



Take on Board

Transcript – Helga’s end of year reflection

What’s your super power? Helga’s end of the year reflections and setting your 2020 goals.

Today on the Take on Board podcast, Helga reflects on 2019 and provides some tools for you to do the same.

Reflection has popped up in many of Helga’s Take on Board conversations, so it’s only fitting that in this final episode before a two week pause that Helga outlines an exercise for you to incorporate this into your life.

But don’t just stop at reflection, look ahead to what you want to accomplish as we roll into a new decade. You’ll want to RSVP to this episode.

Have a wonderful festive period and Take on Board will return on January 8, 2020 with all new episodes.

Hello, fabulous Take on Board peeps. So today on the take on board podcast, I'm going to be doing something a little bit different. It's a special short and sweet bonus episode where you'll hear just from me and then take on board. We'll take a bit of a break for the next two weeks. I did a poll in the take on board Facebook group asking what to do over Christmas and New here. And the strong response. Let's just take a break. As you probably know, we normally release on a Wednesday today's not a Wednesday, but we normally release on a Wednesday, and with Christmas falling on a Wednesday and New Year's Day falling on a Wednesday. The advice from the team was just take a break. I confess I didn't really want to take a break. I love doing this show. But by the same token, I'm pretty sure it won't do me any harm. In fact, I suspect it will do me some good. So we'll be back on air on **Wednesday the 8th of January**. In the meantime, my interview gift to you is to take you through a process for interview reflection.

I talked About reflection a lot through my practice as a coach with individuals and with teams and groups. And I also know that a number of the take on board guests have talked about reflection to. I particularly recall back in episode for the women praying, talking about reflecting after each board meeting. She said on the train on the way home after board meetings, she just think through what she'd done well, what could have been done differently, and how the board meeting went. It's such an important thing to do. So I'm always encouraging my clients, whether it's individually or in a group to reflect. It's a really great way to improve your governance practice. So today, I'm going to

take you through a reflection process. It's called RSVP, but not the type of RSVP that relates to an invitation to an event. This invitation is to just reflect on the year that was and set your intentions for 2020. It doesn't need to take too long if you've got an hour or even a bit less, that will be more than enough. I did it with this year's board accelerator group for us it took less than an hour. You know, things have a way of filling the time available. So you can always take more time, but it doesn't have to take more time. So RSVP, what is it? How does it work? Here's the formula.

- **Review.** Look back over 2019
- **Superpowers.** What are you awesome at and should do more of?
- **Values.** What are the emotions/feelings you want more of in 2020? What are the key values that underscore this?
- **Purpose.** Start with the end in mind – what's your purpose for 2020? Your goals, aims, intentions or ambitions for 2020?

Look back over 2019 and what are your superpowers? What are you awesome at? And what should you do more of the values? What are the emotions or feelings that you want more of in 2020? And one of the key values that underscore this. Last but not least P is for purpose. Start with the end in mind. What's your purpose for 2020? What are your goals, your aims, intentions or ambitions for next year. So to help you effectively RSVP, I'm going to take you through some guiding questions. Each of those sections, and there's a download in the show notes that will also help take you through the process. So firstly, review. Here's some guiding questions that might help you with it. Looking back over 2019, what are you proud of? What were your challenges? If there was one thing you could change? What would it be? What served you well? What didn't serve you? Well, what surprised you? Or what one word or phrase sums up the year?

Again, as I say, all of those questions will be in the download that's in the show notes. So you can have a bit of a look through that and just reflect on the year that was. Secondly, think about what are your superpowers or what are your strengths? And here's some guiding questions that might help you with that.

Firstly, when you're in the zone, when you're in that real sweet spot of, you know, where everything just feels right what the sorts of things that you're doing.

Secondly, what other people say that you're awesome at, or give you compliments for? Make sure you listen out for those compliments. Some people don't like to hear them. So listen out for them.

Thirdly, what gives you energy?

And fourthly, what are your superpowers? So again, just take a bit of time, what are you awesome at what other people say you're awesome at, think about what your superpowers are.

And the third section values. So some guiding questions here. When was the last time you felt awesome? What were you doing? Secondly, when you're in the groove, what are the emotions that come up for you? Thirdly, what are your key values and how do they show up in your work? awfully imagine the end of 2020. What have you done that you're passionate about? Who are your heroes?

