

EMBA-2424-118 Personal Development & Reflective Practice		
Name of lecturer(s) & Email Martine George martine.george@solvay.edu	Level/Semester, Status, Timing Level 1, 2 and 3 Compulsory Between 26-10-24 and 06-06-26	ECTS*, CH & SDL** 1 20 10
Description of the course The goal of PERSONAL DEVELOPMENT & REFLECTIVE PRACTICE (PDRP) is to provide participants with a personalized journey combining transactional activities and transformational reflections to help clarify career goals and how to attain them. It includes plenary sessions: intake, exploring your style of communications and your values and individual coaching sessions		
Course units <ul style="list-style-type: none">• Intake• Discovering your style of communication• Values that Matter• Individual coaching Sessions• Reflective Practice & Journaling		
Course Learning Outcomes (CLOs) <ol style="list-style-type: none">1. Better understanding of your style of communication2. Adapting your communication to your audience3. Better clarity of your values, purpose and motivations4. New skills in self-reflection practice		
Prerequisite (if any) n/a		
Contribution to Programme Learning Objectives (PLOs)*** <ul style="list-style-type: none">• Learning Objective 1.1: Reinforcement• Learning Objective 1.2: Reinforcement• Learning Objective 2.1: Introduction• Learning Objective 2.2: Introduction• Learning Objective 3.1: Not Covered• Learning Objective 3.2: Reinforcement	Evaluation scale Pass / Fail	
Main Teaching methods used in the course Interactive Lecture, Experiential Learning, Coaching, Reflective Practice and Journaling		
Contribution to the Environmental, social and governance (ESG) Course Contribution to ESG: No Contact Hours are dedicated to ESG: / Contact Hours containing climate solutions for how organisations can reach net zero: / Description of contribution: /		

Note: The information available in the course outline is subject to change. Please keep yourself informed at all times by regularly checking Canvas.

*ECTS - European Credit Transfer and Accumulation System (1 ECTS = 30 hours of learning)

**CH - Contact Hours in class or online, SDL - Self-Directed Learning including readings, homework, group work, preparation to assessment, etc

***PLO - Programme Learning Objectives are available on the curriculum page

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Assessment methodology / Learners Use of Time and Load

Assignment one : Individual Essay

- weight 50%
- workload estimated = 15 hours
- due 26/05/2026
- Guidelines: Deliver a 2000 words essay synthesizing your personal reflection of your transformational journey from who you were at the time of your admission to the program through your learnings, your transformation, your self-reflections, to your future aspirations and next steps.

Assignment two : Individual Presentation

- weight 50%
- workload estimated = 15 hours
- due 06/06/2026
- Guidelines: Individual Presentation of 15 min + Q&A in front of the Professor and a group of peers

Readings

Required

- Collignon, G. (2017). The art of adaptive communication: Build positive personal connections with anyone.
- Bluckert, P. (2019). A comprehensive guide to vertical development. Expand the Possible.
- <https://www.viacharacter.org/character-strengths>
- <https://www.value.se>

Recommended

<https://www.coursera.org/learn/work-smarter-not-harder>

Other Learning Materials

n/a

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