

September 2015

Staying Connected

For the Alumni of the:
ECCB Savings and Investments Course
ECCB Entrepreneurship Course
ECCB Small Business Workshops

YOUR FINANCESYOUR FUTURE

**YOUR FINANCIAL
NEWS**

**you FALL so that you can
GET UP STRONGER.**

**you STUMBLE so that you can
FIND BALANCE.**

**you FAIL so that you can
DEVELOP GREATER TALENT.**

Develop

DEVELOP

Presentation at the Launch of Financial Information Month 2015 Theme, Song and Video 13/08/15

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I have been given the task to look at the D in LEAD which stands for develop. Looking at the word develop you get several definitions:

- to cause (something) to grow or become bigger, elaborate, more mature or more advanced
- to create (something) over a period of time
- to create or produce especially by deliberate effort over time
- to cause to unfold or acquire gradually
- to expand by a process of growth

To develop speaks to a process. Personally and professionally you gain knowledge, skills and attributes referred to as competencies which are developed through experiences.

The development process involves a 3-part cycle – Plan, Act, Review:



Planning involves prioritizing what area(s) to develop and deciding how to do this.

Acting involves practice. You will practice your personal and professional knowledge, skills and attributes in everyday life.

Reviewing involves thinking about how good you were in practising, and what you think you could improve. It is also important to record your progress and to accurately assess your development needs.

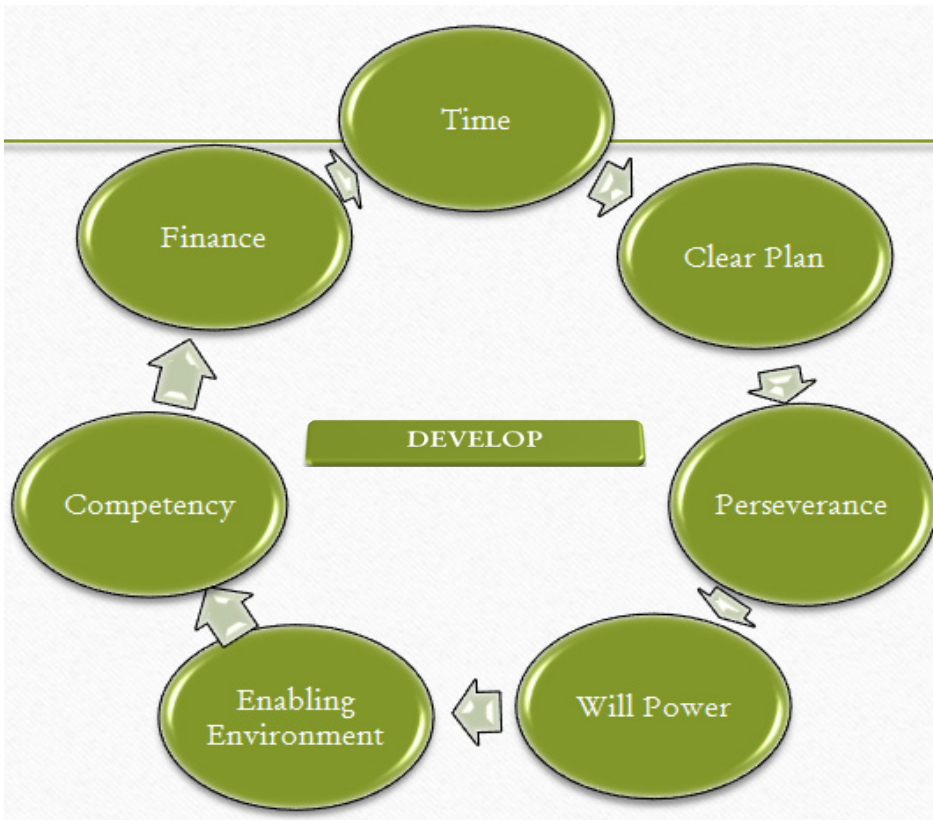
To develop requires several things not limited to time, a clear plan, perseverance, will power, an enabling environment, competencies and finance.

