



JYVÄSKYLÄN YLIOPISTO
UNIVERSITY OF JYVÄSKYLÄ

Leading yourself

Software Engineering Doctoral Research Network 5th FAST Sprint

Meeting keynote 13.8.2025, 9.00 -12.00

Minna Heikkilä



Minna Heikkilä

Executive coach, international qualifications in individual (ACC) and team (ACTC) coaching

Individual and team coaching partner for leaders and management teams. Leadership development consultant.

Current positions:

Head of Leadership Development, Executive Coach, University of Jyväskylä

Executive coach & Partner at OK5 Oy

CEO at Coaching4You Oy

Past work positions:

23 years of experience in the IT industry as a developer, architect, leader and management consultant.

M.Sc. (Econ.), Information Systems Science and Management, University of Jyväskylä (1999)

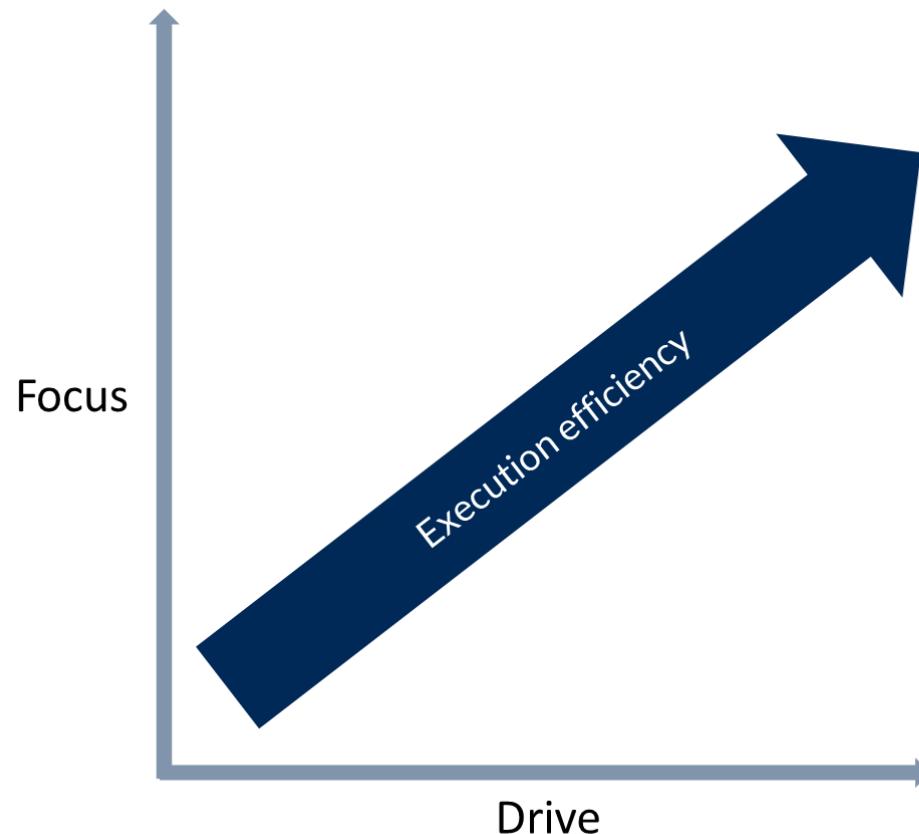
Leading yourself in a nutshell:

