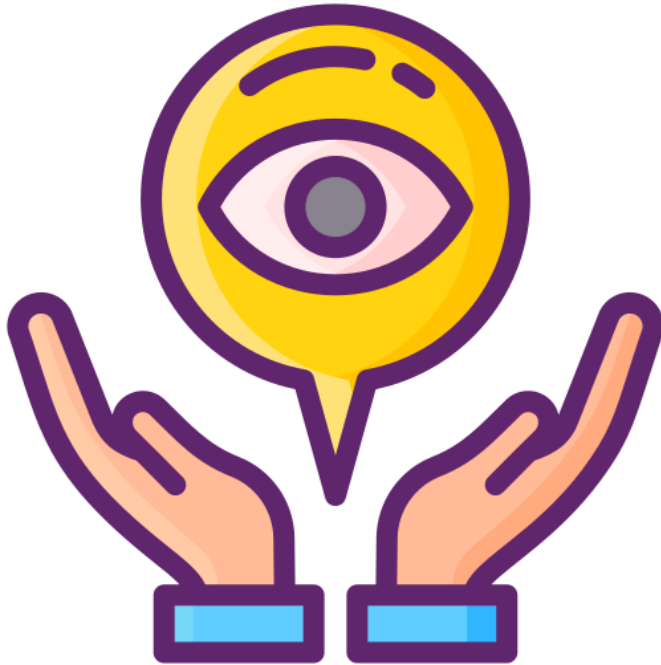


PERSONAL MASTERY

7 Pathways to Personal Mastery



1. Personal Vision



- ✓ Leaders set objectives, however only a handful have an understanding of **personal vision**.
- ✓ The skill of clearly picturing the best version of oneself as a leader and working towards it with determination and discipline.
- ✓ Personal vision facilitates energy and the incentive to change.
- ✓ Similarly, it is the peak on the horizon one marks to guide the chosen path. Without this process, one tends to aimlessly wonder.

2. Personal Purpose



- ✓ Everyone has a desire to find a sense of value in their lives to understand how they can be of significance with their respective special gifts, talents and contributions.
- ✓ Inherent in everyone is also the desire to understand why we do what we do.



The simplest definition of *Personal Purpose*: the extent to which one can create one's life the way he or she would like it to be... Vision differs from purpose. Vision is a definite picture of a desired future. Purpose is more abstract. But vision without a sense of purpose is futile.”



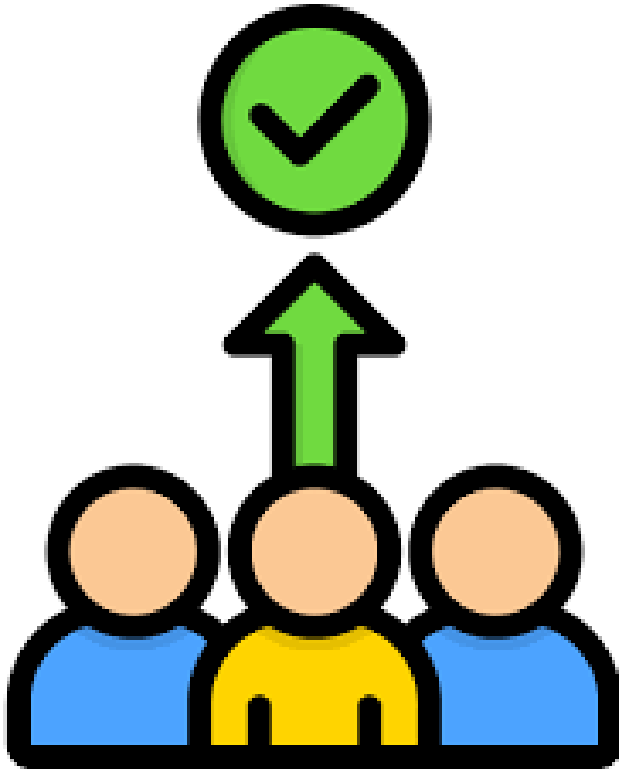
*Peter Senge, The Fifth
Discipline of Fieldbook*

3. Personal Values



- ✓ Leaders who focus on fostering Personal Mastery are motivated and guided by clearly defined values in areas of one's life.
- ✓ It is very important to be precise and intentional about the values you commit to and have the awareness to change them if they ill-matching.
- ✓ This is at the heart of attributes such as integrity and authenticity.

