

# PERSONAL DEVELOPMENT

Why do leaders need to develop their personal development?

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Competition is a constant presence in life, from a young age to adulthood.



**Responsibilities of leaders in an ecosystem with high intensity competition**



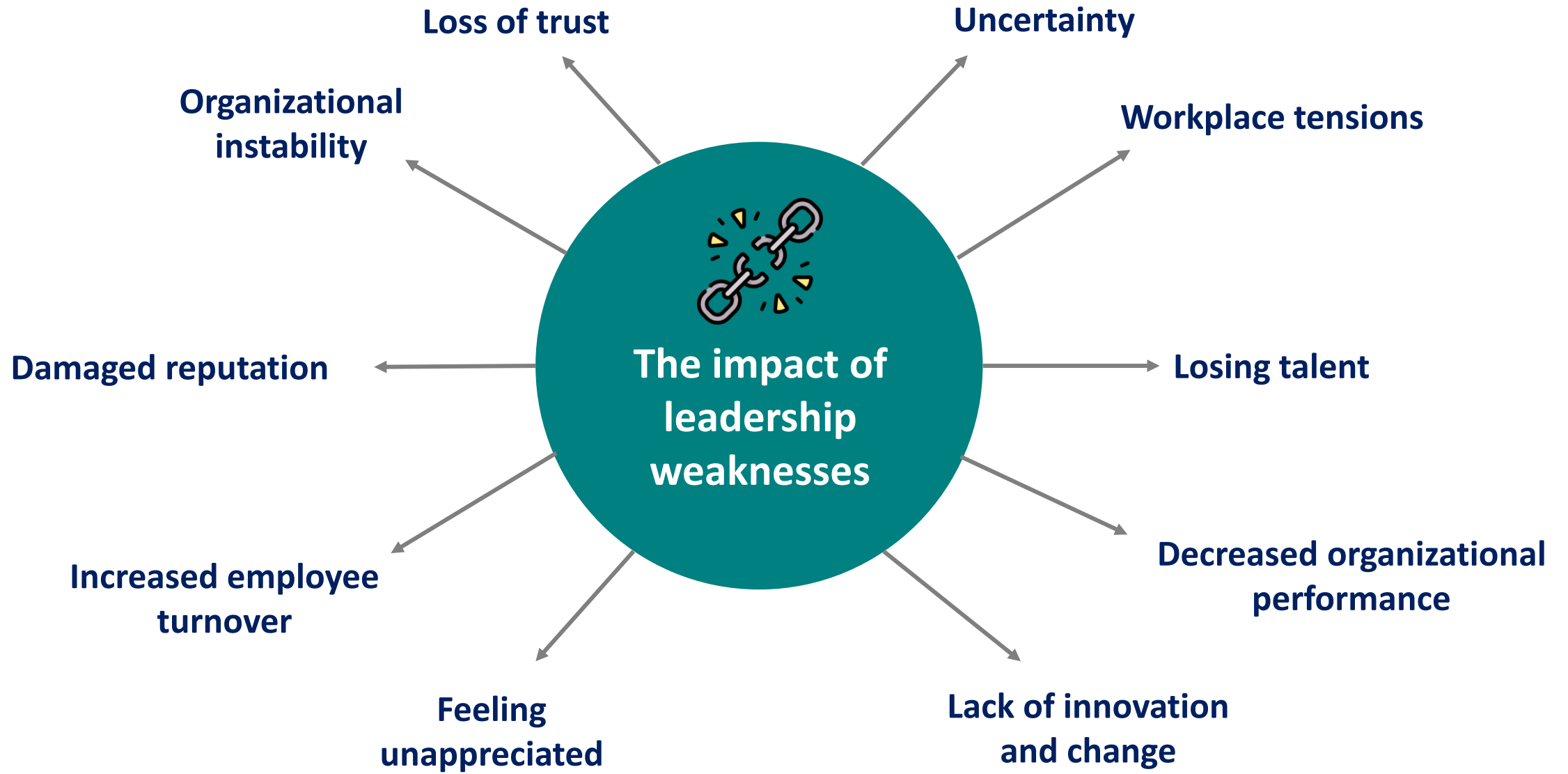
The intensity of competition has increased over time and generations.