1. Take care of recovery
2. Make sure your goal is clear
3. Focus on what's important



Effective execution formula

Volition = Focus x Drive

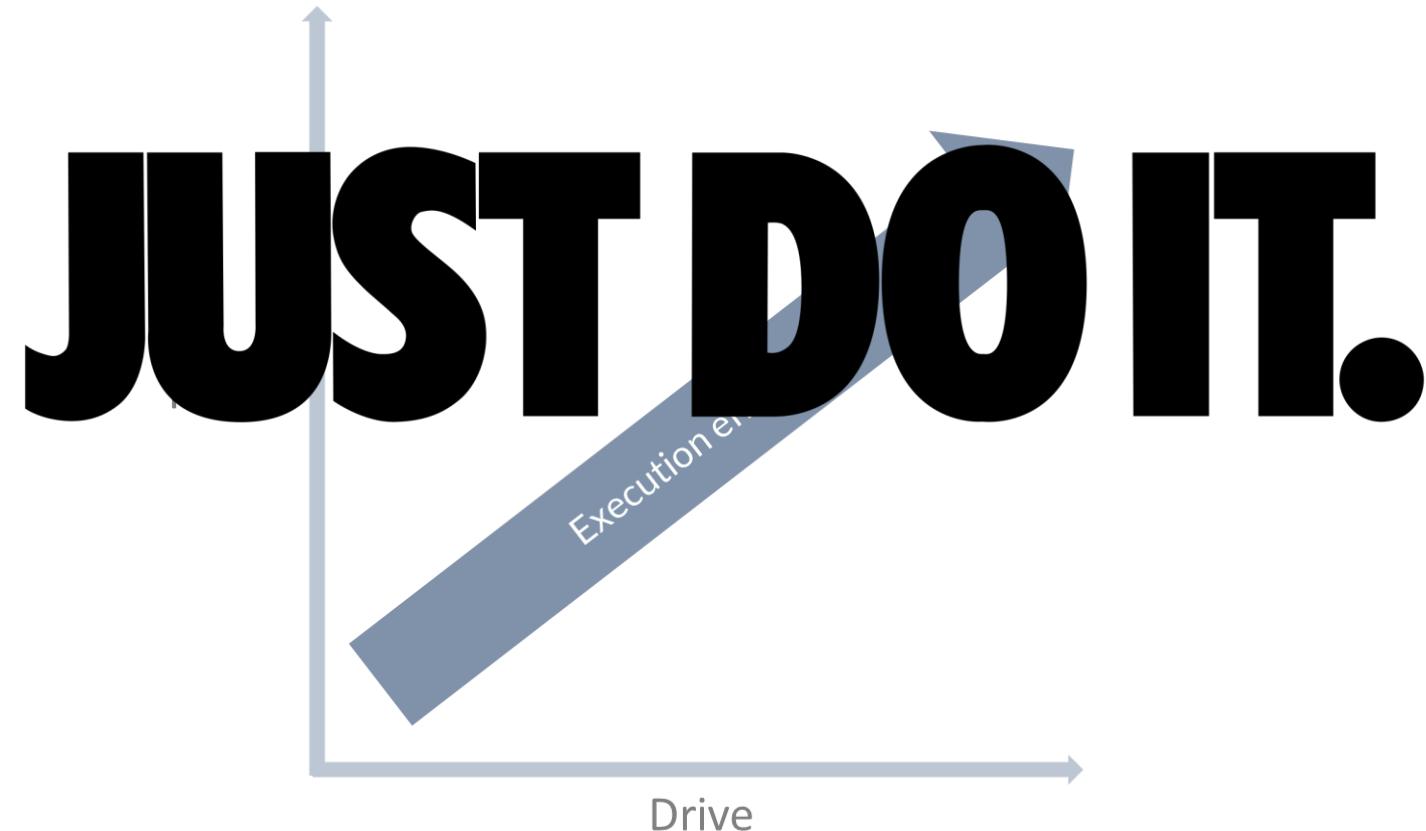


Ref. Ria Parpei



Effective execution formula

Volition = Focus x Drive



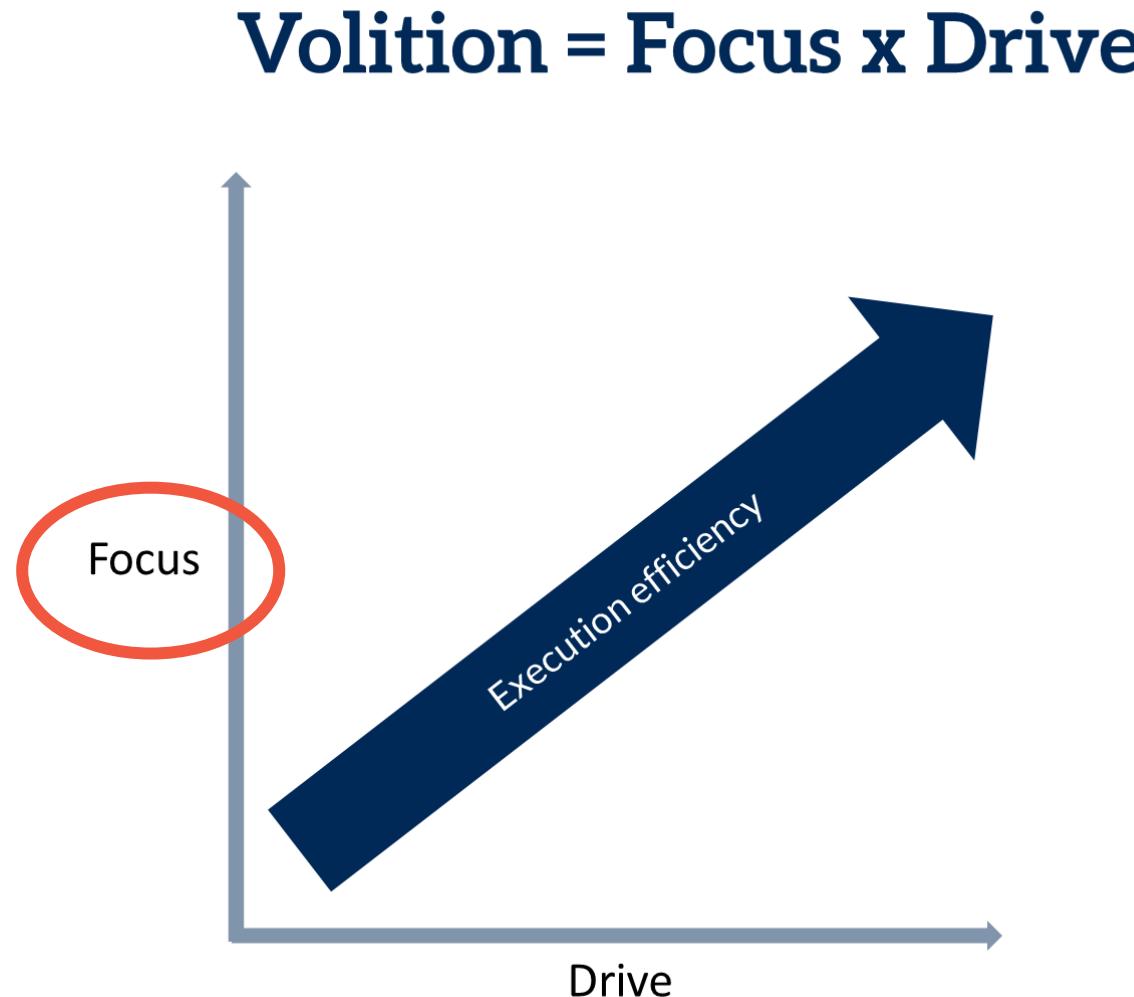
Ref. Ria Parpei



Where does the ability to maintain a clear focus at work come from?

Content of the Goal

- What are your main goals?
- How do you know when you have achieved your goal?
- What has changed since you have achieved your goal?
- How does your goal relate to the goal of your research team?