4. Personal Alignment



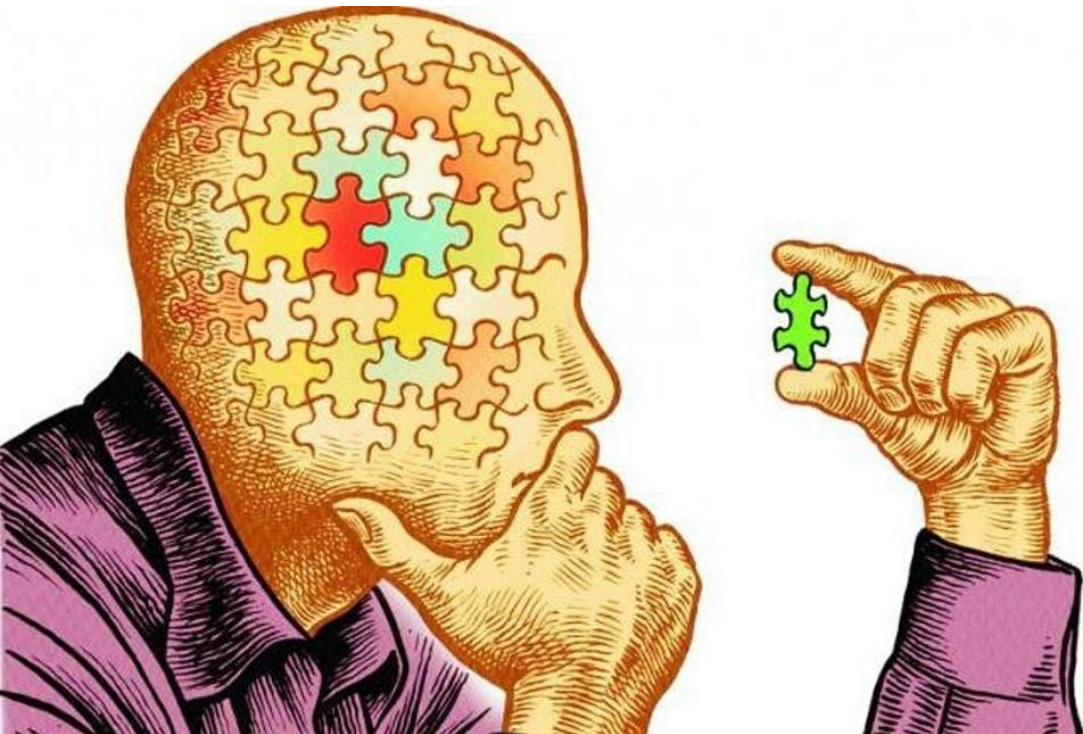
- ✓ This pathway defines the extent to which our personal vision, purpose, values and behaviours are congruent with each other.
- ✓ When there is a consistent match, considerable surges of power and energy are unleashed.
- ✓ This then sets a foundation to creative capacity, to re-define and re-new ourselves.

5. Personal Perception



- ✓ **Building Confidence is being aware of the particular ways you tend to perceive things – the frames of reference you use to see other people, events and situations.**
- ✓ **It is also about your ‘self-identity’ and ‘self-concept’, which is the source of your ‘self-esteem’ and the degree to which you learn to perceive yourself accurately.**

6. Personal Awareness



- ✓ **The link to Emotional Intelligence (EI) is how much you know (or are willing to know) about yourself.**
- ✓ **It is being able to step back and become an observer of what you are really like.**
- ✓ **What we are not aware of often controls us.**
- ✓ **Without knowing themselves, leaders cannot help teams to develop skills to think and work better together, engender a sense of purpose or build positive emotional climates.**

COMPONENTS OF EMOTIONAL INTELLIGENCE



Personal Competence in EQ

→ **Self-Awareness** is recognising and understanding one's own emotions accurately.

→ **Self-Management** is using this awareness to remain flexible and positively direct behavior.

Social Competence in EQ

→ **Social Awareness** involves accurately perceiving emotions in others and understanding their motivations.

→ **Relationship Management** is using this awareness to navigate interactions successfully.

7. Personal Transformation



- ✓ **Personal Transformation is the remarkable ability to creatively re-shape, re-new or reinvent ourselves to be more in harmony with our personal vision, values and purpose.**

A Personal Mastery

Leader

LEADER

A Personal Mastery Leader

- ✓ **Dedicated** to creating and leading out of a personal vision.
- ✓ He/She can accurately assess the gap between current reality and this vision too, that propels them forward.

A Personal Mastery Leader

- ✓ He/She is **mindful**, **present** and **practises** regular self-reflection and inquiry.
- ✓ He/She understands their feelings, behaviours, mental models and embraces self-management.

A Personal Mastery Leader

- ✓ He/She develops **'thinking literacy'** skills and **change mindsets** and behaviour patterns to achieve greater levels of **self-awareness**.

A Personal Mastery Leader

- ✓ He/She ensures **clear values and principles** inform all aspects of their life and uses these to determine decisions and take directions.

A Personal Mastery Leader

- ✓ He/She has a **special sense of purpose** and **vision** that is more of a calling – not just goals.

He/She can **step back** from a situation, see it from many different angles and make many different connections.



A Personal Mastery Leader

- ✓ He/She is **curious, inquisitive** and places a **high value** on learning as both a way to create change and as an important cultural element.

A Personal Mastery Leader

- ✓ He/She seeks **constant feedback** on how they come across, accurately assesses themselves and is open to changing patterns.

A Personal Mastery Leader

- ✓ He/She **fosters challenging prevailing modes** of thinking and displays mental agility in terms of seeing mental models and assumptions.

A Personal Mastery Leader

- ✓ He/She is a **systems-thinker** – can see bigger pictures, subtle interconnections and also their contribution as a part in a larger system.



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