

MSOD 616 Paper – Personal Development Progress

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Strategic Learning Contract Status as of Sep 15, 2018.

My learning group has been meeting monthly to review progress on our SLCs. This month I made a change to one of my goals in developing core interpersonal skills to focus on implicit biases. I believe my goals are now locked. Status of each section is noted below.

A1: Improve My Physical Health and Fitness. Diabetes management goals are tracking positively. Since May, however, meeting sleep and exercise goals has been challenging, primarily due to disruption in my daily routine brought about by having our daughter, son-in-law, and infant granddaughter living in our house since the end of April. They have both recently found employment and since early September have moved into an apartment. I plan to get back into my pre-summer exercise and sleep routine when I return from France.

A2: Spiritual and emotional growth. I've achieved my goals and have experienced a lot of growth in this aspect of personal development. Since December I regularly attend a monthly local men's spiritual group which incorporates a regular mindfulness practice. I also participated in a five-day Men's Rite of Passage retreat at Ghost Ranch, New Mexico in May 2018.

A3: Develop core interpersonal skills. I've made strides in self-editing and empathy. An unexpected area of focus and growth has been in developing an awareness of my implicit biases as an older, white American male. Given this new focus, I have made corresponding revisions to some of the goals in this section of the SLC.

B1: Build an OD Network. I've exceeded my goals in developing an OD network, most notably in my active participation in ODN and relationship building within the growing network.

B2: Training and Development. Attended a creativity conference and training program in Buffalo, NY in June and have completed three out of ten learning modules of an online mindfulness library. Also attended a Liberating Structures workshop in LA in June.

B3: Launch an OD consulting practice. I've met all the legal requirements for setting up my consulting practice. A business plan is still being developed. An unexpected and fortuitous outcome to date has been the acquisition of five clients, three of them revenue generating and two pro bono. This shifted my focus from planning to taking on small projects with clients to build my client base, pilot new proprietary content, and test tools and techniques I have learned in MSOD.

C1: Thesis Proposal. After going through several rewrites of the first three chapters, I have not yet completed the research design. The latest one was submitted on 9/13 for academic adviser review. My goal is to have an approved design completed this month and to start the IRB process in October.

Jet Lag and Health. I love to travel but hate to fly. Long-haul flights are the worst. Even in luxurious first class, with my body lying supine on a flatbed and my head resting on a comfy pillow, I can't sleep and still arrive at my destination bleary-eyed and feeling sleep-deprived. To cope I've learned to build in at least one or two "transition" days when traveling between continents. My plan for Lyon is to arrive on Saturday and have a "do nothing" day on Sunday—i.e., get plenty of rest, eat a good meal, drink water, avoid alcohol, and take a brisk walk. By Monday I will be ready to explore the city, get my bearings, take a practice ride on the metro to the Hôtel de Ville and settle into my new surroundings by the start of class on Tuesday afternoon. Getting plenty of sleep, eating right, drinking water, and moderate movement will help me stay alert and healthy throughout my stay.

Connection. I plan to use WhatsApp for texting and phone calls back home. I also have an AT&T phone plan which allows unlimited international phone calls and data for a flat \$10/day rate and will also allow me to use GPS and make local calls in Lyon.

Ambiguity. According to Antal & Friedman's (2008) scale of developing intercultural competence, I'm between "4" and "5" in France and Italy and just barely "6" in Germany. I have learned to observe, imitate, and adapt to local behavioral norms in various countries. When things get crazy, I remind myself to take a deep breath and practice mindfulness. Having lived abroad and, most recently, having spent two weeks in Iraq, I feel quite prepared to handle any ambiguity I should encounter in France.

Cultural Intelligence. I scored high in all four CQ profile categories (Cultural Intelligence Center, LLC, 2017). A way to uplift my CQ would be to use my OD listening and inquiry skills

to better understand my own implicit biases as an American, older white male when interacting with others in a multigenerational, multiethnic, multicultural and multilingual environment.

References

- Antal, A. B., & Friedman, V. J. (2008). Learning to Negotiate Reality: A Strategy for Teaching Intercultural Competencies. *Journal of Management Education*, 32(3), 363–386.
- Cultural Intelligence Center, LLC. (2017). *CQ Report Self-Assessment Basic Plus Prepared for John Cramer* (p. 18). Retrieved from www.culturalIQ.com