

YOUR DEVELOPMENT COMPASS

How to effectively manage your own career?

INSPIRATIONAL SPEECH FOR LARGE AUDIENCES BY SZYMON KUDŁA

For many employees, development is all about formal training. They expect someone to provide them with a crystal-clear career path and adequate learning opportunities. Meanwhile, each of us plays different roles, has different skills and aspirations, and eventually different learning preferences. That is why, in this case, everyone should paddle their own canoe: create the future concept for themselves and actively seek opportunities to develop. The speech is based on four non-obvious dilemmas that allow each participant to understand themselves better and find the perfect "golden mean" between the extremes and create their own development compass.

Perfect for: Employees who are too passive, skeptical or exhibit a narrow approach towards development opportunities.

- **Dilemma 1: STRUCTURE vs. NATURE.** When should you take advantage of long-term, structured learning, and when is it better to just switch to individual bite-sized learning along the way?
- **Dilemma 2: SPECIFIC TRAINING vs. GENERAL TRAINING.** To what extent should you focus on specific skills that are needed here and now, and to what degree should you consider general competences of the future, in order to make your professional career injury-proof?
- **Dilemma 3: GAPS vs. STRENGTHS.** When (and why) should you focus on your talents and make your strengths more robust? When do you really need to bridge the gaps?
- **Dilemma 4: CLEAR GOAL vs. SPONTANEOUS JOURNEY.** In a volatile environment, should you have a clear goal combined with a thorough development plan (and stick to it), or should you stay open to unexpected opportunities?

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