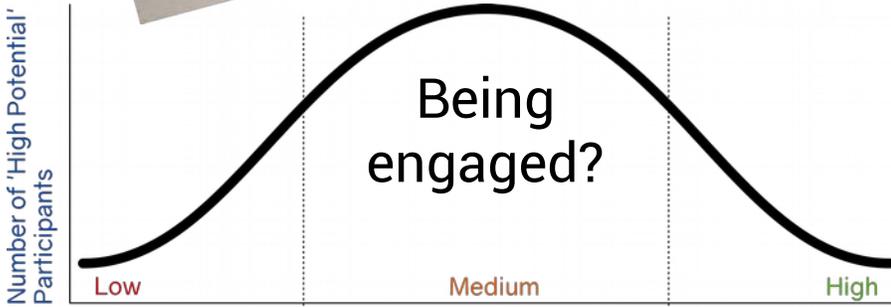
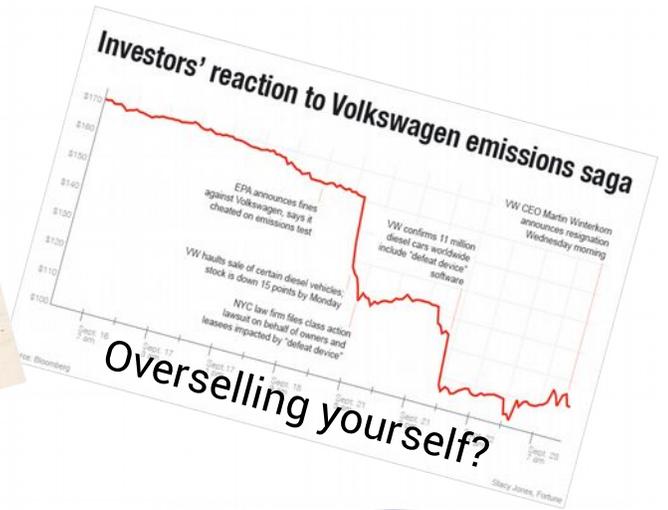
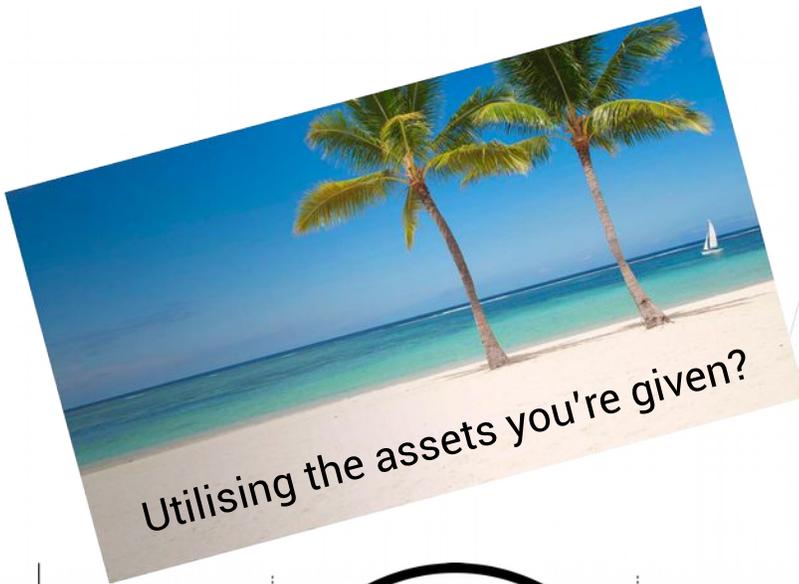


# What do you want to be valued for in the future?



Leaving a legacy?

Consistently low levels of engagement, with short interactions in response to reminders from program sponsors. Limited career progress. Unpredictable achievement of role KPIs.

Inconsistent levels of engagement, often with a pattern that matches external pressures such as quarterly targets. Moderate level of career progress. Average or inconsistent achievement of role KPIs. Can respond well to greater management focus and direction.

Consistently high levels of engagement, regardless of external pressures. Consistently high level of career progress. Consistently high achievement of role KPIs.



