

MSOD Strategic Learning Contract

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Name: Jeff Hottinger

Jeff Hottinger SLC				
What are the patterns that have defined you (affirming and depleting)?				
<ul style="list-style-type: none"> Affirming: Self-care, authenticity, empathy with others, persistence, perspective, self-disclosure and vulnerability, acceptance Depleting: Avoidance, feeling overwhelmed, withdrawal when overwhelmed, procrastination, lack of planning, internalizing and not sharing, not asking for help, self-critical, insecure, defensive. 				
Where are you now in your awareness?				
I believe I am more aware than ever about my current mindset(s) and behavioral patterns. However, I feel that I am just beginning to make changes to these patterns and my awareness is also in the early stages of evolving to what I hope will become a broader perspective that I can also access more readily when amid depleting patterns, problematic habits, etc.				
What are your Goals? Results, impact wanted	How will you get there? Strategies, tactics, methods	How will you know you have arrived? Indicators of Success	How am I doing? Progress Tracking	
Personal Development				
A1: <i>Mind.</i> I want to better know and conquer my psychological obstacles. Become more accepting of myself, less critical, more confident. Able to be busier and more productive due to less time "coping" and more honest and true-to-self with others. Be less defensive and less afraid. Broaden my self-awareness and own my full self. Have access to the full range of my personality, including fun, funniness, playfulness, and joy.	A1a. <i>Therapy.</i> Get an individual therapist first and make sure she/he is ready to challenge me. Consider group therapy as an alternative or additional avenue later. I've gone to therapy before and it has been helpful but I can easily put up a screen for a therapist. Time to go back and work hard, be more vulnerable. Don't let my couples therapy be my only exploration of self with others.	Regularly meeting (2-4 times per month) with an individual therapist or therapy group and being vulnerable in session. Result: outside of therapy more engaged in life and less hesitant to pursue goals. More time engaged with life and less time coping. Outwardly expressive of my internal world. Raising some voices in my inner committee and letting some drop back. More aware of self.	Spreadsheet, database, and/or folders with proof Track therapy dates. Some notes on topics, themes, insights, and discoveries. Evidence of life engagement from planner. Evidence in A1b journaling too. Progress: <ul style="list-style-type: none">- Found a therapist in August, meeting regularly since, really appreciating his perspective, working hard on personal things	
	A1b. <i>Journaling.</i> I have had success in the past using this a tool for finding perspective and thinking through issues but have always done so irregularly. Do it more regularly, look up some techniques or practices such as writing prompts or scheduling methods (i.e. 5 minutes every	Twice monthly or better entries with purpose and complete ideas (not short entries). Give myself access to perspective. Result: able to describe to others what I've been thinking about lately, catch myself in depleting habits.	Noting dates of entries and number of words typed. List of journaling prompts to reference and how often used. Print digital journal in a year. Proof: I'm going to print a book of my journals. It's intermittent but good. Things	

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	morning, list of questions to answer, list of questions to ask in certain moods)	Capturing moments of strong thought to help encourage more.	have accrued over time and the print out will show a lot.	
	A1c. Mindfulness. Use some MAPs when my brain is running in other directions like towards self-critical thoughts or avoidant distractions. Explore and implement possible TRM (Trauma Resiliency Model) concepts as an alternative/addition if I like them as much as I suspect I might. Utilize conversational techniques for interpersonal issues to stay engaged rather than retreat. I find my ability to pursue goals varies vastly depending on my mood and I'd like to develop and practice techniques I can use to access a mood that would be more helpful.	Regularly using techniques when anxious, worried, etc. to stay focused on goals or bring myself back to "resiliency zone". Can cite instances when I didn't take the usual road due to having built access to alternatives.	Calendar or daily planner noting or tracking of intentional mood changes and outlier great days. Log from iPhone Health app when breathing or other apps were used.	
A2: Body/Physical/Doing. Increase my health and fitness, focus, and creativity. My mind and body are connected and living less in my mind and more in my body and through doing will bring better balance to my life. My wife is also 7 years younger than me and I intend to have a long life with her through fitness, and I have a hunch she'll want to have kids in a few years so I want to be healthy enough to be an older dad.	A2a. Thrice weekly workouts, membership of some kind, more than just running; whole body fitness. Physical Therapy appointment to work on left shoulder issues, get advice for exercises I can do to address this lifelong injury. I've had great success in recent years becoming a runner which has done lots for me physically and mentally. I'd like to maintain that as well as work on full body fitness. The biggest challenge will be working on my shoulder issue which has been something I've avoided my whole life.	Running over 5 miles at once monthly. Improved left shoulder mobility. Down a few pounds but more importantly energetic (able to keep up with the dog). Slimmer tummy, fitter overall.	Logging Apple Watch activity goals and performance. Running distances logged. Workouts logged. Appointments with physical therapist. Weight tracked. 3x times weekly arm exercises. Proof: I keep running, have proof of that. Some working out, met with physical therapist and didn't get great news but that's okay at least I did it.	
	A2b. Work on creating art or craftsmanship regularly, creative expression for personal fulfillment. Writing, drawing, woodwork or other craftsmanship, cooking. I need to engage my mind in creating things.	Work progresses on my home: molding complete, walls painted, transitions resolved, shed transformed to tiki hut, etc. Start and fill new sketchbooks. Cooking meals at home. Writing/blogging occasionally. One of the above per week.	Log dates and projects worked on. Photos of results. My creative output has been all over the map, but I'm doing lots of interesting things that feel like personal creativity to me, such as business plans and websites and stuff.	
	A2c. Planning and discipline. I've long struggled with what to do, when to do it, or if I feel like	Taking care of business with low stress. Doing scheduled things with more	Using my new notebook method pages of plans are made and completed or if I still use	