**Expectations**

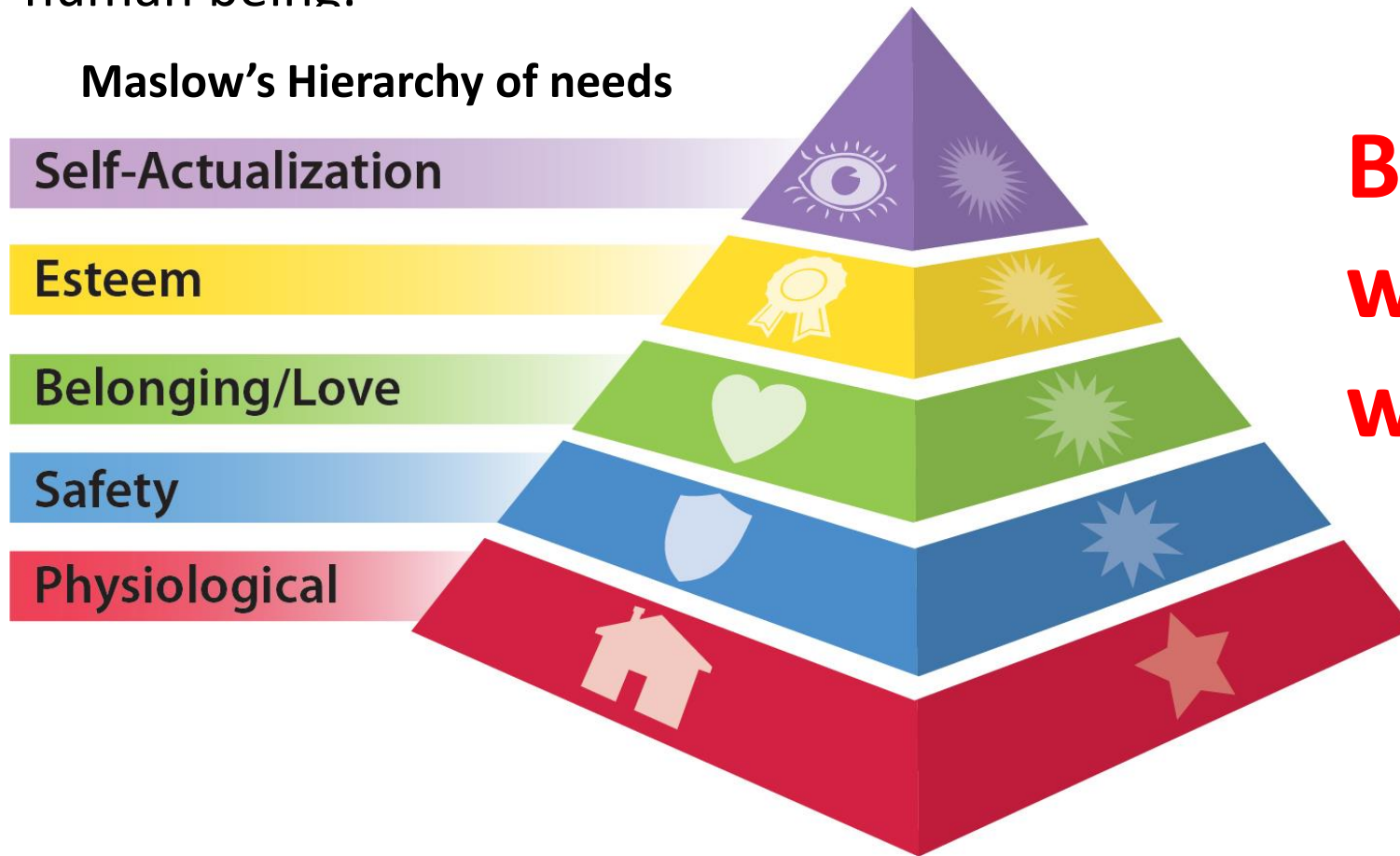
The “on-demand” culture promotes more self-centeredness, self-worth.





**Maslow (1970)** suggests that all individuals have an in-built need for personal development which occurs through a process called self-actualization. **Self-actualization** refers to the desire that everybody has '**to become everything that they are capable of becoming**'. In other words, it refers to self-fulfillment and the need to reach full potential as a unique human being.

