



An investment in you: Creating meaningful goals and development plans

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Introduction



Workshop Outline

1. How investing in development can help tackle challenges in an NFP organisation.
2. Practical ideas for taking a holistic approach to setting and achieving your own goals.
3. How to set successful goals. And find out why SMART alone isn't enough.
4. Tips for creating a development plan that won't gather dust.

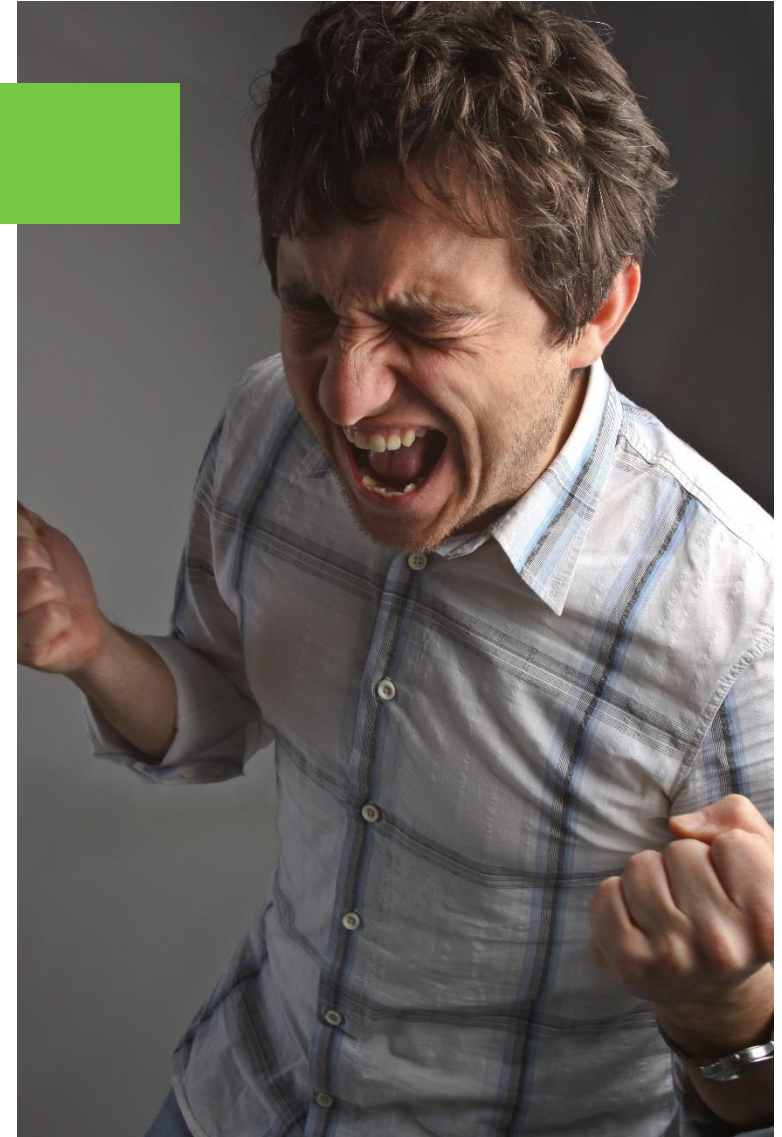
Motivating and retaining staff is a key concern in the NFP sector*.



