



Responsibility and Ownership for learning is yours



Responsibility and Ownership are some of those words you have probably heard so many times from authority figures, that you may have developed a bit of an allergy to them.

Without “responsibility” and “ownership” being at the foundation of your approach, your learning & development has no hope of becoming part of your DNA.

I have created two models to help provide some focus as to where the responsibility to develop oneself should lay:

1) What price are you willing to pay?

Not taking responsibility and ownership may be less demanding, less painful and mean less time spent in the unknown zone. Famous 70's racing driver, Mario Andretti once said, “if you are comfortable & in control, you are not going fast enough” I read this as; being comfy and almost complacent creates inertia and ultimately is your choice... but will stump your personal growth. Stepping outside your “learning comfort zone” will mean investment from you.. Little investment = Little returns... significant investment will reap significant returns in your effectiveness

2) Feel good factor

Have you ever watched somebody in your organisation take some ownership or responsibility and it hasn't worked out? Not a great feeling and uncomfortable to watch; however when they do... and it does work out... it's the greatest feeling. You tend to see more of the latter however, because taking responsibility and ownership for you and your teams learning takes courage... it's the courageous learners that get the news headlines. Feeling good embeds motivation to learn more, and so the cycle builds positively. Learning something new or something about you can be really exhilarating... and if you are in control of your learning then you are leading your learning rather than being taught and pulled into new skills or behaviours.

3) Be the very best you can be

Learners come from different academic backgrounds, all have very different learning styles and that's why learning, training or development has to be owned by you.

The whole learning journey is yours and yours alone. The only objective you should give yourself is to be the very best you can be! By trying to be as good as somebody else may be hindering you in the way in which you perform.

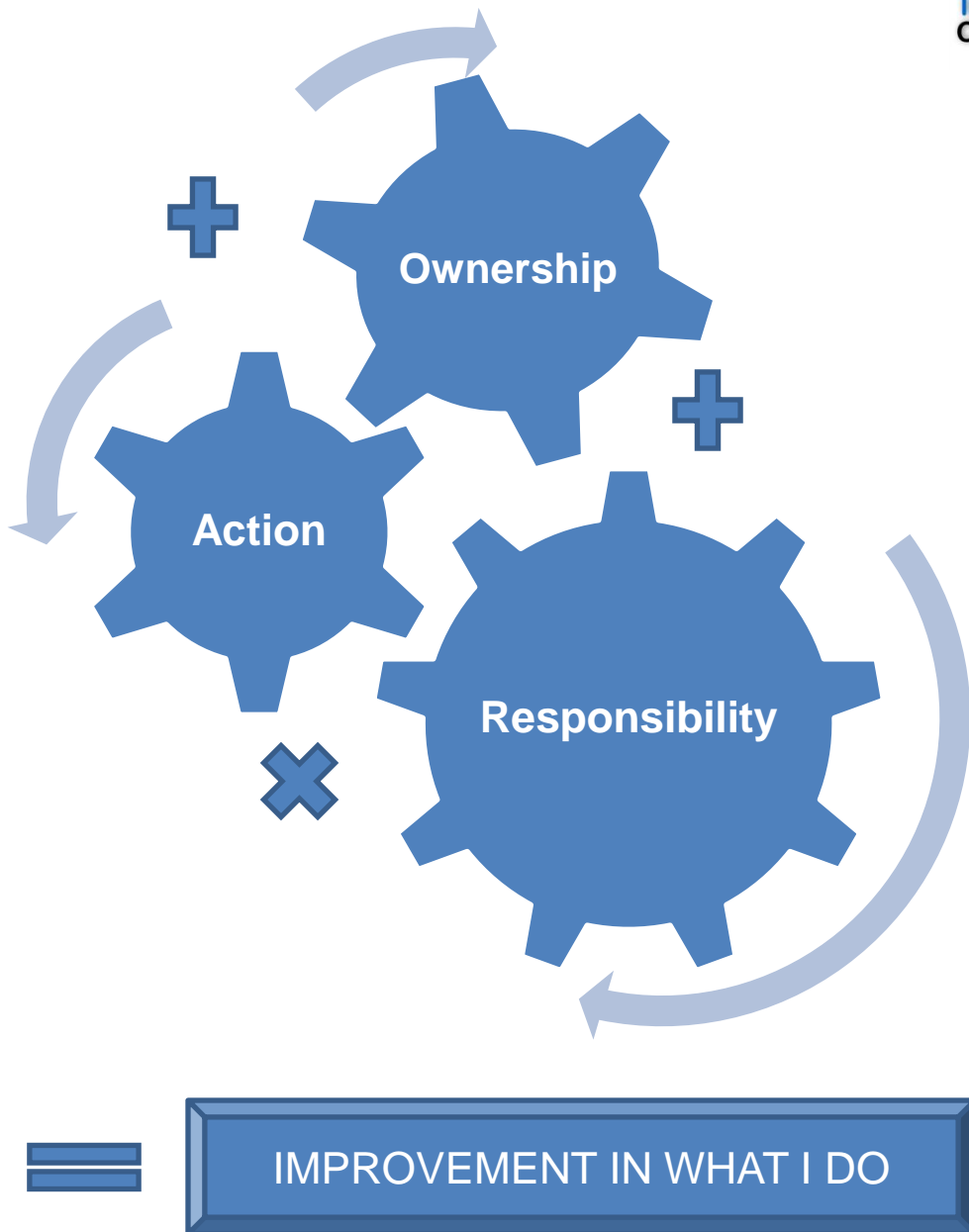
- 1) If you are benchmarking against another individual where your potential is greater than the other, you could be creating a glass ceiling and suppressing your unleashed potential.
- 2) If you are trying to stretch yourself to a level where your capability is not as developed you may be setting yourself up for failure and become disenfranchised from your learning objective.

Of course, it is invaluable to learn good behaviours and skills from others, but always remind yourself that your target is for YOU to be the best YOU can be.

The final observation is that on occasion being the best you can be, may not meet the expectations of your employer or sponsor and therefore when you are learning and developing yourself make sure you are clear as to the outcome you are trying to achieve and that your direction of travel for you and your outcomes are aligned.

Failure to manage you and your sponsors expectations from the outset will get in the way. You will not build on your development due to managing the effects of your performance with those who sponsor you. And so in reverse, I have observed that, "development" and "learning" is thrust on you almost as a prescribed medicine to fix your ailments.

The model on the following page may help you crystallise your thinking



Ownership + Responsibility x Action = Improvement

“Learning without action is like teaching a child to walk and watching them crawl everywhere”

Steve Rush
Managing Director
Improv Consulting