



# Regent Accelerated Management Program (RAMP)

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# REGENT HUMAN DEVELOPMENT ROAD MAP 2022



This road map is designed as a simple guide to support employee team members who provide a service to RCL and our customers. REGENT has a unique culture, and the understanding of this culture is paramount to continue a good service and service delivery with REGENT. **Without understanding the rules, how can you navigate?**

## **So, what are the expectations?**

Each team member should have the requisite skills and knowledge to perform their job and work well in cross functional teams. This is achieved with the right mindset and attitude.

## **Let us expand on what are the requisite skills and knowledge?**

We all need to have and develop the technical knowledge to do the job right. As people get promoted to team leader the more in-depth the understanding should be - as a team leader you cannot inspire your team or guild the team without an understanding of the skills involved and an acknowledgement of your own strengths and weaknesses. The key for success is continuous study of your chosen field be it academic, professional, or personal. You need to be able to solve problems, ask for help when you need it BUT not take problems to other people all the time or get into the blame game. This is outside of education.

## **Let's talk about Attitude.**

Attitude is like a cake mixture - it is a combination of thoughts, feelings, and actions. All three should work in harmony with each other and one needs to develop this. Ed.TiC will support you [www.tic.uk.com](http://www.tic.uk.com)

A well-balanced professional develops both strands, - in-side out and outside in.

## **Now let us talk about how to do it.**

In the early stages of undergraduate training, we use the concept of **independent learners**. We encourage independent learning, but do we practice it ourselves? Staff and academics at REGENT should be willing to adopt this approach and practice what we preach to our students. We won't succeed if we stay as inter-dependent learners - Why are we waiting for others to tell us what to do?

Academic and other teams need to become independent learners not inter-dependent - REGENT can help you and we can meet our expectations. This is not found in a policy document; this is developing the ability to learn for ourselves both outside in and inside out education.

**Time cannot be managed; we can only manage activities.**

Whether we like it or not, time and space are a law of nature, and will inevitably move on and we don't want to be left behind.

There are 24 hours in a day and if 7-8 hours of these we spend sleeping, we have only 16-17 hours to do the work of our choice and 8-10 hours of work, leaving a balance of 6-8 hours where we need to decide how best to use it for leisure, family, friends and own personal study/development.

The technological disruption of the asynchronous and synchronous delivery methods has made study so easy, and it is as a result it enhances, what is our own responsibility, to develop our new and enhance current skills.

In a **co-creation culture** with customers, it is very important staff also improve their own skills on a daily basis by study. This is not going to come via simple acquisition, but by a daily study routine, so that we can become a better person each day. Unfortunately, there is no silver bullet.

Successful professionals who continuously self-develop and reflect get themselves promoted, no one promotes them, and conversely no one terminates a contract

either consciously or sub consciously – the actions of our selves / staff make these occurrences happen, and a better understanding of this simple law with help us grow and succeed.

Spending time talking too much with no outcomes or actions will not deliver results. Neither will blaming REGENT, our students, or other circumstances, even your team leader, - this is a sign of a negative mind set. We need to delete the word procrastination. Let us do it later!

Staff with a positive and growth mindset can look at the glass half-full and embark on the journey of self-discovery of who we really are and what we really want?

**We really need to ask the question, what is it we really WANT?**

Once you have discovered this your life will change. You need to find the sweet spot!

Steve job said: 'Sorry to be so dramatic, but it is quite true. Your time is limited so don't waste it living someoneelse's life. Don't be trapped by dogma, which is living with the results of other people's thinking. Don't let the noiseof other's opinions drown out your own inner voice. And most important, have the courage to follow your heart and intuition.



They somehow already know what you truly want to become. Everything else is secondary. Stay hungry, stay foolish and take ACTION NOW.

When I was 17, I read a quote that went something like, 'If you live each day as if it was your last, someday you'll most certainly be right'. It made an impression on me, and since then, for the past 33 years, I have looked in the mirror every morning and asked myself, 'If today were the last day of my life, would I want to do what I am about to do today?'

Whenever the answer has been for you in the past, seeing the world with a new lens will help us see the need to change. Life is short is the most important tool I've ever encountered to help me make the big choices in life, because almost everything – all external expectations, all pride, all fear or embarrassment of failure – these things just fall away in the face of death, leaving only what is truly important.

Apple is a great example, and we can all learn from their rise to success - they created a company even larger than all the 100 FTSE PLC in UK; this was primarily down to Steve's positive thought energy and his drive that created a legacy that exists even after his death taking the company to its next phase.

The starting point of all achievement is **desire**. Keep this constantly in your mind. Weak desires bring weak results, just as a small fire makes a small amount of heat. Without desire, there is no fire. The fire within you can only come out when you really want it too. That's why the start of anything great is the moment that you decide you have to have something. That burning desire from within, that moment when you decide this is it, that is the start of something great. Do whatever you can to find that spark and get that fire within burning.