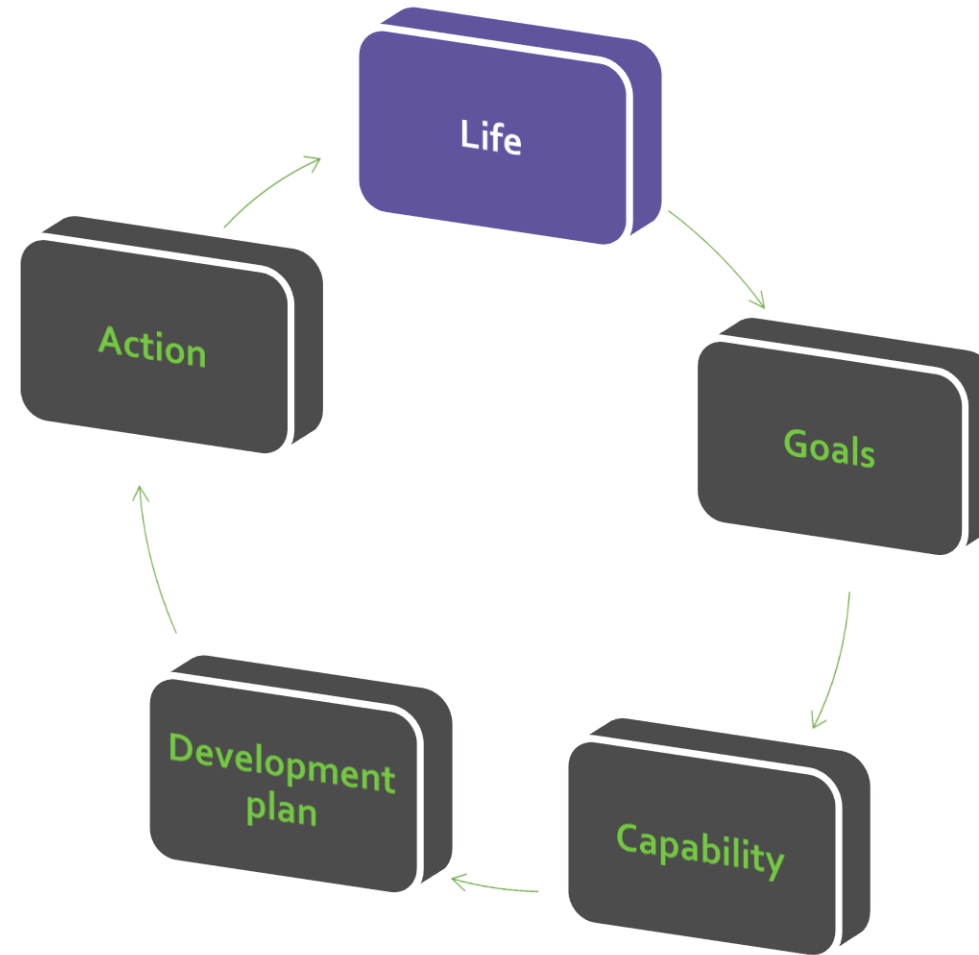
How can a focus on development help?

Development planning can struggle to get traction

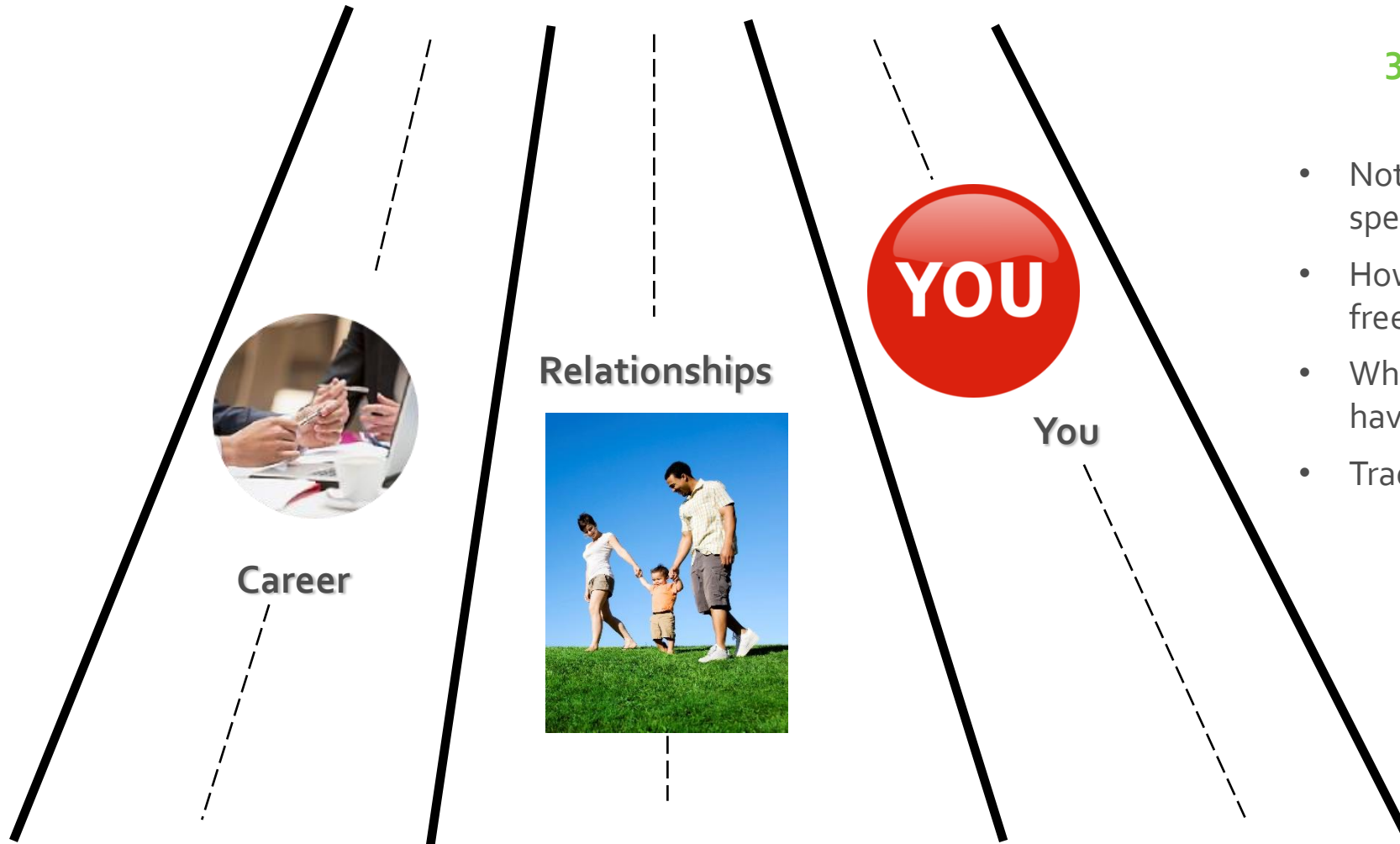
- An absence of meaningful goals
- Ignores the broader context of life.
- Often short term focused.
- Concerned with an existing role, not the future.
- A form to be filled in. An action on the to do list.