- What kind of connection does your goal have to a big picture?



Let's stop here for a moment and write down

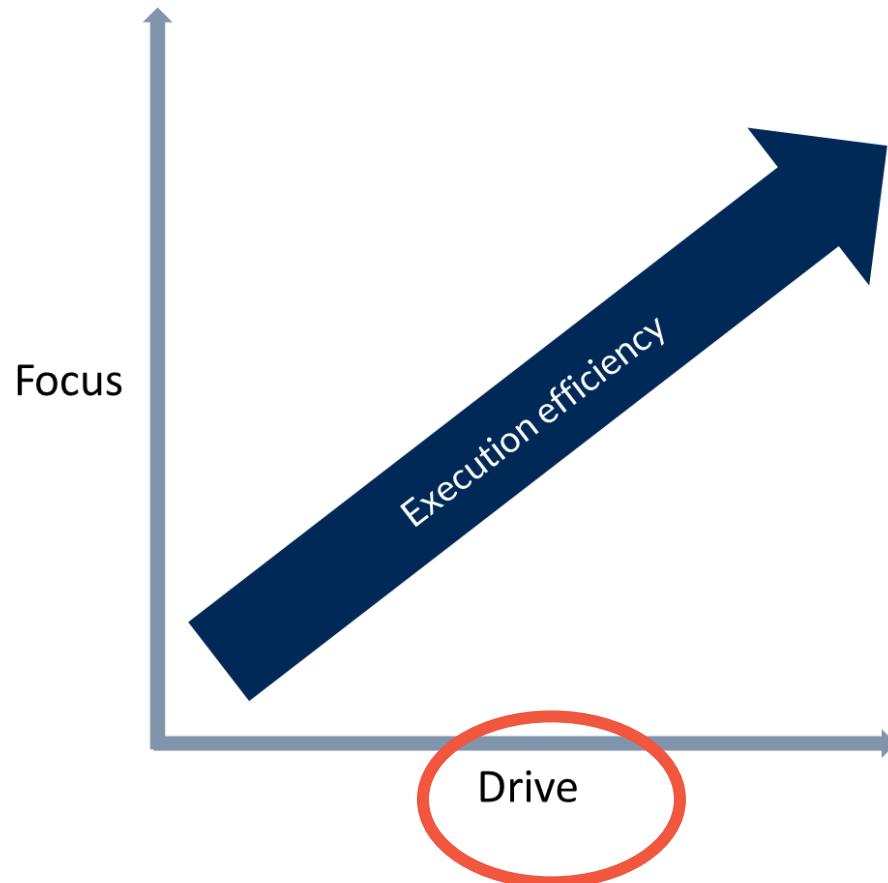
- What are your main goals as
 - Doctoral researcher?
 - PhD researcher or supervisor?
- How do you know when you have achieved your goal?
- Share your goals with the person sitting next to you





Where does the ability to maintain a good work mode come from?

Volition = Focus x Drive



Personal Significance of the Goal

Why do you want to achieve this goal?
What makes this important to you?
What inspires you in your goal?

