

Pathfinder

Personal mastery for knowledge workers



“One of the most common things in life is that there are so many talented people who are unsuccessful.”
Daniel Goleman

In today's rapidly changing and complex work environment, the importance of personal mastery has become vital for knowledge workers.

Personal mastery gives them the edge in:

- 1. Agility:** It enables them to be more flexible and adaptive, continuously improving their skills and adapting to new challenges and opportunities in the workplace.
- 2. Career Development:** It supports continuous skill development, enabling knowledge workers to tackle new responsibilities, advance in their careers, and create fulfilling and meaningful work.
- 3. Emotional Intelligence:** It helps develop strong emotional intelligence skills, enabling them to manage their emotions, collaborate with others and navigate complex interpersonal relationships.
- 4. Creativity and Innovation:** Knowledge workers are often called upon to generate new ideas and solve complex problems. Personal mastery fosters creativity and innovation by encouraging them to experiment and grow their confidence to risk failure.
- 5. Resilience:** It cultivates a growth mindset and a strong sense of purpose, enabling knowledge workers to maintain motivation and bounce back from setbacks and challenges.

Pathfinder is a personal mastery programme that develops the skills and qualities necessary to adapt, grow, and thrive in the 21st-century workplace. Step-by-step the programme guides employees on their journey to realising their full potential in their personal and professional lives.

This programme is particularly valuable for new graduates as it develops essential skills and competencies that support their success in the workplace.



LINK: Watch a short Pathfinder video teaser

Boosting employee wellbeing, growth and engagement

Part 1

1. Managing emotions

- Coming to grips with the full range of emotions to develop your emotional vocabulary
- Understanding the impact of the intensity and duration of your emotions on your wellbeing, performance and relationships

2. Self-awareness

- How low self-awareness can handicap your actions
- Understanding your brain: the role of instinct, emotion and logic and how to use all three to your benefit
- Understanding your responses and creating space to reflect

3. Self-esteem

- Exploring the role and levels of self-esteem and its impact on your life
- Growing awareness of what shapes your self-esteem and actively managing this to increase your self-respect and self-confidence

4. Ownership and accountability

- Examining the difference between being a passenger and a driver
- Exploring how the Ladder of Accountability relates to your responses and behaviour at work

5. Agility

- Growing your ability to progress through the change curve more quickly
- Developing your learning agility through adopting a growth mindset

6. Optimism and Resilience

- Exploring the impact of these mindsets on career success
- Intentionally increasing your levels of optimism through focus, gratitude and hope
- Growing resilience by addressing 3P thinking
- Finding and asking for the support you need

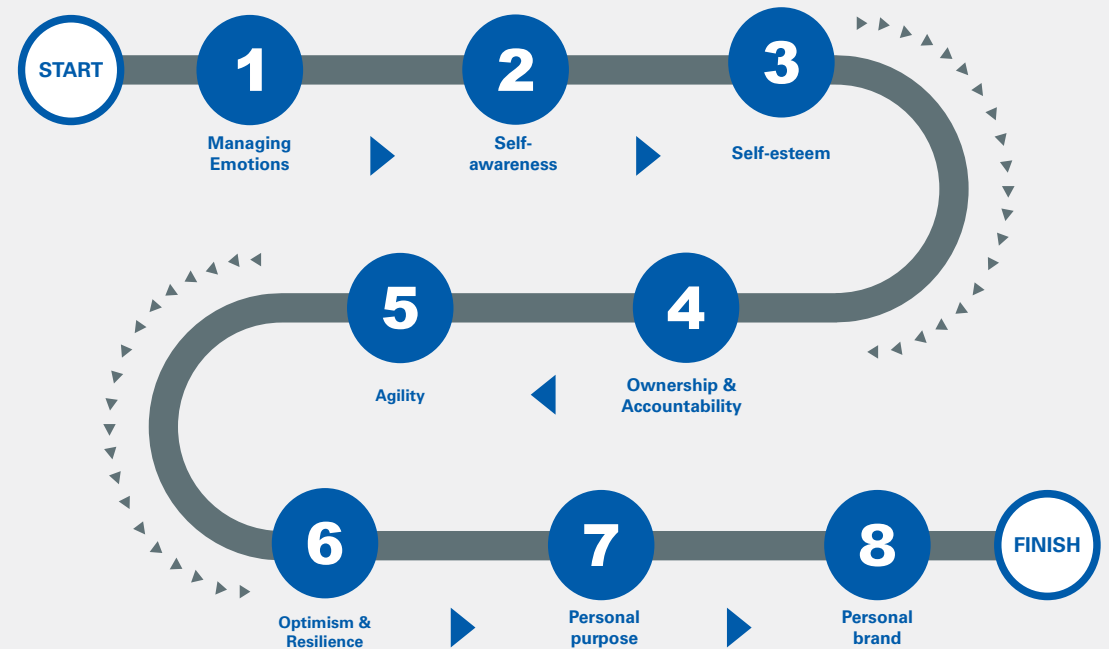
Part 2

7. Personal purpose

- The difference having a purpose makes to your life
- Applying Ikigai to clarify your life purpose

8. Personal brand

- Understanding what personal brand is and how it can benefit you
- Exploring your unique package
- Creating a personal brand statement
- Cultivating your personal brand



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“Mastering others is strength.
Mastering yourself is true power.”

