Personal Mastery

A. Result Orientation
B. Ownership and Accountability
C. Collaborative ways of working
D. How to be a Good Team Player
E. Agile Mindset
F. Ability To work with Various Stakeholders
G. Agile Mindset
H. Devops Mindset
I. Developing the Consultative Mindset
J. Stress Management
K. Continuous Learning Culture

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A. Result Orientation

Focus on outcome rather than the process

4 ways to become a result Driven Worker
https://www.quickbase.com/blog/4-ways-to-become-a-results-driven-worker

1. Work on Projects where you can measure the Results
2. Whatever work you have done , make a case study of that work
3. Find new ways to measure your work, try with different angles
4. Improve your work style

Prioritize Your task and time
Linkedin course

Delegation:
Delegation involves providing the responsibility (and at times authority) to perform a task to a team member

 https://online.campbellsville.edu/business/delegating-leadership-style/

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B. Ownership and Accountability

Accountability vs Ownership
https://www.linkedin.com/pulse/accountability-vs-ownership-marcello-junqueira

Create Culture of Ownership and Accounts
https://www.glassdoor.com/employers/blog/creating-a-culture-of-ownership-and-accountability/

- Authority Moves from top to down
- Responsibility and Accountability moves from down to top (Junior to senior)

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C. Collaborative ways of working

Collaboration is working with one or more individuals to achieve the same goal.

Linkedin Course : Communication Within Teams
https://www.linkedin.com/learning/communication-within-teams?u=2154233

Overcome the 10 Most Effective Barriers to overcome team Communication
https://www.podiatrym.com/pdf/2014/6/Hills314web.pdf

1.Personal Biases and Prejudices
2.Information overload
3.Noise
4.Lack Of Trust
5.Different Beliefs and Values of team members
6.Language Difference
7. Cultural Diversity
8. Generational Difference
9. Gender Difference
10.Lack Of Contact Among Team Members

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D. How to be a Good Team Player

Linkedin Course: Being An Effective Team Member
https://www.linkedin.com/learning/being-an-effective-team-member?u=2154233

Linkedin Course:Managing a Diverse Team
https://www.linkedin.com/learning/managing-a-diverse-team/welcome?u=2154233

Ideal Team Player have the below characteristics:
1. Humble
2. Hungry
3. Smart
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[E. Ability To work with Various Stakeholders](#)

How to Communicate with Stake Holders
https://www.axelos.com/resource-hub/blog/communicate-with-stakeholders-project-management

Linkedin Course: Managing Stake Holders
https://www.axelos.com/resource-hub/blog/communicate-with-stakeholders-project-management
identify stakeholder
understand their needs
Communication
Build Rapport

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[F. Agile Mindset](#)

Mindset is a collection of thoughts and beliefs that shape thought habits. And your thought habits affect how one thinks, what one feels, and what one does.

Fixed and Growth Mindset
https://pallavgrover.medium.com/the-mindset-372599e522ca

Agility: Mindset Makeovers Are Critical
https://pallavgrover.medium.com/the-mindset-372599e522ca

What is Agile Mindset
https://dzone.com/articles/what-is-an-agile-mindset

Embracing Agile
https://hbr.org/2016/05/embracing-agile

What Does it mean to have a Agile Mindset
https://www.agileconnection.com/article/what-does-it-mean-have-agile-mindset

There are several characteristics I believe make up the agile mindset:

Positive attitude
Thirst for knowledge
Goal of team success
Pragmatism
Willingness to fail

Notes:
Agile values and principles: Iteration, collaboration, and change
Agile Mindset Focuses on delivering Value

Agile have : SCRUM, KANBAN, LEAN DEVELOPMENT

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G. Devops Mindset

DevOps is a firm handshake between development and operations that emphasizes
a shift in mindset, better collaboration, and tighter integration.
It unites agile, continuous delivery, automation, and much more, to help development
and operations teams be more efficient, innovate faster, and deliver higher value to
businesses and customers.

Devops Culture
https://www.broadcom.com/sw-tech-blogs/automation/what-is-devops-culture

Devops Mindset
https://www.infoq.com/news/2015/04/devops-mindset/

Essential Component of Devops:
● Automation
● Transparency
● Talent

5 Essential Values for the Devops Mindset
https://opensource.com/article/19/5/values-devops-mindset

1. Focus on our stakeholders and their feedback rather than simply changing for the sake
   of change. : FEEDBACK
2. Strive to always innovate and improve beyond repeatable processes and frameworks.
   :LEARN
3. Inspire and share collaboratively instead of becoming a hero or creating a silo.
   :COLLABORATE
4. Measure performance across the organization, not just in a line of business.
   :MEASURE
5. Promote a culture of learning through lean quality deliverables, not just tools and
   automation: ADOPT

7 Principle for Successful Devops Culture
https://www.cmswire.com/information-management/7-key-principles-for-a-successful-devops-culture/

1. Foster a Collaborative Environment
2. Impose End-to-End Responsibility
3. Encourage Continuous Improvement
4. Automate (Almost) Everything
5. Focus on the Customer's Needs
6. Embrace Failure, and Learn From it
7. Unite Teams — and Expertise

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H. Developing the Consultative Mindset

Consulting Mindset: Shifting From The "What" To The "How"
https://strategyu.co/consulting-mindset-shifting-from-the-what-to-the-how/

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I. Stress Management

Coping with stress at Work
https://medium.com/dreamcatcher-its-blog/coping-with-stress-at-work-96cd6488374d

Have realistic expectations
- Plan in advance
- Prioritize your tasks
- Think delegation
- Adapt to change

Linkedin Course: Learn to manage Stress
https://www.linkedin.com/learning/managing-stress-3/learn-to-manage-your-stress?u=2154233

Linkedin Course: Managing Stress for Positive change
https://www.linkedin.com/learning/managing-stress-for-positive-change?u=2154233

Linkedin Course: Performing Under Pressure
https://www.linkedin.com/learning/managing-stress-for-positive-change?u=2154233

Video: Performing Under Pressure by Hendirie
https://www.youtube.com/watch?v=_CPEfi-5VaA

Linkedin Course: Anger Management
https://www.linkedin.com/learning/anger-management/welcome?u=2154233

Linkedin Course: Work Life Balance
https://www.linkedin.com/learning/balancing-work-and-life-14577337

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J. Continuous Learning Culture

Creating a culture of Continuous Learning
https://www.jotform.com/blog/culture-of-continuous-learning-in-business/

- Avoid ulterior motives
- Embrace vulnerability
- Encourage genuine effort
- Invest in career development

A learning culture is a collection of organizational
conventions, values, practices and processes. These
conventions encourage employees and organizations
develop knowledge and competence.
Constant learning elevates an individual as a worker
and as a person, it opens opportunities for the
establishment to transform continuously for the better.

Linkedin: Creating a culture of Learning
https://cn.linkedin.com/learning/creating-a-culture-of-learning?u=2154233

Linkedin: Developing Learning Mindset
https://www.linkedin.com/learning/developing-a-learning-mindset?u=2154233

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