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	<p>doing it. The ideas above are involved but I've also never settled on a good system and blow off too many things or am inconsistent about being responsible. I've got a few things that I've tried but need to use them more.</p>	<p>reasonable postponements.</p>	<p>my <i>OmniFocus</i> Things 3 software method (or both) many items are completed. Full planner best evidence of success. Completed tasks from <i>OmniFocus</i> Things 3. Proof: I have my orange book. It's been a struggle but I keep going at it. And I have a logbook of tasks</p>	
A3: Social. Engage more with others. Initiate contact and share more of myself, learn more about my friends and family. I can be a hermit sometimes which I enjoy but is slightly more tipped than I'd like the balance of social obligations (avoided) and social enjoyment to be had. I'd like to have more frequent contact with those I care about.	<p>A3a. Allyn (my wife). Continue our couple's therapy or maintain in some form (relationship chats) if we take a break to do individual therapy. Plan regular date nights and special occasions.</p>	<p>Feel connected and make Allyn feel special. Relationship is a source of strength for rest of life, not a source of stress (overall). 3 times a month date night. Couples therapy doesn't count.</p>	<p>Date nights recorded by date, list of activities collected.</p>	
	<p>A3b. Friends. My social engagements are random and infrequent. They don't need to happen constantly, but I go months without seeing people.</p>	<p>More trips out of the house and more guests into the house. Phone conversations with distant buddies. Multiple times per month. Awareness of what my friends and family are doing. Scheduled visits. Share what I'm thinking about and up to. Reach out regularly for connection. Corey, Jonathan monthly. Noel. Mikey. Bill by phone.</p>	<p>Events recorded by date and with whom.</p>	
	<p>A3c. Family.</p>	<p>Regular contact with Mom and Dad, Dave to visit. Letters back and forth to Aunt Margie. Bi (or tri)-annual trip back to Chicago. Plan Mom and Dave visit to the house. Stay in touch with other family more often. Carri every month.</p>	<p>Call dates recorded. Letters or other substantial correspondence noted.</p>	
Professional Development				

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B1: Get the most out of and put my best into my current job. Increase my engagement and influence with leaders at work throughout the organization. Work towards an internal promotion along the way. I love lots about my job even as I grow weary of it. I want to stay connected to the parts that I am passionate about and use my current job as a place to build experience for my next job and confidence from those experiences. I love connecting theories to behaviors, training and developing, encouraging empowerment and dialog around possible change. Discussion about alignment of goals and values with structure and behavior.				
	B1a. Continue to engage in relationship with boss, seeking her developmental support and advocacy.	Increased communication, primarily in person. Included in team activities. My development is supported by her.	Note anecdotal experiences in planner.	
	B1b. Build influence with my leadership team. Continue to develop direct and indirect reports.	Feel like a resource to others and that they are a resource for me.	Note dates and with whom when connections happen. List whose development I've impacted. Note changes in relationships with other managers.	
	B1c. Create deeper relationships with org partners and higher level managers outside my local team.	Meetings with colleagues at other locations, work with current peers on projects instead of independently.	List of connections made, contact and discussion dates.	
B2: Increase expertise with OD and OD interventions and implementations.	B2a: Read regularly when planned for class and for durations specified in planning. Research my personal passions.	OD library continues to grow AND get read.	Can list areas within OD of personal interest and expertise.	
	B2b. Propose and deliver trainings, interventions, or the like to my colleagues.	Quarterly trainings delivered at work manager meetings, also to team. Push for market shared hiring pipeline as alignment with goals of candidate	Dates of trainings, progress notes on projects.	

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		experience. Roll out development plan to store team.		
	B2c. Write. Just write. On topics in the field, or just what I care about, even for self-publishing essay purposes.	Essays are produced and (internet) published. At least two each in 2017 and 2018. (LGC experience, or maybe what I've already written?)	1. http://jeffhottinger.com/blog/2017/04/post-modern-architecture-was-born-the-same-day-as-modernism/ 2. to come: economics 3. to come: Situational Leadership 4. to come: fiction? undecided	
B3: Be ready to get a new job after graduation. Make professional connections beyond (and within) my company and explore other career paths.	B3a. Seek relationships with professionals in my desired field, network with others, invite to coffee or meetings. Attend conferences and events.	New contacts made, meetings happen. A better picture of job possibilities emerges such that I can see better where I might want to go.	Conversation dates recorded, new career ideas written down. List of new contacts and networking connections maintained.	
	B3c. Reconnect with past colleagues, keep relationships alive.	Reach out to key past colleagues. Matt K., Mike C., Aaron Bo., Aaron Br., Josh, Vince, Michelle, Amanda, etc.	Logged contact dates	
	B2a: Read about, apply, interview for other jobs (informational, real).	I don't intend to fully take on a job search until after school is wrapped but I want a new job so I want to be as close to job search mode as I can near the end of the program. Get my network in place to hear about jobs from others before they are on the formal market.	List of actual positions I'd like, jobs I'm going to apply for, companies I'm considering.	
Academic Development				
C1 Thesis Proposal: Chap 1-3	C1a. Cycle between research and writing, funnel ideas to intervention planning. Find measures to use along the way. Focus on relationship with Thesis advisor to provide guidance on process and work to be done.	Continued acquiring research but also narrowing and focusing, reworking loose ideas to align with previous research.	Approval from advisor Progress: chapter 1 and 2 almost fully approved. Chapter 3 and IRB in progress	
C2 Thesis Completion: Chapters 1-5	C2a. Seek permission early at work, plant seeds and explain my goals. Work first with manager but reach out to market.	Trainings delivered, permissions sought, surveys created, connections made to other locations and teams.	Completed thesis	