Lao Tzu

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Target group

New graduates, all Leaders of Self and as a foundational programme for Leaders of Others

Delivery

Pathfinder is ideally presented face-to-face for full engagement, but can also be presented virtually or as a development journey combining face-to-face and virtual sessions

Duration

1. Part 1 only: 2 days face-to-face, 4 x 4 hours virtual
2. Parts 1 and 2: 3 days face-to-face, 6 x 4 hours virtual

Optional Courageous Conversations add-on

Should you also want to develop social competence of these learners, Courageous Conversations is an excellent option



LINK: [Courageous Conversations e-profile](#)

Growth Projects

You can opt to integrate a Growth Project after each day's session, focusing on the application of what has been learned

Facilitators

Our diverse team of dynamic, experienced facilitators ensure a great fit for your industry and culture



LINK: [Meet a few of our Pathfinder facilitators and find out what makes them so passionate about what they do](#)



Free To Grow's programmes, delivery and team are a cut above the rest. They have taken the time to understand our company and journey with us."



Tanya Long, Chief Operating Officer, Argility



"I have had only positive feedback on the Pathfinder sessions and feel that it will definitely add value to the individuals and within our ATG world."

Tanya Long
Chief Operating Officer



Feedback from ABSA Cyber Academy:

In 2017 Pathfinder was presented to close to 100 young leaders of ABSA Technology. The feedback on the impact of the programme was excellent, with many identifying the programme as the best they have ever attended.

Pathfinder was singled out by learners as THE most useful and valuable of all the programmes presented as part of the Academy.

Feedback from the absa Project Manager:

"Pathfinder was brilliant! It was assessed by almost all our people as the most meaningful programme they have ever attended."

Feedback from ABSA participants:

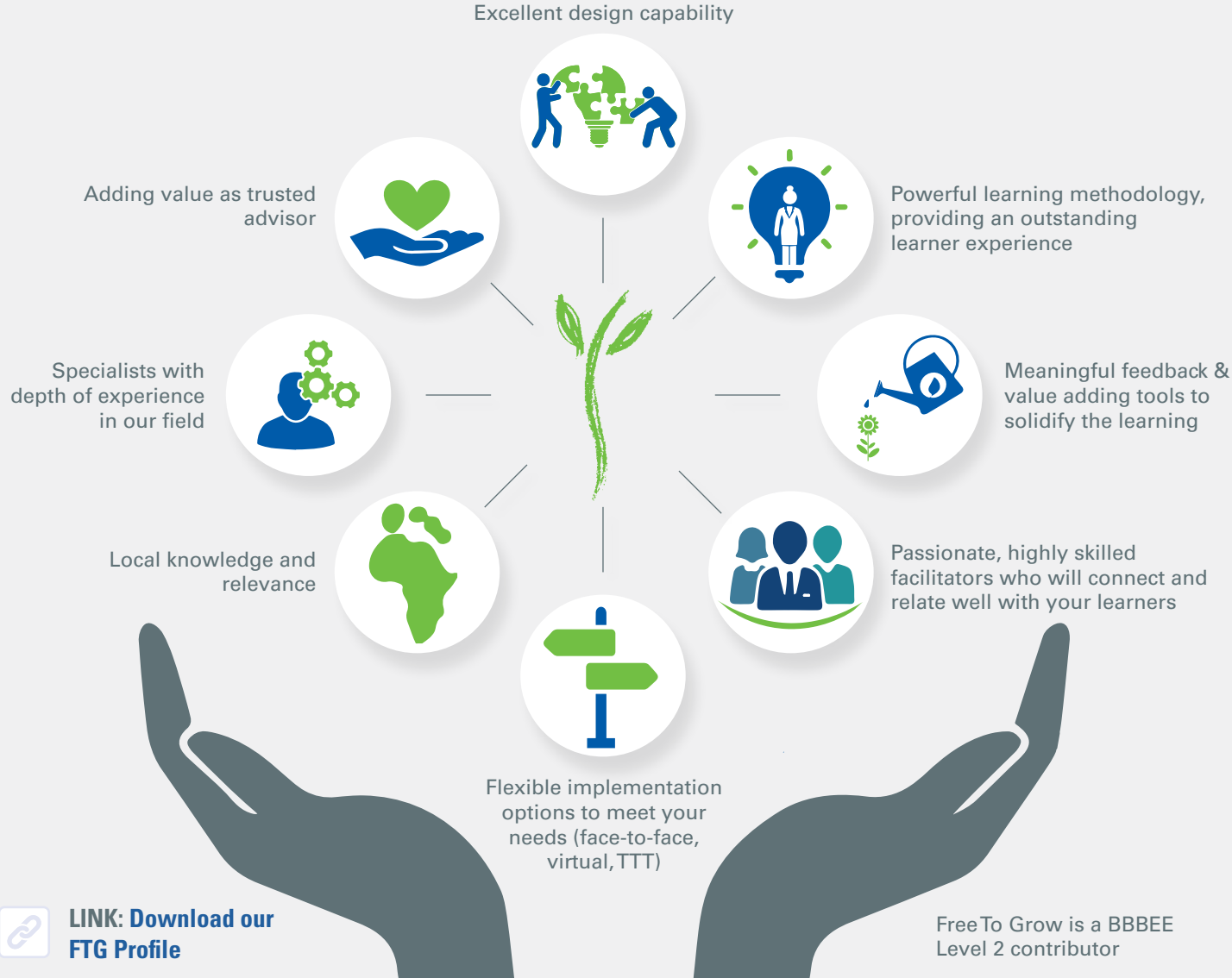
- "The programme has opened my eyes to situations that I've been in. I would have definitely handled them very differently if I was on this course before."
- "An eye-opener. You connect to the inner 'you'."
- "It hits reality."
- "Application will be key for me as the material is so brilliant."
- "Very powerful!"

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Why Free To Grow?

FREE TO GROW

30 YEARS 36 COUNTRIES 1 508 ORGANISATIONS 150 316 PEOPLE



Some of our clients