Let it go!  
Move on



Peter Freeth



# Build trust

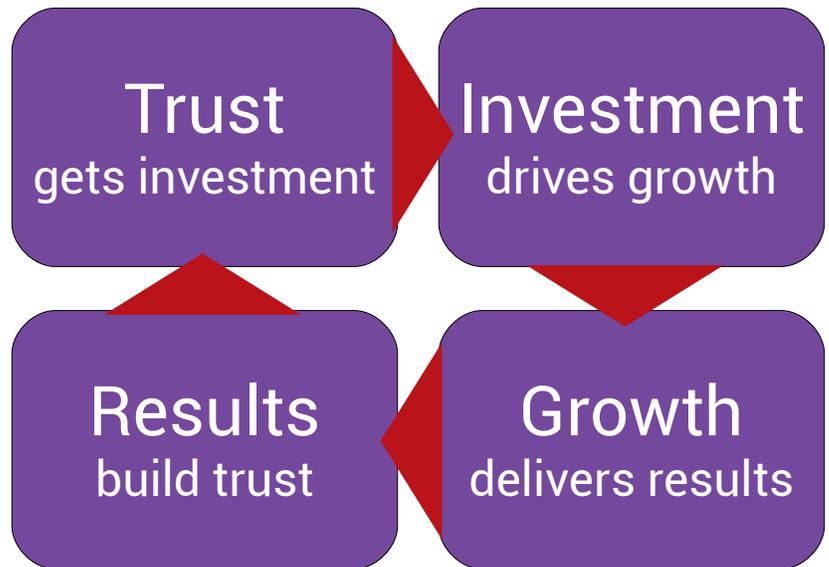
# Build investment

# Build career capital

Career capital is the investment that supports you as you cross the gap from the safety of today to the growth of tomorrow.

Without career capital, you do the same things, year after year after year.

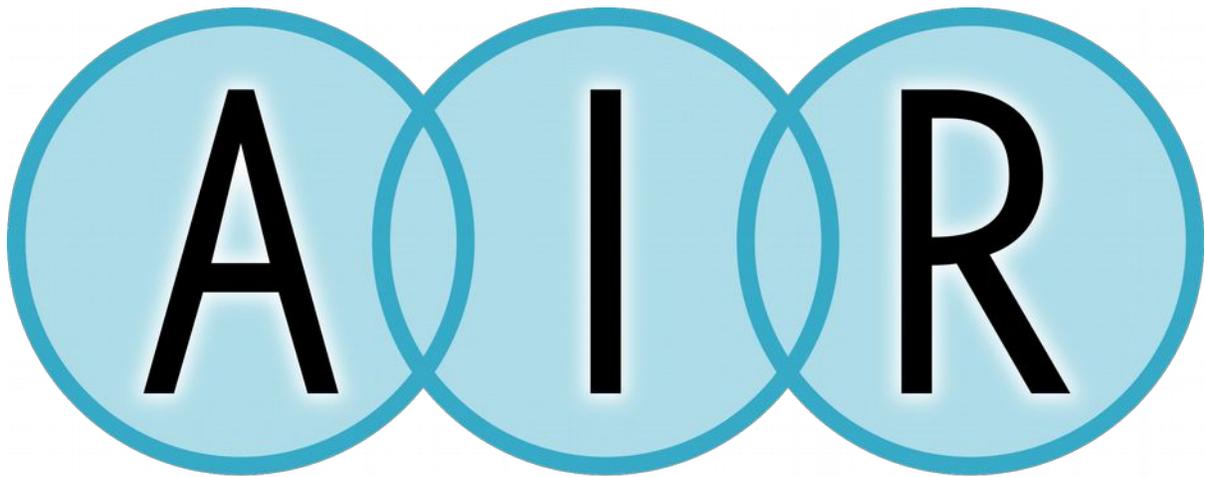
A new strategy delivers change, and change depends on investment.



Peter Freeth



# Create time and develop your team



Authority

Information

Result

## Delegate everything!

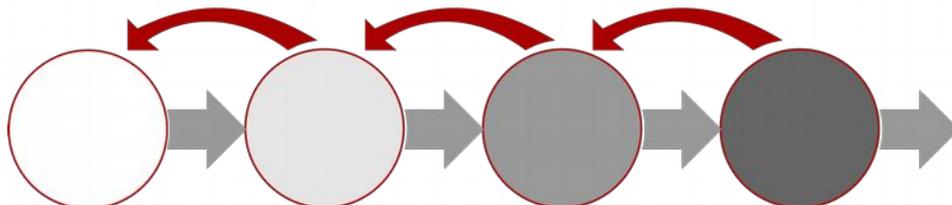
Use the time you create to focus on:

Your own development

Your strategic plans

Getting your boss to delegate to you

Develop your successor...



