

# Set Yourself Up for Success in 2025



**Dream Big, Make an Impact,  
Get Sh\*t Done and Have Fun!**

*"Unless commitment is made, there  
are only promises and hopes; but no plans."*

*~Peter F. Drucker*

At The Roundtable, we believe that exceptional people drive exceptional results, but it doesn't happen by accident. The highest performing leaders know that a solid plan and operating with intention is the only way to get where you want to go.

As part of our commitment to Make an Impact for all the leaders who work with us, we've pulled together a set of tools that can support you in reflecting on where you currently are, your hopes for the year ahead and creating a plan to get you there!

## **A Year in Review and Next Year Preview**

Work through the following exercises to reflect on where you are today and to plan for where you are going tomorrow.

### **1. Take Stock: My Year in Review**

- Consider what's happened over this past year: what are you particularly proud of, what was a missed opportunity?

### **2. Ground into Your Purpose: My Personal Hedgehog Model**

- What's your passion? What are your talents? What can you be paid to do? Leveraging Jim Collin's Hedgehog concept you'll get clear on what makes you, you!

### **3. Paint a Vivid Vision: Personal Success Statements**

- Set your compass and create your own definitions of success as you build a Vivid Vision of where you'd like to get over the next 3 years.

### **4. Establish a Plan: My Year Preview**

- Spend time considering the steps you need to take to build on the momentum and learning from the prior year and continue to chart toward that vision you've defined for your future self.

### **5. Get Specific: Strategy to Execution Blueprint**

- Need a bit more space to craft a detailed plan for the year ahead? We've got you covered. You know how the saying goes, a dream without a plan is a hallucination. Go get planning!

You're all set. You've got one life to dream big and make an impact. Here are the tools, now go make it real.

## Step 1: Take Stock - My Year in Review

What have you accomplished over the past year. What do you feel especially proud of? What feels like a missed opportunity? What did you learn? How did you grow?

This past year...

The wisest decision I made was...	The biggest risk I took was...
The biggest surprise has been...	The biggest lesson I learned was...
I am most proud of...	I am most grateful for...
I made progress on ...	I was not able to accomplish...
I encountered these challenges...	I relied on these people...
I achieved these outcomes...	I learned...

What three words best describe your past year?

1. \_\_\_\_\_

2. \_\_\_\_\_

3. \_\_\_\_\_

What is one learning from this past year that you want to bring forward to the year ahead?

## Step 2: My Personal Hedge Hog Model

In his groundbreaking book *Good to Great*, Jim Collins shared the Hedgehog Concept as one of the key differentiators for great companies. Using the metaphor of the clever fox and the simple hedgehog, Collins shared that, although foxes are smart and can do many things, the hedge hog does one thing exceptionally well – roll into a spikey ball to deter predators.

The Hedge Hog Concept can be applied to individuals as well. Consider the three intersecting circles below. When all three are aligned, you've got your own personal hedgehog.

NOTE: Creating your own hedgehog model is often a long-term process for many people. Don't be discouraged if you don't feel extreme clarity at first. This activity provides you with a starting point that you can come back to and refine over time.

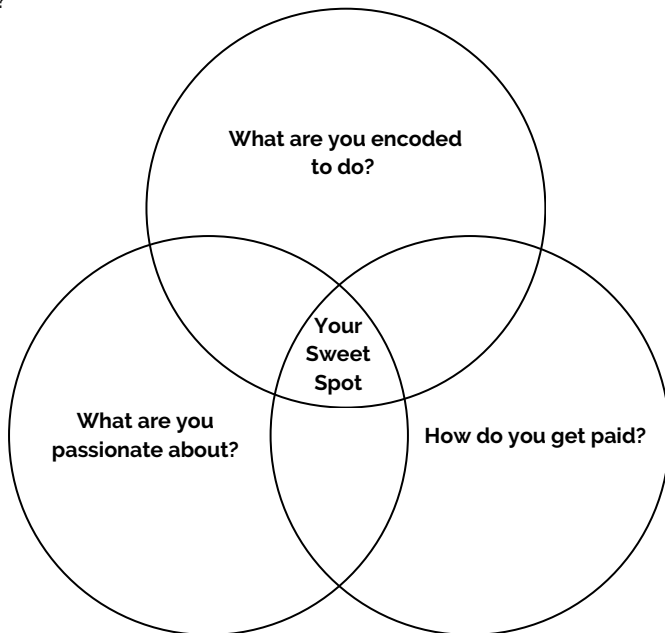
To complete this activity, get three sheets of paper.