### Maslow's Hierarchy of needs

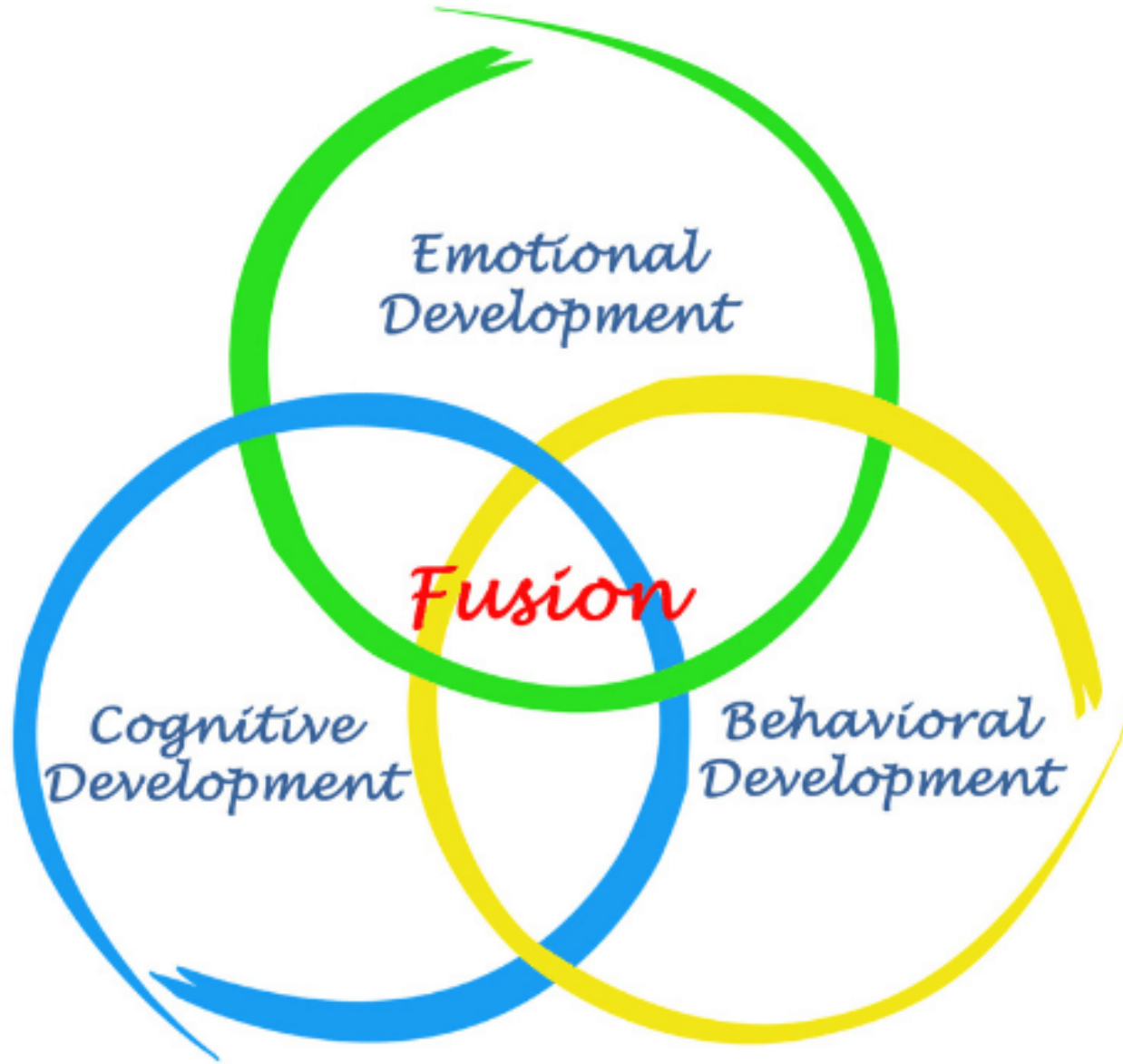


**Becoming Leaders  
who have "finished  
with themselves"**



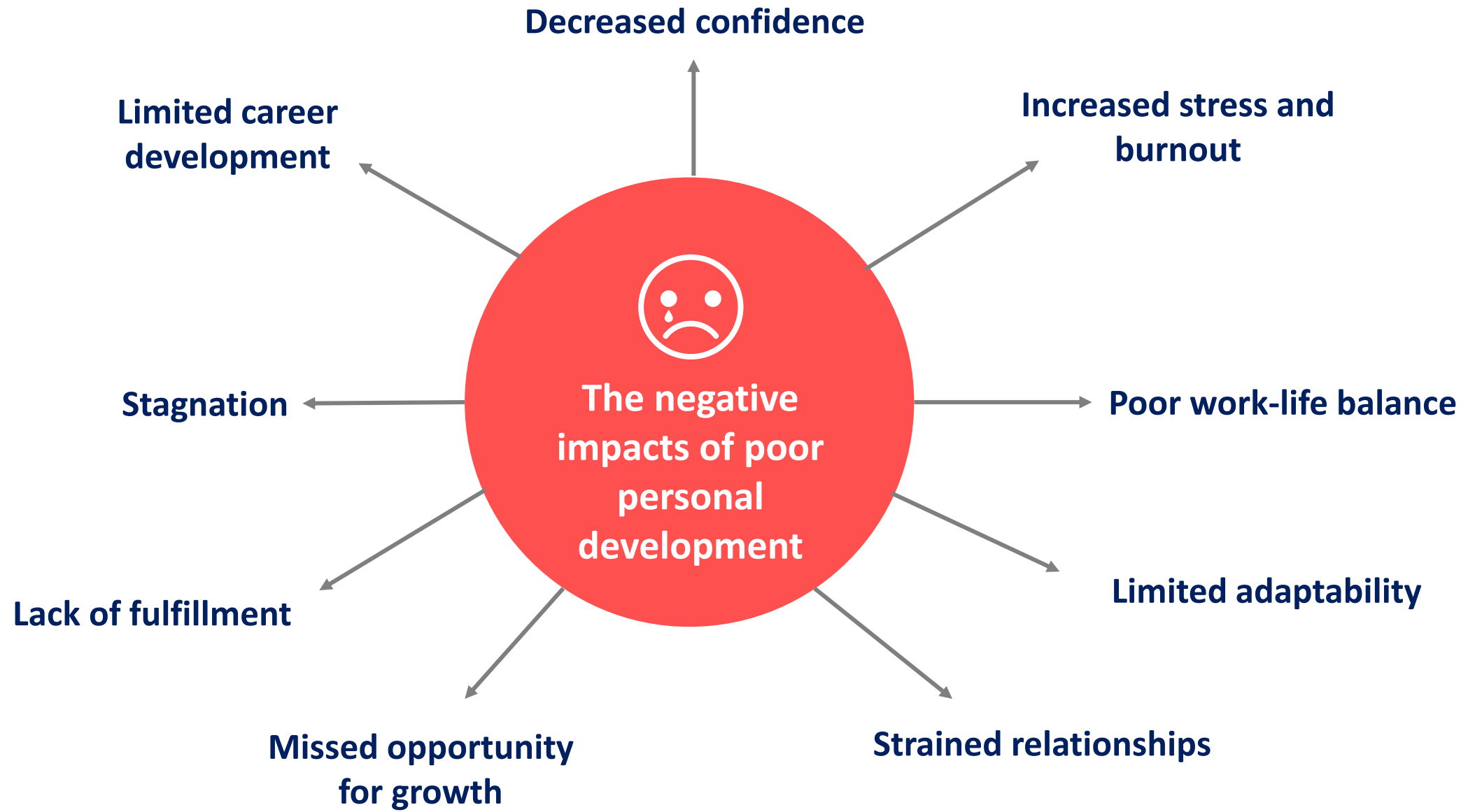


**Leaders who do not have self-awareness and do not want to develop themselves tend to become “arrogant” and are the main cause of the destruction of organizations.**