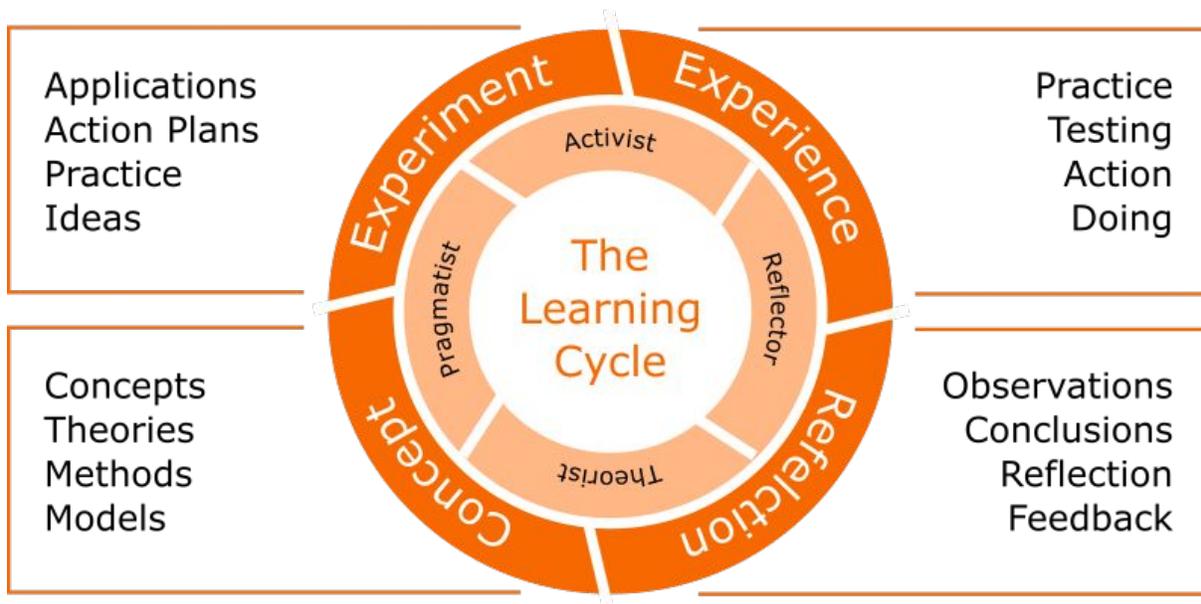
... they will push you into your next role



Peter Freeth

Genius 

# Be your own coach



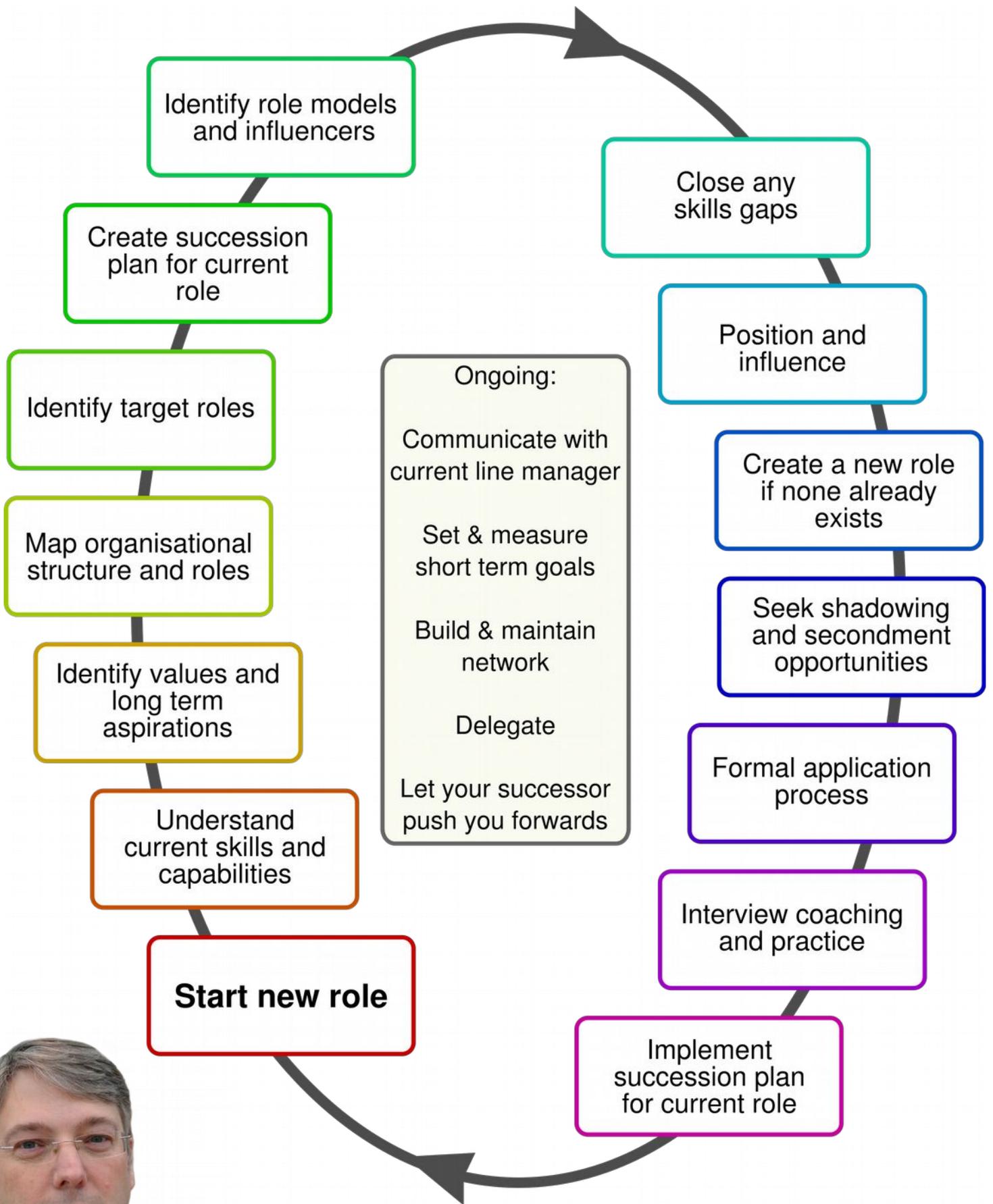
Follow the learning cycle build continuous improvement into your development plan. Make time to reflect on your experiences, this is when the learning happens, not when you're chasing targets and putting out fires. Allow space for mistakes, because you will learn nothing from success, only to 'play safe'. Failure takes you into the unknown, past your comfort zone, into the learning zone.