- Time is a period in which the development could take place.
- Access to funds are important in order to fund and promote your development.
- A clear plan defines in a step by step fashion your career path, that is, how you are going to get where you want to go.
- Perseverance, dedication,

endurance and the drive must be there.

- You must have the requisite will power (*strength of will, strength of mind*) and determination in order to promote development.
- An enabling environment will include the surrounding infrastructures, supporting systems, relatives, friends, tutors, facilitators and other co-workers. All of those will make up the enabling environment.
- Competencies will include your knowledge, skills and attitudes.

Develop means to acquire gradually. It speaks to movement and a gradual process. In the case of nurses for example, they would have acquired their primary, secondary and tertiary level education. They would have pursued a nursing course of study at a university or a nursing school. They would have gained experience doing nursing at a



techniques involved in mastering the sport. Once she had acquired certain skills she would have moved on to improving those competencies. She would have participated in various tennis championships, won various matches and interacted with other tennis players, gaining experiences from them. All of those experiences contributed to her development.

Develop. You can look at it from the practical side - a progressive path from a baby to an adult. On the corporate side you can view it from the perspective of an officer moving from one level of the job to another. A leader can also move within the leadership ladder from one area of leadership to another.

LEAD - Learn, Empower, Achieve, Develop - The path from learning to actual development.

clinic or at a hospital. They would have pursued specialized training and would have gained further experience on the job. All of this would have been accomplished within a time frame supported by the requisite enabling environment, competencies, perseverance, will power and other attributes referenced earlier.

Let us also look at the development path of teachers. They would have pursued primary, secondary and tertiary level education. Not to forget there must have been some thought about becoming a teacher. There must have been some drive from within in order to propel them to be what they wanted to be. They

would have pursued a degree in a specialized area and/ or attended a teaching training institution and they would have gained practical experience teaching at one or more levels of the education system.

We can also look at the skills areas, and reference the story of Serena Williams, one of the great tennis masters of our time. Her journey would have reflected a progressive path to becoming a successful tennis champion. She would have gone through academics. She would have been provided with the required enabling environment from an early age – practice at home, exposure and training on the



Dear You

It's high time you launch out and try something new; something risky; something that fires up your adrenaline; feeds your passions and helps you to achieve your goals with distinction.

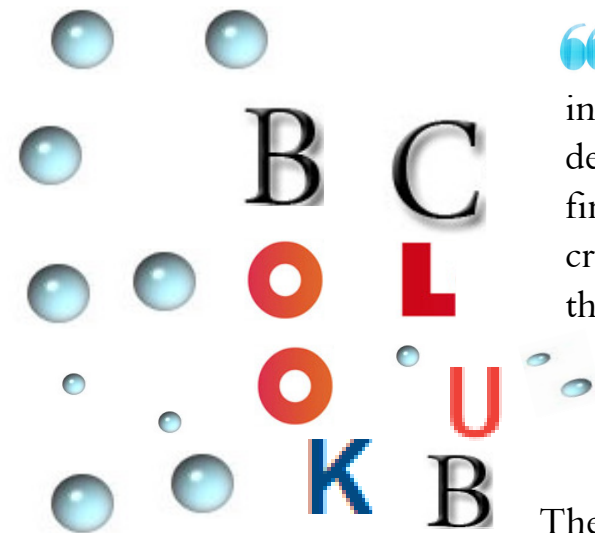
So what if you stumble, fall and even fail? You will

emerge a better you, just from trying. You can't get to the top without climbing and you can't reach your goals without stretching, even risking it a little.