Start at the beginning, with you.



Let's bring the bigger picture into perspective.

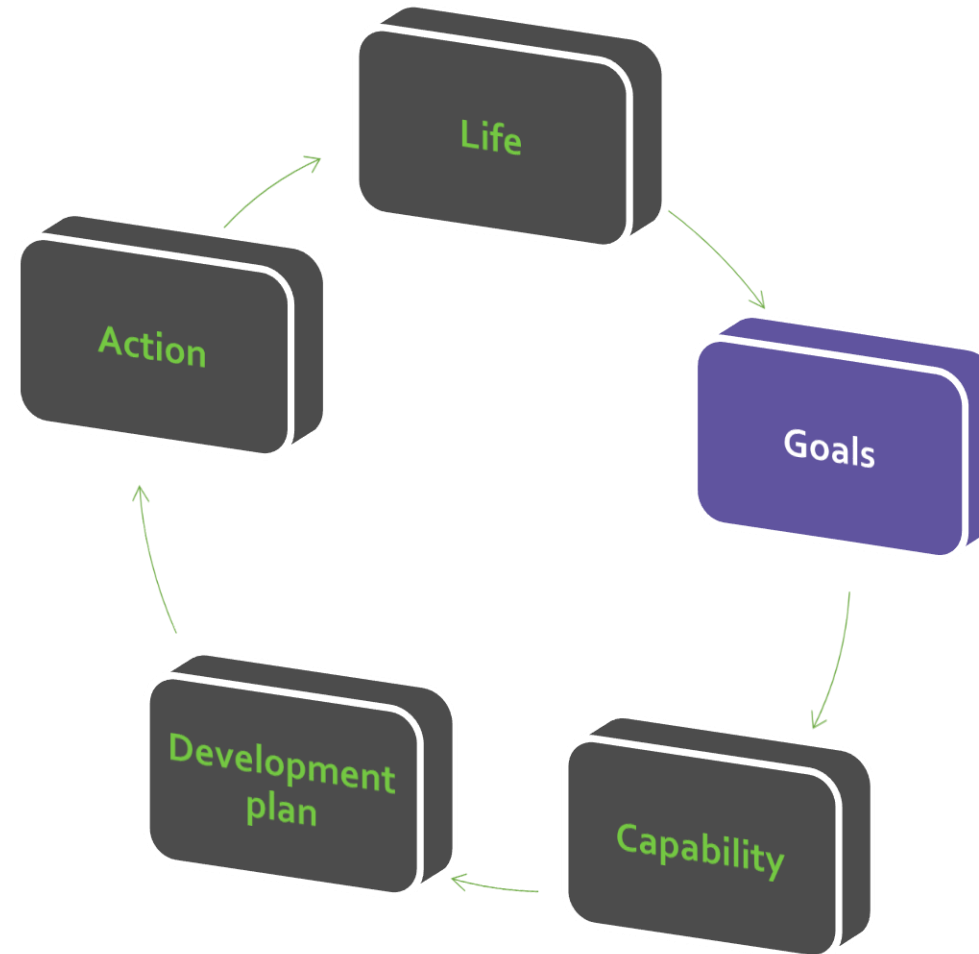


3 Lane Highway Model*

- Not all lanes travel at the same speed.
- How do you keep all lanes moving freely?
- What impact does a “jammed” lane have?
- Trade-offs.