Turn every activity into a learning opportunity with a simple question:

**What  
did you  
learn?**



Peter Freeth



Peter Freeth

# It's not about you

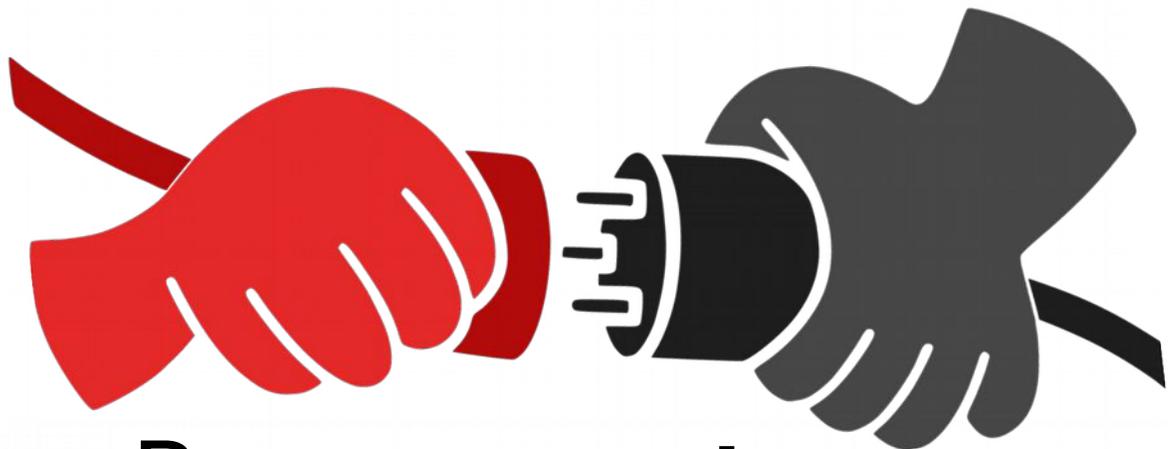
The world is not short of sales people, technicians, project managers. These skills are easy to teach.

What the world needs is leaders, people who are focused on making things better for the next generation.

It's not about you. It's not about the targets you hit this year. Next year there will be more targets. Focus on creating a legacy.

Your value to your network is not in having the answers to all the questions. It is knowing people, connecting people. This is how we innovate, this is how we create new answers, and new questions.

The most valuable people in any network are the connectors, leaders who always know the right person for the job, leaders who bring others together to solve problems, leaders who enable others to create, to deliver, to grow.



## Be a connector



Peter Freeth

