

## Management and Performance Associates: November - December 2017.

### “2018—a new version, not just an upgrade of 2017”



It's inevitable. December is when we look back and assess the past year. What has been accomplished? What is still pending? What was frustrating? What was surprising?

After the New Year celebration, it's time to reset the game. We're energized by our successes, stronger as we recovered—and learned—from our mistakes, and optimistic to our possible achievements next year.

The following are a few tips to help you map your journey for the next year:

#### Learning from the past

The past provides plenty of opportunity to learn. Of course, we can't change it, but it's possible to extract lessons which will contribute to our future achievements.

These questions will help to summarize some learning points when looking back:

1. What actions led to the achieved results?
2. How did I reduce the negative consequences of the obstacles I faced?
3. Which were the most important learning points during the last year?

#### A vision of the future

The future is built every day, although it's better when designed in advance. One way to create a vision for 2018 is to project the achievements you want to list at the end of 2018. Therefore:

1. Identify a personal and professional goal for 2018.  
Specifically, what do you want to achieve? Which success indicators will you use to measure your accomplishments?
2. Reflect about – and organize – what you will need to do to get to your destination. Plan each phase of the journey, milestones, start and finish dates.
3. Identify who may help you during the journey, defining the role each person will have in your plan.
4. Remember to periodically reassess your plan and make sure it continues to motivate you and reflect your aspirations.

#### Fuel to keep moving

There are many challenges in the implementation of personal and professional plans, e.g. getting sidetracked by day-to-day demands, losing heart when facing your first obstacles, or not dealing well with possible frustrations.

To maintain focus and energy we suggest crafting a motivational phrase. This motto will drive your actions and at the same time make the path more enjoyable and your goal more meaningful.

Happy holidays and a happy 2018.

**MAPA Consulting can help you and your team to develop these competencies.**

**See you next time. As always, we welcome your feedback.**