Individual Exercise: Your 3 Lane Highway

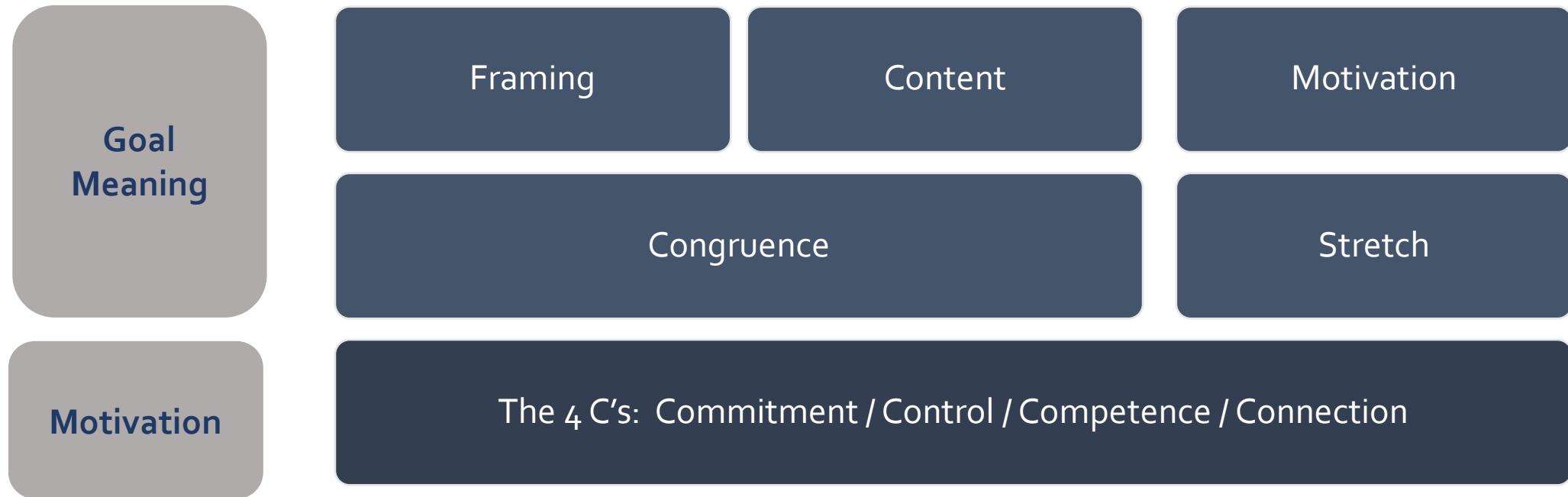
Once we understand the context, we can think about our goals.





Are SMART goals enough?

Success is more likely if goals have meaning and we are motivated



Tips for increasing meaningfulness

Framing

Is it an approach or avoidant goal?

"I want to improve my time management" vs "I don't want to miss deadlines"

Content

Is it a goal associated with caring about others and/or something greater vs power?

"I want to be a good role model for my team " vs "I want my team to look up to me"

Motivation

Is the goal intrinsically or extrinsically motivating?

"I want to more challenges in my work" vs "I want a promotion at work"

Congruence

Are your goals in harmony or conflict?

"I want to spend more time with my family" vs "I want to study for an MBA"

Stretch

Does the goal create a small amount of anxiety? Too much? Not enough?

Ingredients of motivation

Commitment

How committed are you? Do you have the necessary discipline and self control?

Control

Are you in control of the goal? Is it yours? Is it being set by you?

Competence

Do you have the necessary competence to achieve the goal? Are you being realistic about what you can achieve?

