



RYLA, 22 MARCH 2003 PROFESSIONAL DEVELOPMENT

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WHY PROFESSIONAL DEVELOPMENT?

- Profession: A distinctive set of skills acquired through training (nowadays normally formal)
- Hopefully, for an individual, a convergence of these skills and vocation!
- **Motivation for professional development:**
Success in life
- BUT: What is success?



Success: What it is NOT

- It is NOT about material things: that is survival, and never brings satisfaction
- It is NOT about position in society: Position is a consequence, not the Cause of success
- It is NOT about friends: friends are a consequence



Success: What some say(1)

- Success has nothing to do with what you gain in life or accomplish for yourself. It's what you do for others..*Danny Thomas*
- Success is a process, a quality of mind and way of being, an outgoing affirmation of life...*Alex Noble*
- Self-Trust is the first secret of success...*Ralph Waldo Emerson*



Success: What some say(2)

- To laugh often and much; To win the respect of intelligent people and the affection of children; To earn the appreciation of honest critics and endure the betrayal of false friends. To appreciate beauty; to find the best in others; to leave the world a bit better whether by a healthy child, a garden patch or a redeemed social condition; to know that even one life has lived easier because you have lived. This is to have Succeeded...*Ralph Waldo Emerson*



Why RYLA?

- Is about nurturing the conceptual framework of our young people so that they develop professionally with a focus on others rather than self
- It is about pointing them in directions that will help them to excel in whatever they do, to create internal confidence, not for self benefit but for the good of their communities
- An outward focused professional is necessarily successful: the material comforts of life are an inevitable consequence, not the motivation
- It is about making them successful



The Mechanics of Professional Development

- Starts early: Look for a convergence of vocation and abilities at all times
- Work diligently, but do not lose yourself in work
- Learn from peers and seniors: belong to a professional association
- Continuing Professional Development –a continuous process of reinforcing the skills set that makes the profession as well as a continuous broadening and deepening of perception: Developing a holistic view of the world



The Ethics Challenge

- Rules that verbalise what a profession considers the norms of good professional conduct, norms that will lead to the holding of the profession in high esteem.
- “a manner befitting and acceptable to the profession”
- A lot of them cannot even be written – but we always know when we are stepping outside bounds: listen to the inner voice!



What if you make a lot of money?

- *“The problem of our age is the proper administration of wealth, that the ties of brotherhood may still bind together the rich and poor in harmonious relationship..... This, then, is held to be the duty of the man of wealth: To set an example of modest, unostentatious living, shunning display or extravagance; to provide moderately for the legitimate wants of those dependent upon him; and after doing so to consider all surplus revenues that come to him simply as trust funds...” Andrew Carnegie, *The Gospel of Wealth**



• *GO THOU AND DO LIKEWISE*

• *THANK YOU*