**Step 1:** Write all the things you're passionate about on one sheet. This might include things like helping others, learning new things, competing. Many of our passions align to our values and the things that matter most to us.

**Step 2:** On the next sheet, capture all the things that come naturally to you. What are your strengths and capabilities that seem to just 'flow'? What do people often comment on that you bring to your work?

**Step 3:** How can you/do you get paid for this work? Who's buying what you're selling?

**Reflect:** With your draft Hedge Hog model created, what steps can you take to further refine your thinking?



### Step 3: Paint a Vivid Vision – Personal Success Statements

Allow yourself the gift of time to envision how you want to define success. Create some success statements that you want to be celebrating 3 years from now.

- Consider: What would you like to be able to tell yourself? What will have unfolded? How will you feel? What will be the same?
- Create 3 Personal Success Statements and 3 Professional Success Statements using the framework below. Remember: you're the one who defines what success is to you!

Example: By the end of December 2028, I want to have spent 3 months in England on a personal sabbatical  
*Length of time*                      *Action verb*                      *Way of Measurement*

#### Personal Success Statements

By the end \_\_\_\_\_ I want to have \_\_\_\_\_  
*Length of time*                      *Action verb*                      *Way of Measurement*

By the end \_\_\_\_\_ I want to have \_\_\_\_\_  
*Length of time*                      *Action verb*                      *Way of Measurement*

By the end \_\_\_\_\_ I want to have \_\_\_\_\_  
*Length of time*                      *Action verb*                      *Way of Measurement*

#### Professional Success Statements

By the end \_\_\_\_\_ I want to have \_\_\_\_\_  
*Length of time*                      *Action verb*                      *Way of Measurement*

By the end \_\_\_\_\_ I want to have \_\_\_\_\_  
*Length of time*                      *Action verb*                      *Way of Measurement*

By the end \_\_\_\_\_ I want to have \_\_\_\_\_  
*Length of time*                      *Action verb*                      *Way of Measurement*

#### Next Steps:

**Personal:** consider sharing your personal success statements with your friends and family. Create some together for added fun. Enlist their support to help you stay on track.

**Professional:** Share your goals with your manager or team members and proactively ask for projects and opportunities that align to your goals.

#### Step 4: Establish a Plan - My Year Preview

Spend a bit of time considering the steps you need to take to build on the momentum and learning from the prior year and to continue to chart toward that vision of success you've defined for yourself.

What does the year ahead of you look like? What is your ideal scenario? What will make it great?

What would be deeply satisfying for you to focus on in the year ahead? Consider the following areas...

Personal life/family	Career/studies
Friends/community	Relaxation/hobbies/creative pursuits
Physical health/fitness	Mental health/self knowledge

What three words best describe your year ahead?

1. \_\_\_\_\_ 2. \_\_\_\_\_ 3. \_\_\_\_\_

What is one action that you can take to increase your satisfaction over last year (even a fraction)?

What is one step you can take to better align to your Personal Hedge Hog?

What is one action that will take you closer to realizing your 3 Year Vivid Vision Success Statements?

## Step 5: Get Specific - Strategy to Execution Blueprint

You know how the saying goes, a dream without a plan is a hallucination. Go get planning!

<b>Main Goal:</b>			
What's your primary goal? Be very specific. E.g.: I want to have spent 3 months in England on a personal sabbatical in 2028.			
<b>Results:</b> What will happen if you accomplish this? (Think about impact, how you and others will feel, short- and long-term outcomes)	<b>Obstacles:</b> What is going to get in your way? (Think about time, Money, internal barriers, fears)	<b>Strategies:</b> What can you do to overcome each obstacle?	<b>Assignments:</b> Who and when? (Think about who else can help, additional resources)



Thank you for being a part of our community.

We look forward to continuing to support your personal and career growth.

Don't hesitate to reach out to any member of our team if we can help you with:

- Supporting culture change
- Building and strengthening teams
- Accelerating personal leadership impact.

Our team is here and ready to support your strategic priorities.

Happy leading,

Glain Roberts-McCabe  
Founder & President  
The Roundtable

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