Connection

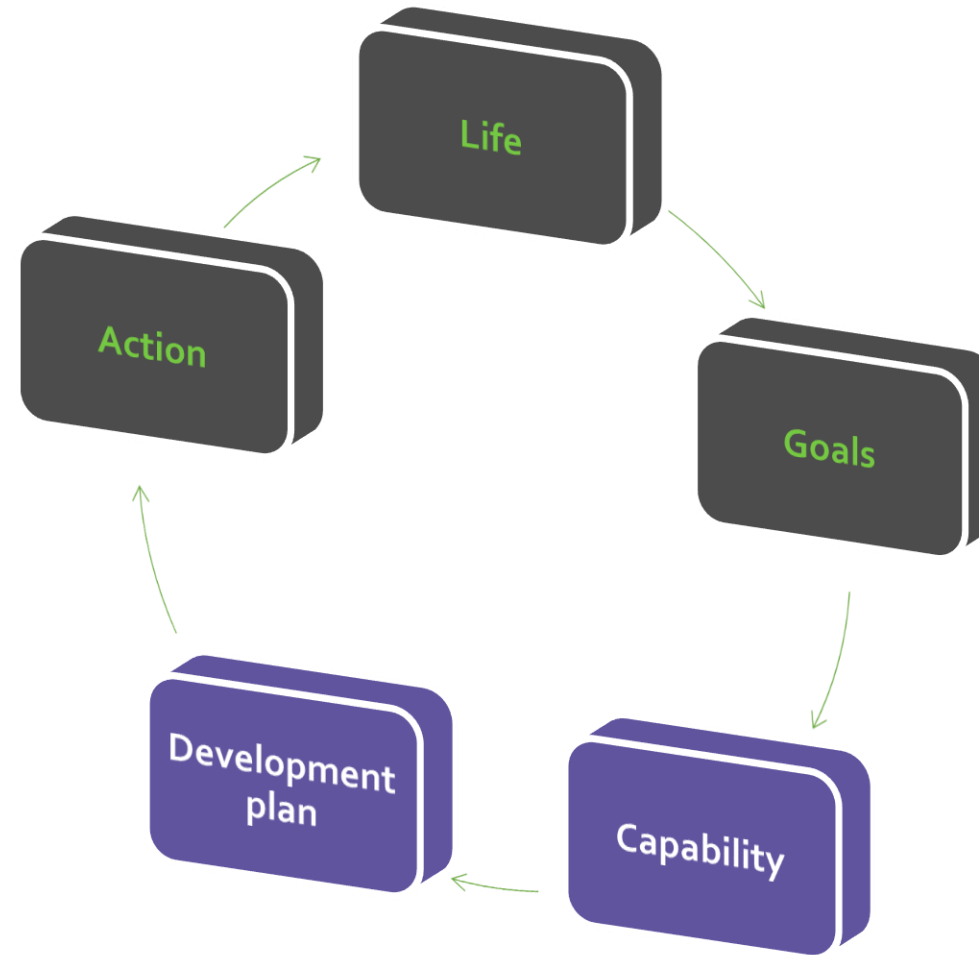
What support do you need? Can other people help you? Who can you work with?

Practical exercise in groups: Case study

A close-up photograph of a dandelion seed head, showing the intricate structure of the seeds and their feathery pappus. The seed head is positioned at the bottom of the frame, with its seeds pointing upwards. The background is a clear blue sky with soft, white clouds. A bright green rectangular box is superimposed over the upper part of the image, containing the text "A goal without a plan is just a wish." in white.

A goal without a plan is just a wish.

Turning goals into reality



Assess what you have, and what you need to succeed.