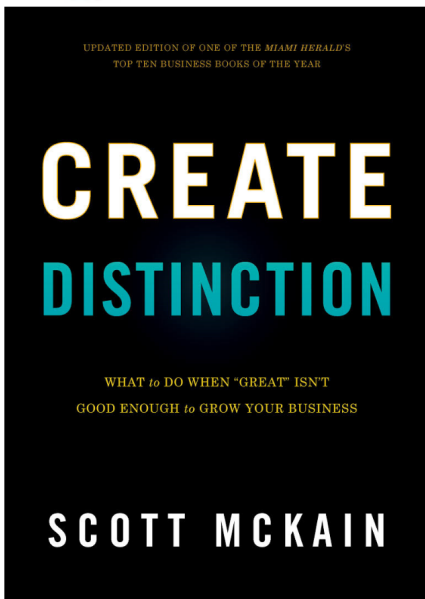
You are a work under construction and that means you have to take a bit of pounding to get to that stage of development that will lead to your success.

The future belongs to the curious, so don't be timid. Be bold! "Boldness has genius, power and magic in it." Keep moving forward and keep developing YOU!

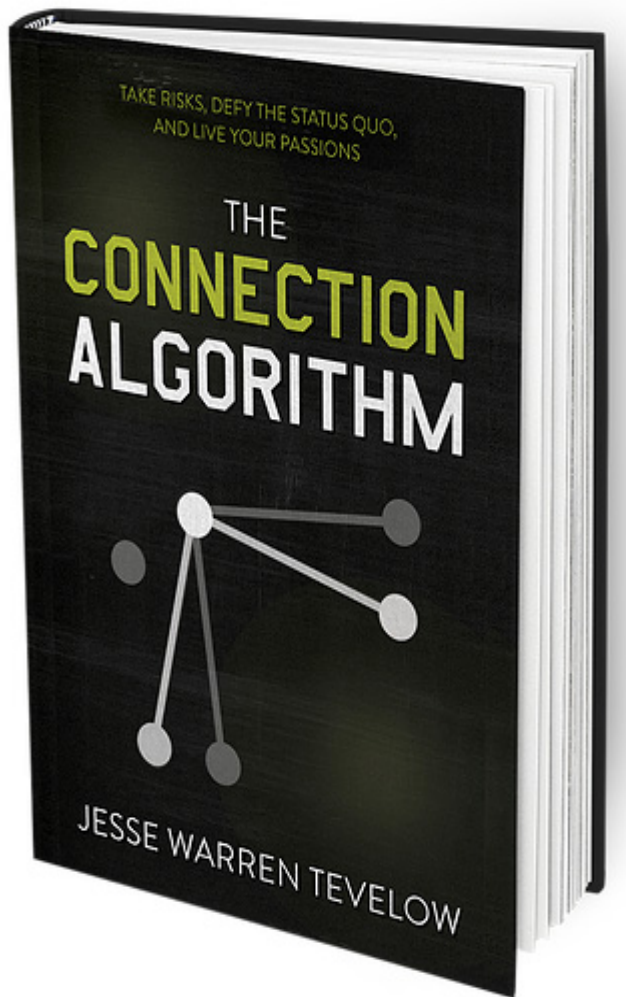
Here are few books that should help in the ongoing construction of a more successful YOU. SLW



“Distinction cannot be built for an organization or individual that cannot communicate....distinction is developed by organizations and professionals that first develop clarity about what they are—followed by creativity in their approach –and then communicate their story in a compelling manner.



The old adage “ Build a better mousetrap and the world will beat a path to your door” is horribly incorrect and totally out of date. ...If however you have developed, clarity about who and what you are....and creativity that generates space between you and your competitors... and if you have communicated those results through a compelling story tailored for the precise audience you desire to attract...you have made major strides in developing the kind of distinction all organizations and professionals covet.