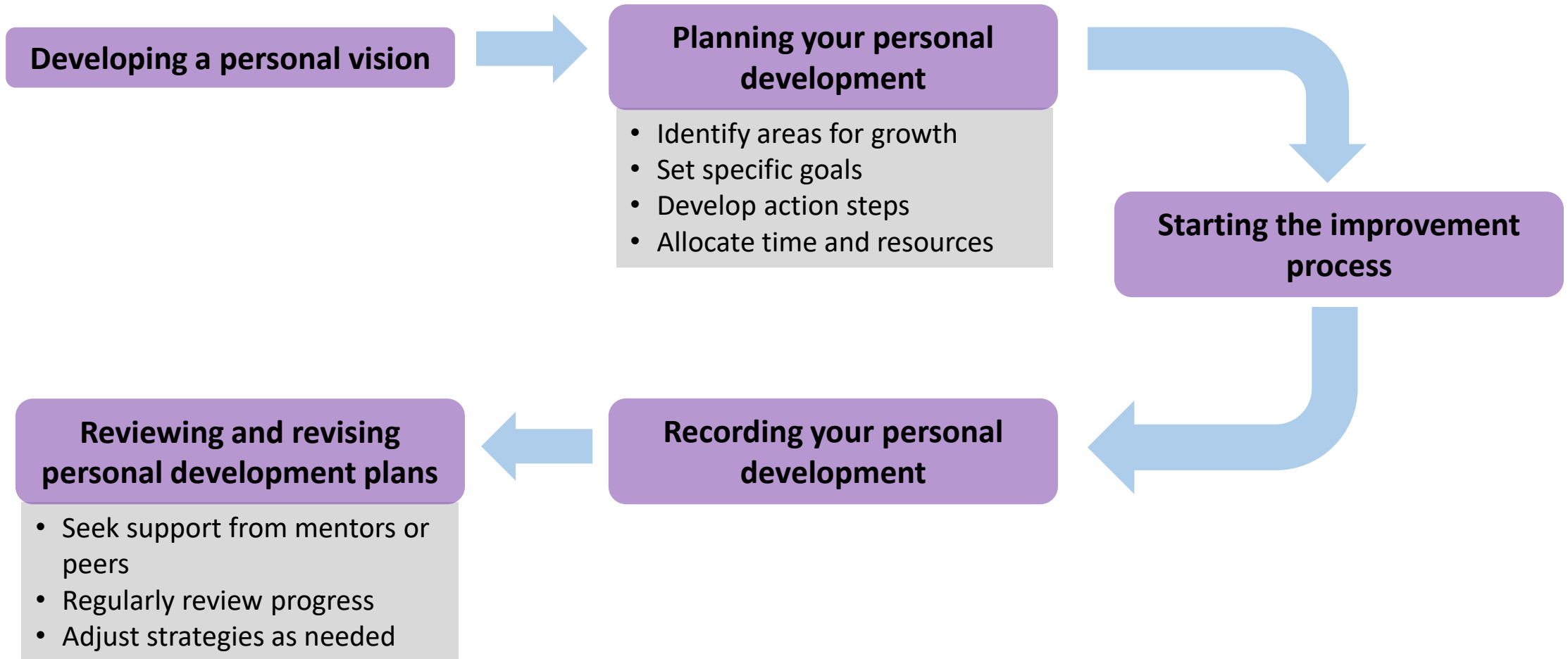


**Personal Development** is the conscious pursuit of **personal growth** by expanding **self-awareness** and **knowledge** and improving **personal skills**.

