

*Personal Development Contract:* I spent a considerable amount of time refining my personal development contract in March and April. This included coming up with three different versions and at least two conversations with our learning group consultant, Jeb. My goals are locked. I want to personally develop to become a more collaborative leader. After researching different best practices in collaboration, I picked six areas to personally develop in: becoming a better negotiator, understanding power dynamics, building trust, managing goals, engaging with shifting membership dynamics and working to understand the identity of others. For each of these goals, I developed specific ways to build my capacities in these areas in my professional, family and personal life. I will use action and reflection to engage with these issues. To capture my progress, I will journal. I have shared my PDC with my Learning Group and incorporated their feedback into a revised version. I have already had several conversations with different people within my network about the six areas in which I want to grow. For example, with one client, we explored in detail what power he had and what power I had in the context of an upcoming retreat I'm facilitating for his group. I captured some lessons from our conversation into my journal. I have begun laying the architecture for my journal and it now consists of nine pages (ex. One page maps what I'm a member of, another page lists different aspects of power I have, another captures conversations I have). I created a mandala that visualized the interconnectedness of the various parts of my PDC and posted that by my desk so I can review it every day.

*Jetlag:* I frame my jetlag as an opportunity to practice operating with sleep deprivation (something I will have to soon live with since we're expecting twins in a few months). Prior to departure, I have started waking up earlier each day. While in France, if needed, I will consume coffee to stay awake. I don't drink coffee so the caffeine will likely boost my system.

*Connection:* I plan to find time each day to communicate with my wife (email or skype). I will also check my email once each day to stay connected.

*Ambiguity:* I'm bringing a greater awareness of cultural differences to our trip to France. In the past in global travel situations, I unconsciously leaned more towards denial of difference, defense and minimization. Now, I will consciously create a space for more acceptance, adaptation and integration. I recognize and understand there will be some ambiguity in that process. This relates to my CQ score, where I have the capacity to grow in strategy and action.

*CQ:* My personal plan is the same for my learning group. I have prepared more for the trip by reading over assignments people posted on French business culture. My plan is to test my assumptions and assume difference rather than similarity. I will adjust accordingly while in France.