What is it about them that you admire? And what feelings or emotions do you want to have more of in 2020.

And last but not least, we bring it all together to set our intentions for 2020. So it might go something like this in 2019, I noticed a, b, and c, my superpowers are blah, blah, blah. And for 2020, I want more of those values, emotions or feelings that you've identified. So my purpose or my goals for 2020 is to. So as I mentioned, I use this process recently for the board accelerated group. And in reflecting on their year and goals for the future. I thought it was really interesting to note that everyone talked about doing less, taking time to think slowing down being calm, taking that time to reflect, I don't know, you might be feeling the same way.

So take the Time to give yourself the gift of reflection on 2019 before we get into 2020 now I thought it might help if I gave you my own reflection.

So firstly, let's start with my goals from the process when I did this last year. So for 2019, my goals were around impact, connection and learning. They were the three things that I wanted to have more of in 2019. So my goals were to increase impact by doing this podcast. Yay, I got it done. Secondly, to connect more by focusing on my group programs, and thirdly, to learn more, and to take the time to think was this podcast wasn't a thing then my blog was so I announced these goals to a couple of thousand people through my blog. And there's nothing like being accountable to a few thousand people. So I at least managed to achieve this part of the goal. I got the podcast off the ground. Which I'm super proud of. And I certainly did. I think it'd be more through my group programs and, to some extent talk a bit more time to learn and time to think. But I do think that's something I need to focus on a bit more in 2020. So for 2020 Well, some of it is a bit similar.

My summary for 2019 I noticed that I was proud of launching the take on board, podcast and a growing the community. I'm also proud that I joined a new board the accident compensation Conciliation Service, and was very recently met a fellow of the Australian Institute of company directors.

So in 2020, I will continue to focus on impact and connecting and I'm also going to focus on harmony between my work and my non work stuff. I will use my superpowers of connecting, creating community positive energy listening and empowering to focus on my three goals.

First, continue to learn from and build a community of fabulous women supporting each other and governance. I'll do this through the take on board podcast, the take on board Facebook group, and also through my programs but accelerator and board Kickstarter.

Secondly, I will continue to raise my voice in the boardroom on matters that align with my values around social justice and equality. And thirdly, I'll take time for me to reflect after meetings to reflect after coaching sessions to reflect after group sessions. And I'm also going to just try and take more time to get outdoors or regularly to get out hiking and those sorts of things. I've already got a trip to Tasmania lined up for February. So that's a good start.

So that's my RSVP for 2020. I really encourage you to find an hour or so and just see what you come up with. And I would love to hear your intentions for 2020. Feel free to let me know as telling somebody else whether it's me or Somebody else is a really great way to encourage accountability and action. You'll find all of my contact details in the show notes as well. So feel free to let me know.

So thank you fabulous take on board people. Thank you for being here through the podcast through the Facebook group or being part of my programs, I can't help myself here just got to put in a bit of a plug. Remember, I'm putting together the board accelerator 2020 group right now will kick off in February. So if you want to be part of it, there's a link in the show notes to find out more. There's three options, a monthly session via zoom. So you can be anywhere in the world and join that group, a quarterly face to face full days in Melbourne. Or you can do a package and do both. I kind of hope your goal is to be part of that group. And if you are feel free to get in touch with me as I'd love to tell you more. Check out the information in the link in the show notes.

Now, one last favor was being cheeky. While I'm on break for the next two weeks. Could you share this podcast with someone new. That way they have two weeks to catch up on all the back episodes, all those fabulous conversations we've had before getting to hear a new one in early January, perfect road trip or other travel listening. And if you're inclined to rate or review the podcast, I would really love that too. Okay, folks, that's it from me. Thank you to all the fabulous women that have been guests on the show so far. There's too many to mention here. Thanks to all those that have been part of the Facebook group and have contributed. Thanks to those that have sent me messages through social media or email. I love getting them and hearing what you've got to say about the podcast and I've even got to meet some fabulous women who have got in touch through social media.

Thank you to those that have rated and reviewed the show thanks to the wonderful Buffy Gorrilla who produces this show and the fabulous Lisa Davis who is my incredible business manager and just keeps the show on the road. Really. Thank you. Thank you for being here.

I have so loved putting to giving this podcast and starting to create a community in this way. Enjoy the break and enjoy the reflection. And here's too more fabulous conversations in 2020!