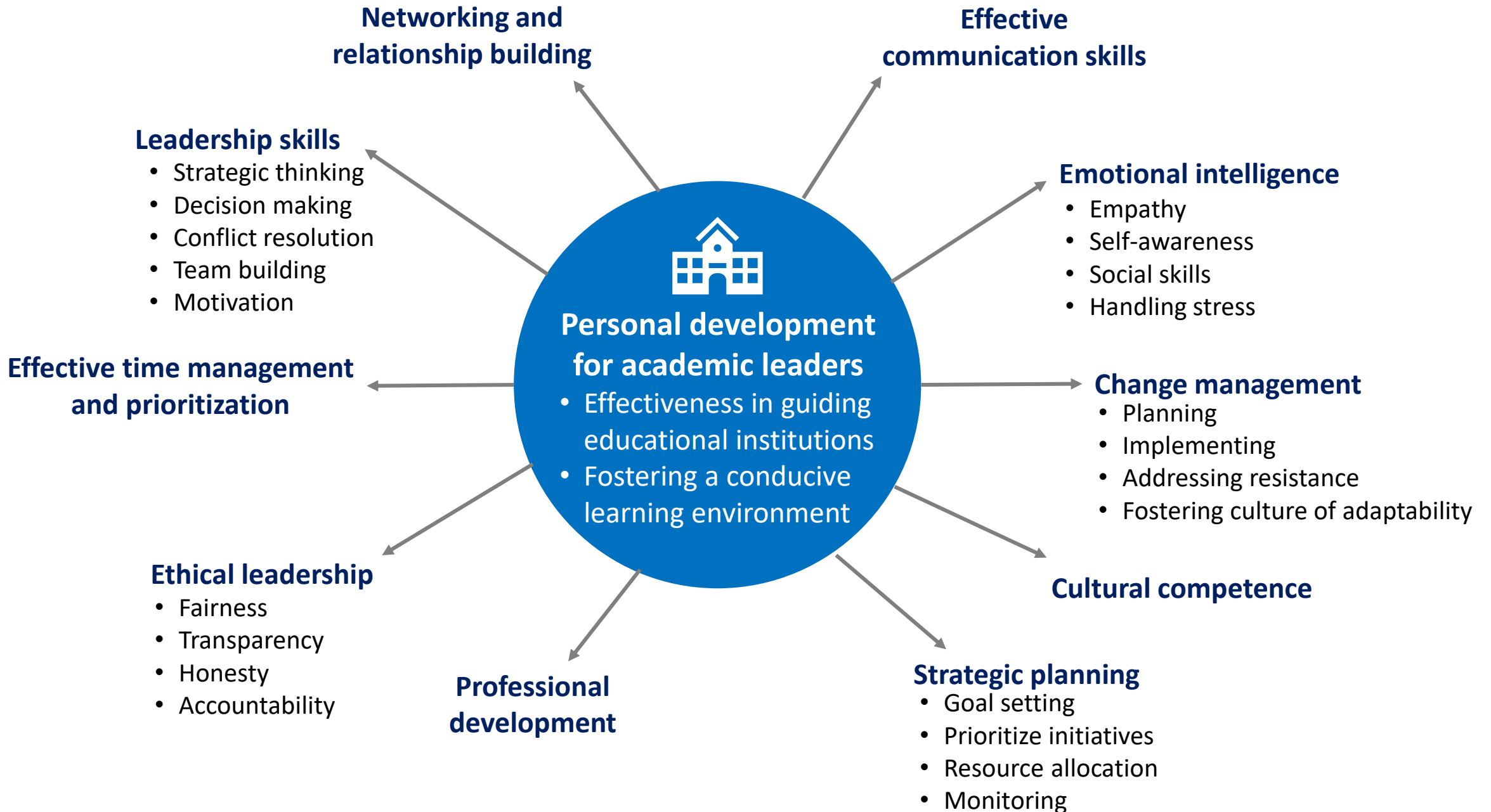
**Personal development** is a **lifelong process**. It's an essential way of getting you to stop, assess your skills and qualities, consider your aims in life, and set goals in order to realize and maximize your potential.