**Patience, persistence, and perspiration make an unbeatable combination for success.**

Victory is always possible for the person who refuses to stop the good fight. Nothing is over for the person who refuses to give up. There is no failure for the person who does **not quit**, there is only delayed success. If it isn't happening right away, **do not quit**. Exercise patience for the fact that things will change even if it hasn't happened yet, not impatience. Persist and everything will fall into place and eventually your desires will become reality.

**Strength and growth come only through continuous effort and struggle.**

Every adversity, every failure and every heartache carry with it the seed of **an equal or greater benefit**.

Most great people have attained their greatest success just one step beyond their greatest failure.

Opportunity often comes disguised in the form of misfortune or temporary defeat. Most people strive for a life of little or no struggle. No one seeks pain or challenges, and nor should they, but that is precisely where growth lies, and the struggle that comes from pushing for what you really want in life. Those who refuse to go after what they truly want in life have failed by default. Sure, they might not have to suffer through setbacks, they won't have to live with the embarrassment of failure, but they will have to live with something much worse, and that is regret.

If you are really pushing to become the very best version of yourself, there is going to be failure. There is going to be heartache, embarrassment, and everything in between. But if you refuse to quit, if you persist, not only will you succeed in getting your goal, but you will earn something much more valuable – **pride and character**.

Pride and character only come from growth and growth only comes from pushing yourself. You can't buy it; you have to **earn it**. A goal is a dream with a deadline. Goals are great, but without deadlines they are wishes, hopes and dreams. Dreams can only come true if you get serious about them, and the first step to getting serious about your goals is to set a deadline for when you must achieve them. The deadline should be difficult enough to reach to get you moving immediately, but realistic enough to attain. It should be a somewhat of a struggle to attain it but not impossible. Another way of saying this is if the person that you are right now should not be able to achieve it. You will have to **grow** into someone else entirely by pushing yourself in a **positive way** to make sure it's achieved.

Whatever our minds can conceive and believe, it can **achieve**. There are no limitations to the mind except those we acknowledge.

Napoleon Hill believed there were **no limits**. Most of the great people in history refuse to entertain the limits of the majority. If they did, they would never have been great, and we would perhaps never know they existed. Refuse to accept the limits of your family, friends or society. If it has never been done before, believe you can be the first. If no one believes in you, be the one who to change that. It is very clear that mindset is the greatest asset you can have if you want to do great things with your life. Develop that mindset, believe in yourself and become unstoppable.

The ladder of success is never crowded at the top because most people settle before getting on the ladder. They settle in their job, they settle in their relationships, they settle in their health. They refuse to put in the effort at the start, so their life – even just getting through the day – becomes a giant effort. Be one of the few that isn't afraid to take the harder path early on, so that you can enjoy the easier path later in life. Keep climbing that ladder, and when you get to the top, see if you can inspire someone else to work their way up too.

**It takes half your life before you discover that life is a do-it-yourself project.**

If you do not conquer the self, you will be conquered by the self. This life of yours is exactly that, **yours**. It is yours to create whatever you want with it. If you want a great body, that's your responsibility. If you want a great mindset, your responsibility. The government can tax you, but no one can tax your mind, that is always something that you control.

No one and no event can conquer you but yourself. Take care of your mind, there is nothing more important. Nurture it with positive thoughts, with teachings that help you to grow, and with anything and everything that makes you feel better and stronger as a human being. There is nothing more important.

## **The way of success is the way of continuous pursuit of knowledge.**

Deliberately seek the company of people who influence you in a positive way and enable you to think and act on building the life you desire.

Education comes from within; you get it by struggle and effort and thought. No one ever got ahead by acting like they knew everything about everything. Be humble enough to know you don't know everything. Be curious enough to seek new knowledge everywhere you go, in books, in teaching and in everyone you speak to. There is always something to learn from everyone. Surround yourself with people that will either enhance your future or make you feel good in the present.

You are the master of your destiny. You can influence, direct and control your own environment. You can make your life what you want it to be.

### **If you cannot do great things, do small things in a great way.**

Don't wait – the time will never be just right. Start where you stand and work with whatever tools you may have at your command, and you will find better tools along the way.

Awareness has a way of balancing out thought in ways that are profoundly **intuitive** and also profoundly **creative**.

We are never taught that in school, we are only taught to think in school, and we get better and better at being critical thinkers - but we are not so established at holding our own thoughts, emotions, sensations, and relationships in ways that has coherence, grounded-ness, balance, happiness, and the potential for greater satisfaction.

If you consider life to be the bicycle, then any training in mindfulness would be like stabilisers or training wheels. You get the feel for it but then you throw the training wheels away. It's all about the somatic experience.



The body has to learn from doing, from the engagement. Once you know how to ride, you don't need training wheels. There are all types of different approaches to cycling, and there's all sorts of approaches to meditation too. It's not about being the winner of the Tour de France it's about personal goal setting. The amount of mental energy that it takes to accomplish something like that is virtually unthinkable. But the fact is you don't have to be like anybody else, you use your bicycle your way.