

“ Balance is key; employees need to feel that their efforts are rewarded with satisfaction and joy. ”

BALANCING ORGANISATIONAL AND INDIVIDUAL PURPOSE



- Organisational and individual purpose are **not separate**, however, like every relationship there is a “give and take”
- Growth often occurs outside of comfort zones, where the most valuable skills are learned. Between individuals and the organisation, **effort and growth are exchanged for rewards and emotional satisfaction.**

WINNING PEOPLE OVER AND MANAGING TIME EFFECTIVELY



- To **win people** create a **sense of belonging** and always start with "why" and then determine "how" you will achieve it. In the business world, organisation's culture, values, mission and the **social impact** is what drives people motivation
- To managing your **time effectively** comes down on **doing what you love**. Your mission in life should be to find a job that aligns with your passions.

“ Working for a business that benefits the world can be more fulfilling than working solely for profit. Businesses can have a business purpose and a social purpose, which can provide an additional answer to the "why". ”

“*Aim for the stars; even if you land on the moon, you achieve significant progress.*”

SETTING OBJECTIVES



- OKRs (Objectives and Key Results) should be **highly ambitious to drive business growth**
- Find your “Northern Star” and do not lose sight of your objectives. Break down the objective into steps and always question if each action will lead you closer to your “Northern Star”. Make sure you **celebrate every milestone**.

EMPOWERING INDIVIDUALS THROUGH CHALLENGE



- Challenges and problems will arise. **Charisma and effective communication** are key to empowering individuals
- Everyone has an important role in the team which need to be clearly understood and communicated. With clear roles, come and **clear responsibilities and expectations** as people are relying on your deliverables to achieve their objectives.

“*Be the change you want to see and strive to be a positive influence (radiator) rather than a negative one (drainer).*”

"The skills learned at UKAP are unique."

ENHANCING SKILLS THROUGH EXPERIENCES LIKE UKAP



- Philanthropy and volunteering strengthens your skills and makes you stand out. Employers value organisational skills, communication abilities and teamwork. These skills are often learned unconsciously through various activities.
- Creating your own opportunities and work culture by pushing your limits is also important.

GENERAL ADVICE



1. **Transferable skills:** learn transferable skills and expand your world
2. **Influence of Childhood on Personal Growth:** Early life experiences can have a profound impact on personal development. Overcoming difficulties and adapting to new environments build resilience and drive
3. **Becoming a Communicator-Leader:** Step out of your comfort zone. Embrace uncomfortable situations to develop and refine your skills. Leadership is learned through experience and willingness to grow.

"Time spent outside of work has a significant impact on personal development."