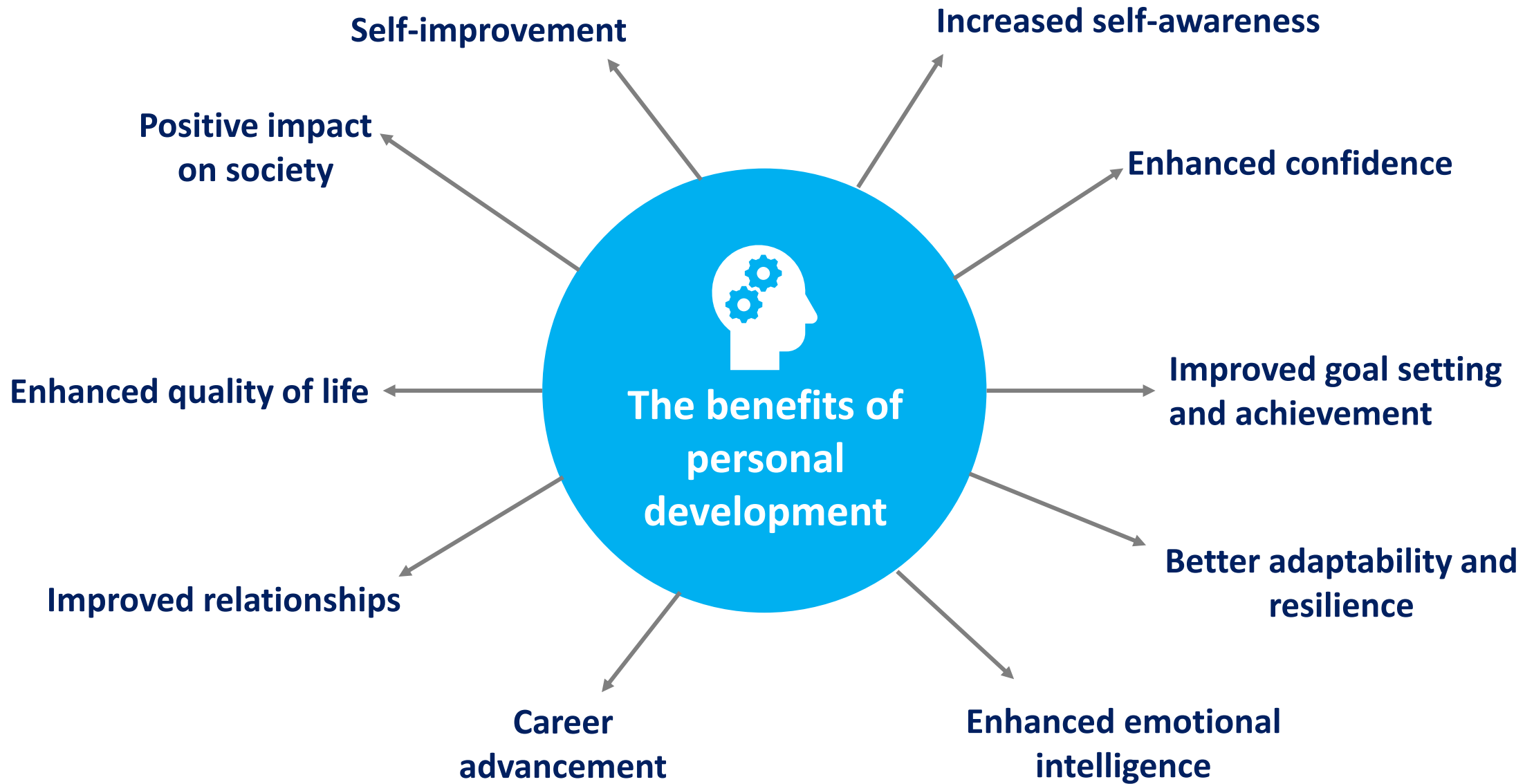


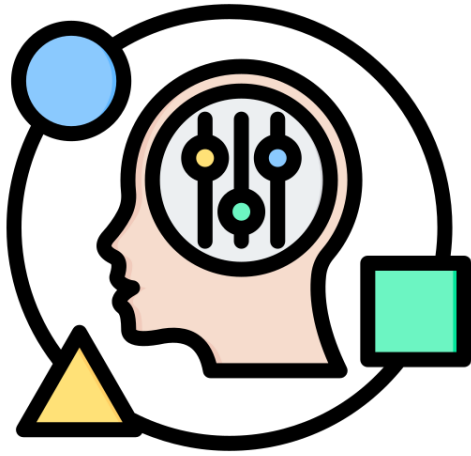
# Managing Your Personal Development





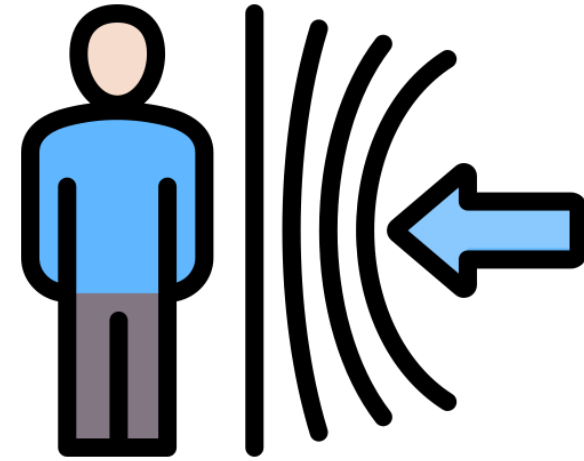






## Adaptability

- Ability to adjust to change
- Flexibility in mindset and approach



## Resilience

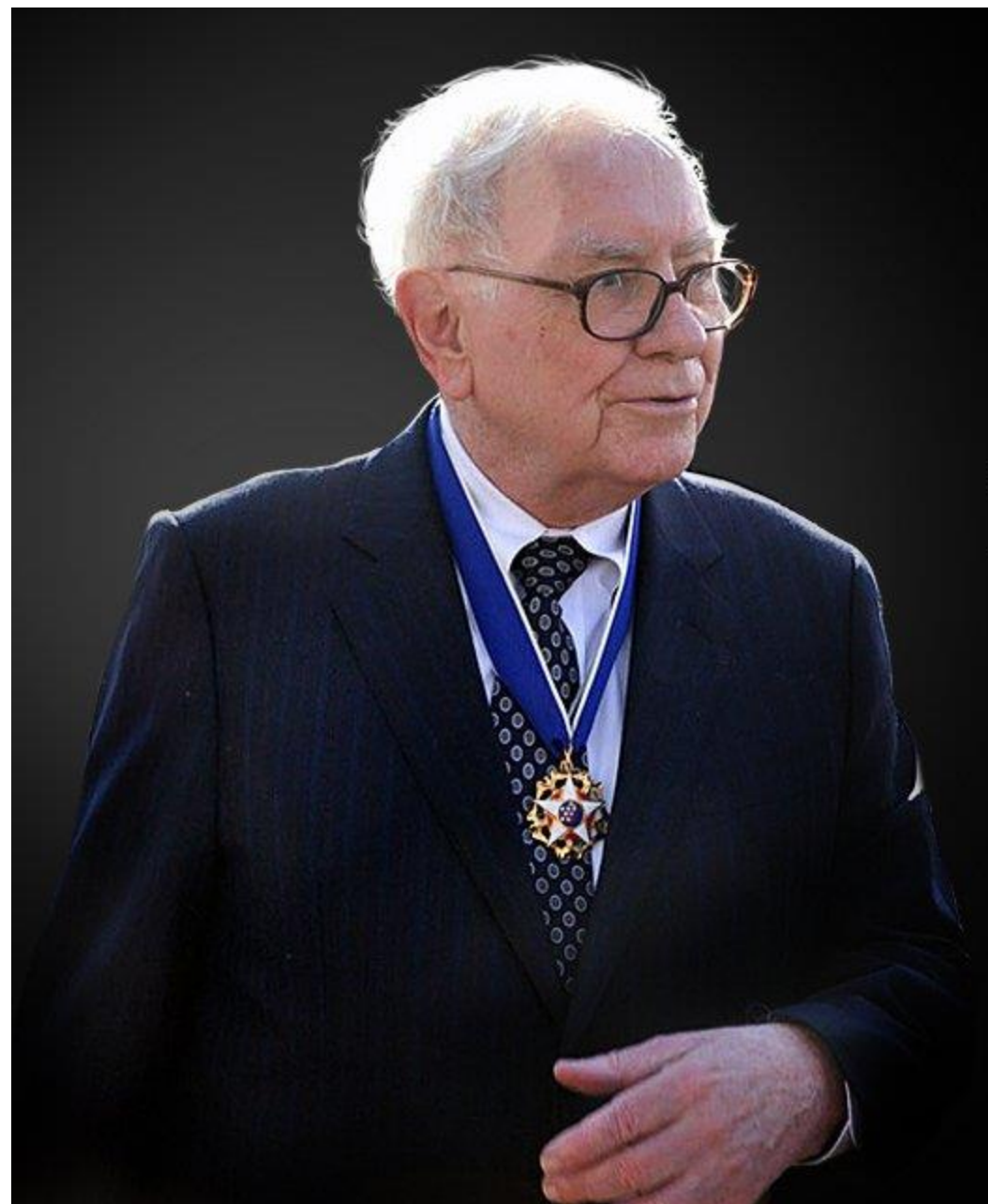
- Capacity to bounce back from setbacks
- Learn from failures and setbacks
- Maintain a positive outlook

## One notable leader in higher education known for their commitment to self-development



### Dr. Freeman A. Hrabowski III

- **Early Life:** Born on August 13, 1950, in Birmingham, Alabama.
- **Education:**
  - B.A. in Mathematics in 1970 from Hampton Institute;
  - M.A. in Mathematics in 1971 from the University of Illinois at Urbana-Champaign;
  - Ph.D. in Higher Education Administration in 1975 from the University of Illinois at Urbana-Champaign.
- **Career:** Served as President of the University of Maryland, Baltimore County (UMBC) from 1992 to 2022. He has been credited with transforming UMBC into an institution noted for research and innovation.
- **Achievements:** Under his leadership, UMBC was ranked the #1 Up and Coming University in the U.S. for six consecutive years (2009-2014) by the U.S. News & World Report magazine.
- **Research:** His research and publications focus on science and math education, with a special emphasis on minority participation and performance in science, technology, engineering, and mathematics (STEM).



The **best investment**  
you can make,  
is an **investment in yourself...**  
The more you **learn**,  
the more you'll **earn**.

– *Warren Buffett*

AZ QUOTES



## **GROUP WORK(15 minutes):**

- 1.Participants are divided into 3 ASK groups (**Attitude, Skills, Knowledge**)
- 2.Each group determines 3 important keywords of personal development that must be developed by leaders
- 3.Describe it in the form of keywords and images that represent these self-development choices
- 4.Present by answering why these 3 priorities are the most important? @5 minutes presentation