

# SELF-LEADERSHIP

Symbiotics Session 2019-2020  
GSEM University of Geneva

## SYLLABUS

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### Aim of the module:

This module will help you to answer to the following questions:

1. What's your next consistent step of professional development?
2. How to impact your environment, focusing on your self-knowledge and self-confidence?
  1. This module is on one hand designed to help students to think about their career and how to make the most of their learning from the course given at the University of Geneva. In other words, it will enable the students to take stock of their personal development so as to better manage their learning curve during and after their study program. They will gain a better understanding of their own drivers and plan their future professional development in a positive way.
  2. On the other hand, this module will help you to better influence your environment. Managing others in the complex environment we are in requires first to manage oneself as well as to make a personal brand from our personal assets. The participants will collect several insights on how they specifically behave and will learn in what they are useful for others. This will lead them to clarify their professional identity and to focalize on the strengths, which make a difference.

Concrete objectives:

- Know how to position yourself in a management role in terms of company and personal expectations
- Become aware of your energy at work, preferences and the way you can focus on them.
- Know the values that guide your choices and take stock of your maturity level
- Build an action plan directed at impacting your environment and mapping out your professional development's objectives

This program is about your skills, your ambition and how to connect the 2. It is an exploration process. It is about managing one of your main resources, yourself.

## Teaching objectives

At the end of the module, the participant will be able:

- to estimate the own way he plays his role of executive in the organization, by reporting it to the expectations of the company and to its own needs of evolution
- to lean on his emotional intelligence, on his preferential behavior and on his energy to identify the context in which to lead this evolution
- to describe the way he grows as well as to know its internal drivers, so that he can better master how to plan his way forward.
- to operate projects of beneficial improvements to the organization as to himself in the full measure of his position of executive, his personal assets and his will.

## The module is based on 3 principles:

- **Prepare yourself thanks to the online platform.** You will be guided through online videos, texts and questionnaires that will help you to reflect on yourself. They are mandatory. They are the mean to take advantage of the collective coaching sessions.
- **Engage yourself in the coaching sessions.** You'll take part to 5 collective coaching sessions, the 4<sup>th</sup> one being online. They will be focused on one hand to discuss the results of your preparation (thoughts, questionnaires, notes, etc.). On the other hand, they will help you to clarify how to impact your environment.
- Synthesize your learning's. After each coaching session, you will have to reflect what you have learned, but also which questions arose you have to think about. The last session will lead you to synthesize your action plan, in order to better promote yourself toward your environment.

## **NB :**

- **Experience has showed that it is impossible to succeed in the module without preparing yourself to the coaching sessions as mentioned above.**

**Schedule:**

<b>Kick-off</b>	<b>Starting the module</b>	
10.05.2019	Why to manage yourself? Explanation of the module	Presentation Debate
<b>Step 1</b>	<b>Managers: what expectations today? Your role and its sustainability</b>	
	Video watching Text reading Answering questions	Autonomous work on Moodle Will be opened by the end of September
30.10.2019	Collective coaching	Attendance
<b>Stage 2</b>	<b>Your personality at work: emotions, behaviors, energy</b>	
	Video watching Text reading Answering questions	Autonomous work on Moodle Autonomous work
28.01.2020	Collective coaching	Attend to the session
<b>Stage 3</b>	<b>Your evolution's patterns: values, encounters, maturity</b>	
	Video watching Text reading Answering questions	Autonomous work on Moodle
	Career Anchors Interview	Work in binomials Proceed before the coaching session
22.04.2020	Collective coaching	Attend to the session
<b>Stage 4</b>	<b>Your action plan: positioning, mapping, networking</b>	
	Video watching Text reading Answering questions	Autonomous work on Moodle
	Mapping of the action plan	Modus operandi on video 4 Finish before the coaching session
08.06.2020	Collective coaching	Attend to the session
<b>Exam</b>		
Until 30.09.2020	Individual report	Written, autonomous work

**Recommended readings :**

### **Step 1**

- Peter Drucker, *Managing oneself*, HBR, March-April 1999, p.65-74

### **Step 2**

- Cary Cherniss and Daniel Goleman, *An EI-Based Theory of Performance*, in: *The Emotionally Intelligent Workplace*, Jossey Bass, 2001

### **Step 3**

- Edgar H. Schein, *Career Anchors Revisited: Implications for Career Development in the 21st Century*, MIT Sloan School of Management, Revised March, 1996

### **Evaluation:**

- Each participant must hand in a 3 to 5-page report at the end of the module that summarizes his learning acquisition and his action plan.

### **The report will be composed of 3 chapters:**

1. My learnings throughout the module:
  - My role, my competencies, my career anchors, etc.: results from the key elements from steps 1 to 3
  - Discussion about the consistencies and paradoxes among these results.
  - The 3 alternatives resulting from this discussion: a synthetic view from your mapping (step 4)
2. My project:
  - Why am I attending an MBA? the reasons for change
  - My chosen alternative within those 3: personal as well as professional argumentation
3. Its implementation:
  - The resources I have to mobilize in order to implement my project: personal as well as network's resources
  - What are the steps of my project and how do I master it?