Strengths audit



Gap analysis

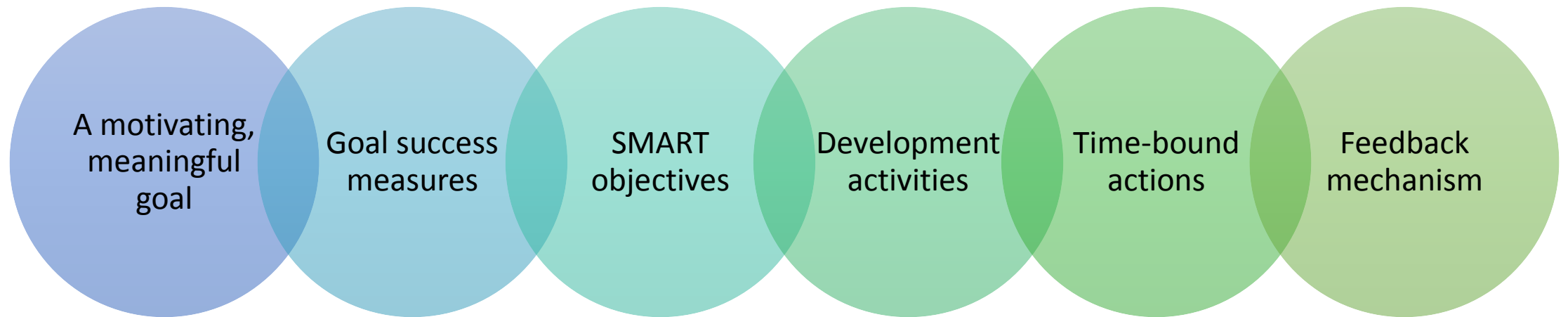


Learning style

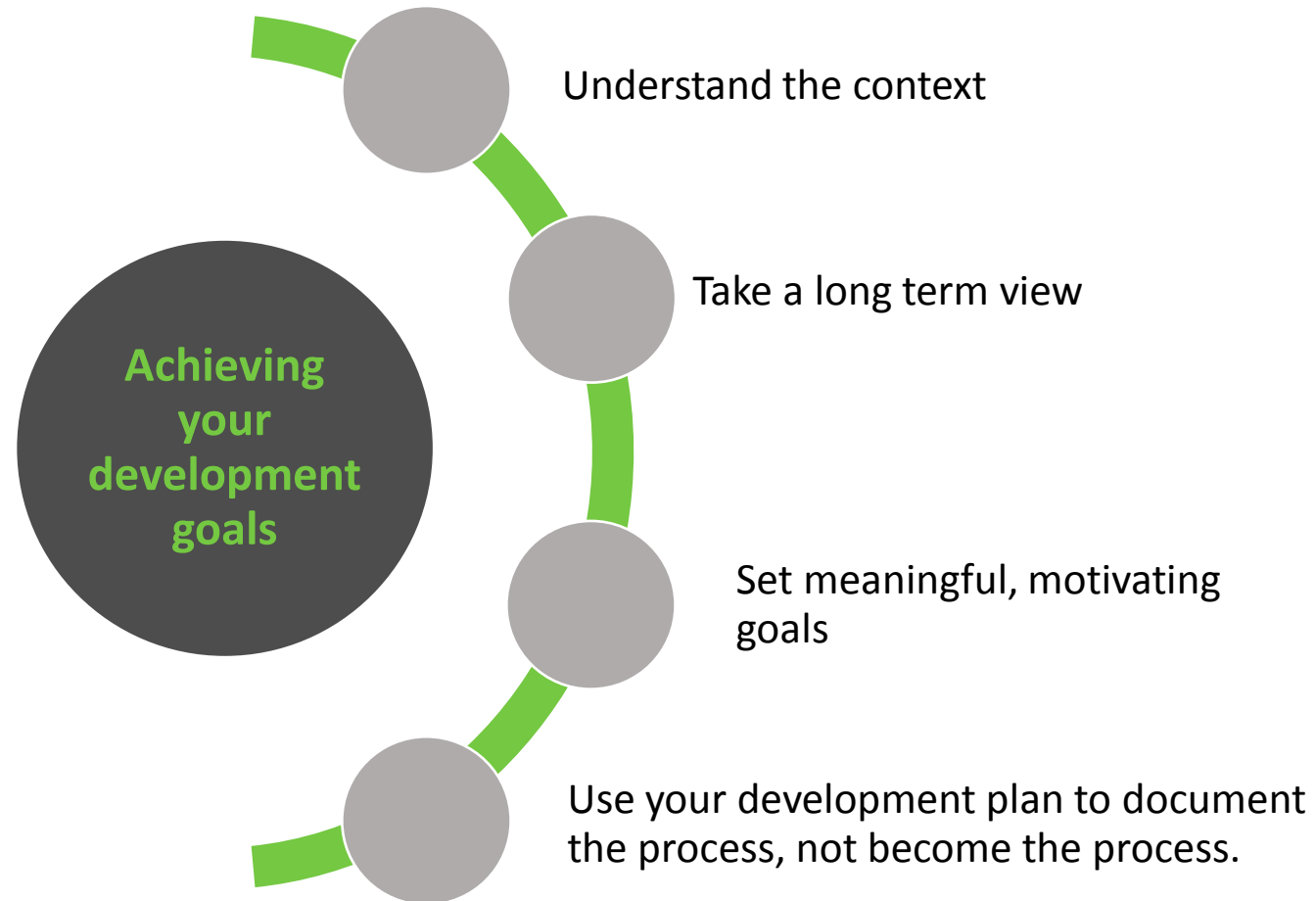
Find more development planning tips and tools at www.unlimitedtalent.co.nz/free-tools

Now you can create a development plan based on your outputs

Don't worry about the specific template – there is no silver bullet. But there are some key ingredients that make a plan effective:



A quick re-cap



Thank you.



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