

# SMASH “One Big Thing” 2018!

The final session of the first three WGO mentoring and learning sessions came to an end with a WOW!! A bang of emotions and a mindset of **Ready, Set AND Go** which looked to set us up for **SMASHING our one big thing and having a healthy 2018...**

This session was once again led by **Miriam O’Keeffe, Programme Director** who welcomed all participants and thanked HSBC for sponsoring the whole series. Miriam introduced the key guest **Colm Murphy and his team from Dynamic Leadership Development** as a business coach and trainer specialist in transformation and behaviour changes. The theme for the morning was ‘**Locus of Control & Immunity to Change**’. The objective was to leave with an increased awareness of what you can and cannot control in your world to bring about change.



This article is a look at the learning experience, and reflection of the final session. Colm identified that focusing on the one thing in your **life that drives you, inspires your passion, and separates you from the pack is key to changing hidden commitments** and creating meaningful long-term change. The immunity map is key to unlocking obstacles and emotional pitfalls that keep us from reaching certain goals.

Again, the series “**I care about you**” flowed through the room, as the American Chamber team were at hand to discuss and join conversations around the room. The session started by Colm talking us through the **X-ray or immunity map** bringing our attention to how our innate immunity system can safeguard us from our own operating assumptions. This highlighted that if we wanted to change the “one thing” that excited us we had to be vigilant in our self-assessment and reflection on ourselves.

“Where traditional approaches fall short, addressing immunity to change may well prove effective, largely because an immunity map zooms in on the root causes of the presenting problem.”

Colm continued to the next part using a **psychological framework of questions** from the **immunity map** asking us to **reflect and self-check on any hidden blocks and obstructive behaviours** that was holding us back from our goal. As we know old behaviours and thoughts hold us back every year sabotaging us moving forward in a role and keeping us from achieving that “one big thing” every year!!

## **Reflection + self-awareness = breakthrough**

Thinking caps went on and in-depth sharing discussions around the room with high emotions in the air and some participants feeling WOW moments...We all had touched on some of the obstacles holding us back and now more imperative to acknowledge and identify them **and get the most from the session to make it more real!**



**Transformation was in action** and it felt like a speed clearing session **identifying and highlighting** the **hidden compartment** of our subconscious or what Colm called our **“worry box”**. The process of using **the framework** was **key** to understanding **what was getting in our way** and then proactively identify **what needs to happen to move forward and achieve goals**. In other word’s **clearing the path** to go forward in finding new ways to create change to **excite us to succeed in achieving that “one big thing”**.

*Pablo Picasso - “Action is the foundation and key to all success.” and only knowing what is holding us back is key to us moving forward.*

This can be a pointless exercise if what we perceive as obstacles to our goals competes with our current commitments and we are uncomfortable with the trade-off! “What is your sacrifice? lower salary to be at home with kids or not attending gym because children have to go to piano lessons” ...we all have our own thing going on! Through this exercise we get great clarity of that commitment, the trade-off and **“one big thing”** that we would like to change, **but they are meaningless without taking consistent and persistent action** to change the underlying assumption and obstacle. The following supports us keeping on track towards achieving our goals;

#### - **Fuelling Momentum to Change your Immunity!**

The next steps to making progress towards achieving the goal and clearing out the obstructive **behaviour is not leaving it behind on the day**. **Changing any innate immunity, we need to continue to use our psychological framework** and to fuel our minds to keeping on track and keeping up momentum for continuous growth and change in a controlled and meaning way.

Gathering one's thoughts and bringing a human and business experience caused me to rethink and acknowledge what was said but also to add that a **written action plan** will continue **fuelling our momentum and empower us to become more accountable for our actions** to achieving **“the one big thing”**.

#### - **The Reflection Plan**

Changing **obstacles and habits can be challenging** and sometimes it’s hard to succeed when you don’t have a plan of action in place. Colm Murphy provided us with an **excellent framework** and guided us on how **to reflect on the core beliefs and obstacles in our way**. For us now to keep on track and **safeguard us** from losing momentum we must also create a **simple reflection plan and this can be done by** scheduling monthly reminders in our diary to review **perceived obstacles and slowly shift our perspective** to bring meaningful change to that **“one big thing”**.

*90% of top performers are highly self-aware, compared to the bottom fifth of performers, who have low self-awareness. – Forbes*

## - Keeping on Track - Positive Reminders

**Reflection and self-awareness on ourselves to change that one big change is to ensure our action is happening** ongoing to trigger a different outcome through the process of habit. **Changing a habit** consists with a **positive mindset and a reward to fuel the mind and momentum to succeed**, then you'll want to repeat the routine again the next time. When you **repeat the same action enough times a habit is formed** but **make the habit easy so you can't say no!**

The best way, in my 20 years' experience to **create a positive reminder is start with small things and that's going to make it easier for you**, this can be a **visible reminder**.

Last year for example; I learned a new instrument and was finding it difficult to get the chords, the teacher said to me **"leave the instrument on the table in front of the television** so when you sit down late at night after a busy day pick it up practice the notes" and this has helped me **create a rhythm to build the habit ...my reward now** is giving myself a little self-praise of saying "well-done" or "just learn one more note" and the overall reward was a full song with my sister Christmas day, building confidence at every session, improving and getting better!



My journey and experience with **Colm Murphy** brought me along a self-learning path that helped me acknowledge that through the scientific proven **immunity map is that failure to realise our intentions have nothing to do with a personal weakness**. In other words it is within our power to significantly reshape who we are throughout our adult life by continuous self-assessment and reflection on how we are doing and where we are going.



### **In for the long haul...**

Finally, to **acknowledge that the immunity map is firmly grounded** by sound psychological theory and is the product of research in real work settings across business networks and we can measure **repeated action to support us to make necessary change**.

The goal for me now going forward is to understand to never destroy our old habits but to grow from them. To see how they might consciously modify the psychological immune system to grow and achieve goals. Having really enjoyed the session I think this could easily be utilised within a work environment with continuous **assessment of individual obstacles and create goals and new habits to grow the true potential within**. This will influence and change behaviour of the desired outcome enhancing our productivity to be truly inspirational leaders in life's journey.

To all my mentoring peers, wishing you every confidence and success in your journey ahead!

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