

CONTINUING DEVELOPMENT AND SELF-IMPROVEMENT

FB-LS Workshop - Module 2

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FB-LS

FINANCIAL & BUSINESS LITERACY IN SPORT WORKSHOPS

Module 1: Entrepreneurship Career

Module 2: Continuing Development and Self-Improvement

Module 3: Reflective Learning

Module 4: Managing Individual Change

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These modules are available in the following languages: English, German, Serbian, Slovenian, Macedonian and Lithuanian. Please visit the project website at www.fb-ls.eoaolympic.org

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CONTENTS

1. What is CPD
2. How does it look
3. What does it include
4. How it helps
5. Barriers
6. How to participate





WHAT IS CONTINUING DEVELOPMENT?

- Lifelong learning; a 'needed' response to a fast-changing world
- *'The systematic maintenance, improvement and broadening of knowledge and skill, and the development of personal qualities necessary for the execution of professional and technical duties...'* – Lorriman (2006)
- The world around us is always changing – time waits for no one, so why wait for time?



CONTINUING DEVELOPMENT



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2 TYPES OF DEVELOPMENT

1. Personal
2. Professional





FEATURES OF CPD

PERSONALISED

- It's about YOU
- YOUR needs and requirements
- DIFFERENT for everyone

RELEVANT

- YOUR ways of LEARNING
- What YOU decided YOU need in your career

SUSTAINED

- Takes TIME to solidify
- EXPERIMENTATION and REFINEMENT needed



EXAMPLE





WHY NOT?!

COMMON EXCUSES

"We have already paid for training for everyone"

"We can't provide CPD for everyone – so why bother"

"CPD doesn't help athletes, it is only for workers"

"We don't have enough money"

"No one would do it"

"CPD is not important for us it only helps soft skills and personal skills"

"Training the same as CPD and we offer that"

"Not our job"

"We don't see the benefit"

"CPD is only for bad athletes, we have champions"

"We don't have time for CPD"

"Too short a career for wasting it on this rubbish"

CPD



4 PHASES

1. Self-assessment/reflection
2. Planning
3. Implementation/Action
4. Review/Evaluate



PHASE 2: SOME QUESTIONS



SOME QUESTIONS TO ASK

- What is the importance of this?
- How will I learn it?
- When will it be important?
- When will I need these skills?
- When will I need to learn it?
- How long will it take?
- What opportunities exist for me to learn it?
- What does successful learning look like?



Frazier & Cheek, 2005: 380

Sales, Education and Experience	Buying/Merchandising	Management
Salary \$80k-\$140k 4+ years college 15+ years experience	Vice president-merchandising	Senior vice president of stores
Salary \$70k-\$120k 4+ years college 10+ years experience	General merchandise manager	Regional vice president of stores
Salary \$60-\$100k 4 years college 6+ years experience	Divisional merchandise manager	District supervisor
Salary \$40k-\$80k 4 years college 2-3 years experience	Senior buyer	Store manager
Salary \$27k-\$40k 2-4 years college 1-2 years experience	Merchandise analyst	Assistant store manager
Salary \$24k-\$36k 2-4 years college 1-2 years experience	Assistant buyer	Department manager

Figure 3. Example of job level display within the buying/merchandising and management functions in the retail sector.

LEARNING LOG EXAMPLE



DESCRIBE EXPERIENCE:

REVIEW WHAT HAPPENED:

DRAW CONCLUSIONS:

CONSIDER HOW TO IMPLEMENT:



“What is the point of being on this Earth if you are going to be like everyone else?”

— **ARNOLD SCHWARZENEGGER**

“I've been through a lot and I realise the future can't be controlled. I'm not worried. You can always learn to overcome difficulties.”

— **NIKI LAUDA**

“Anyone who waits for someone else to make a change automatically becomes a follower.”

— **PEYTON MANNING**



QUESTIONS?