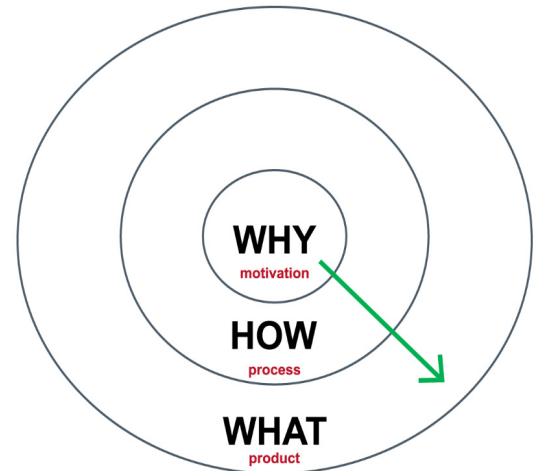
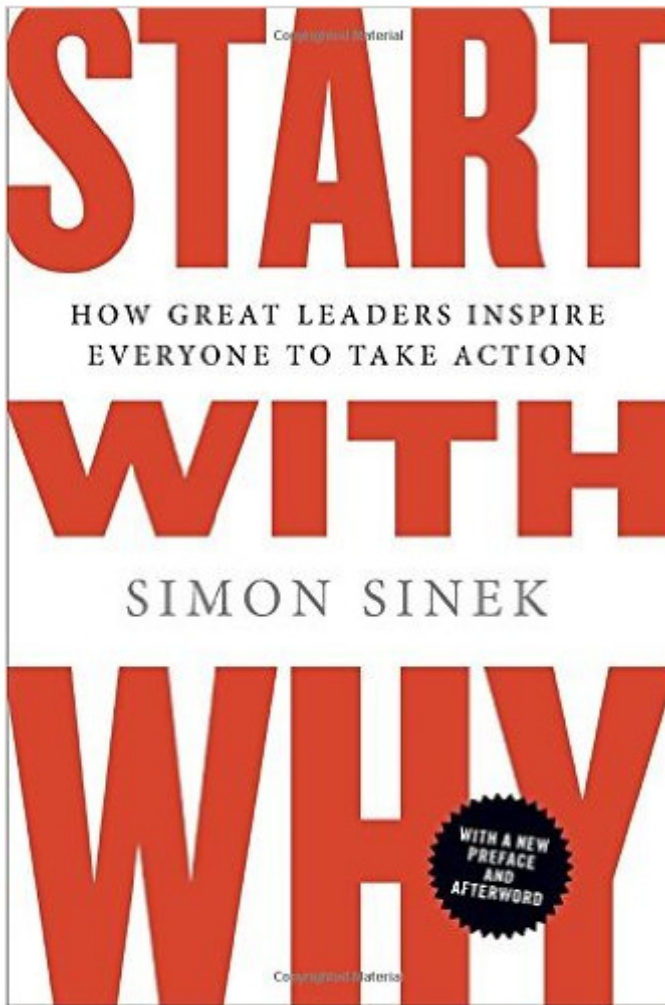
“There are four overarching steps to accelerating your growth

1. Choose
 2. Commit
 3. Create
 4. Connect
-

“There is no formula or list of steps that will guarantee your success and happiness, there are a few core behaviours that will vastly improve your chances. It has little to do with innate talent. It has everything to do with relentlessly following your passions, being persistent, building a genuine support system, and knowing how to bend the rules of society to your advantage.

Any leader, in any environment, will tell you that the key ingredient to making progress is also the most obvious: stop thinking and start doing. ”

You should be looking for auras in every relationship you cultivate, every project you engage in, and every company you work for (or build). ”



Simon Sinek's concept of **The Golden Circle** — proposes that great leaders and organizations first communicate **Why** they exist, then **How** they go about their mission, and then finally, **What** they do. He describes this as communicating from the Inside Out. Not so great leaders and organisations, he posits, communicate from the Outside In.

“People don't buy **WHAT** you do, they buy **WHY** you do it. A failure to communicate **WHY** creates nothing but stress or doubt.

As any company forced to compete on price, quality, service or features alone can attest, it is very hard to differentiate for any period of time or build loyalty on those factors alone. Plus it costs money and it is stressful waking up every day trying to compete on that level alone. Knowing **WHY** is essential for lasting success and the ability to avoid being lumped in with others. ”