Self-Confidence

Confidence in own ability to achieve the goal

Confidence in own ability to influence one's performance

What kind of skills do you need to achieve your goal?
How do you feel you can influence progress?

Ref. Ria Parppei



Circles of influence

Circle of concern: Things that are out of my control of influence

Circle of influence: Things I can influence

Circle of control: Things I can control

I can decide, how I relate / what is my attitude

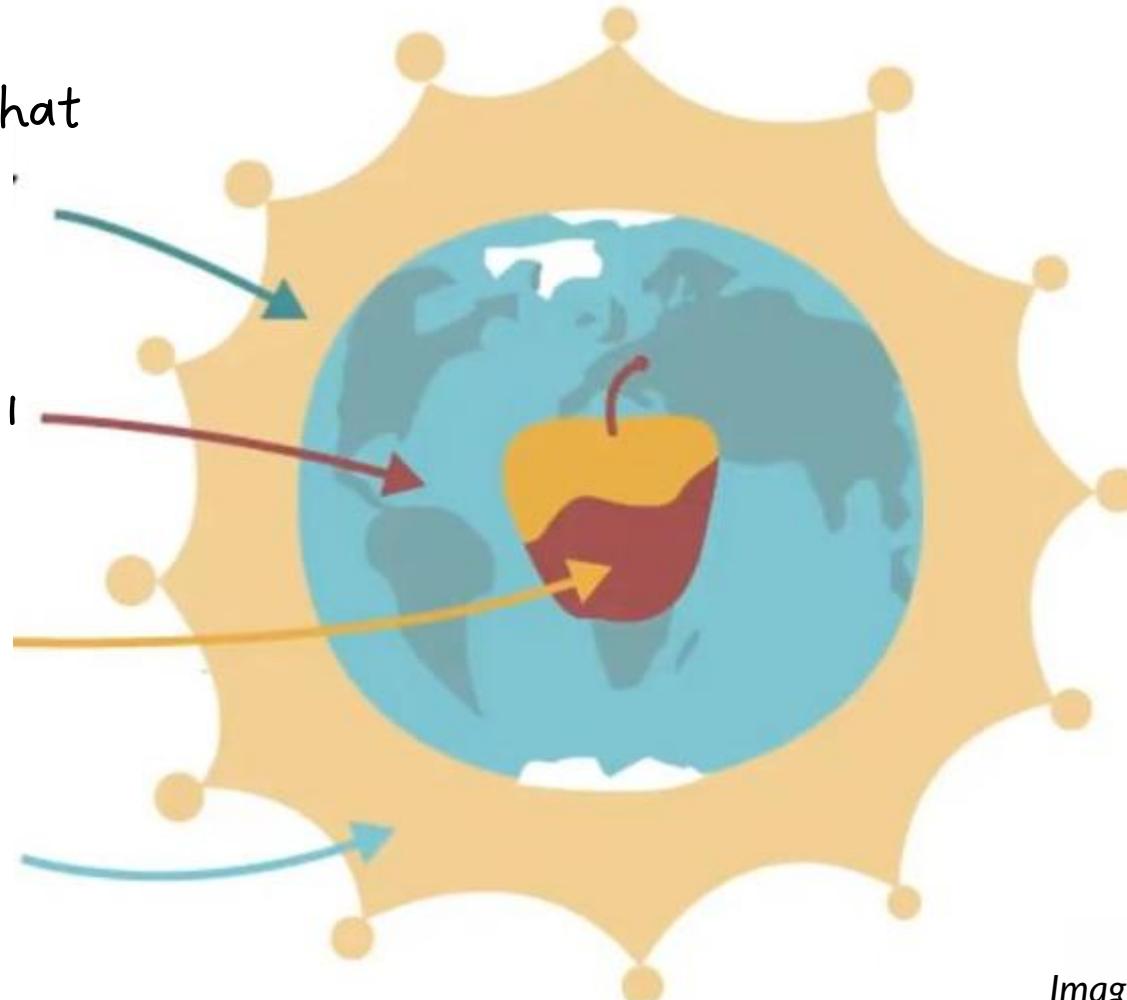


Image: OK 5 materials



Coaching on your execution ability

Exercise in groups of 3 people, 45 min:

1. One person takes a turn as a coach and one as a coachee. Coach goes through the questions as far as they can in about 10 - 15 min, and then you switch roles, so that everyone is a coach and coachee once. The third actively listens to the conversation.
2. **Reflection in group 5 min:** Reflect on your experience.

Get ready to share some insights together





Coaching style questions to validate the basis of execution abilities

Goal management

- What are your main goals?
- How do you know when you have achieved your goal?
- What has changed since you have achieved your goal?
- How does your goal relate to the goal of our organization?
- What kind of connection does your goal have to a larger theme or goal?
- Why do you want to achieve this goal?
- What makes this important to you?
- What inspires you in your goal?

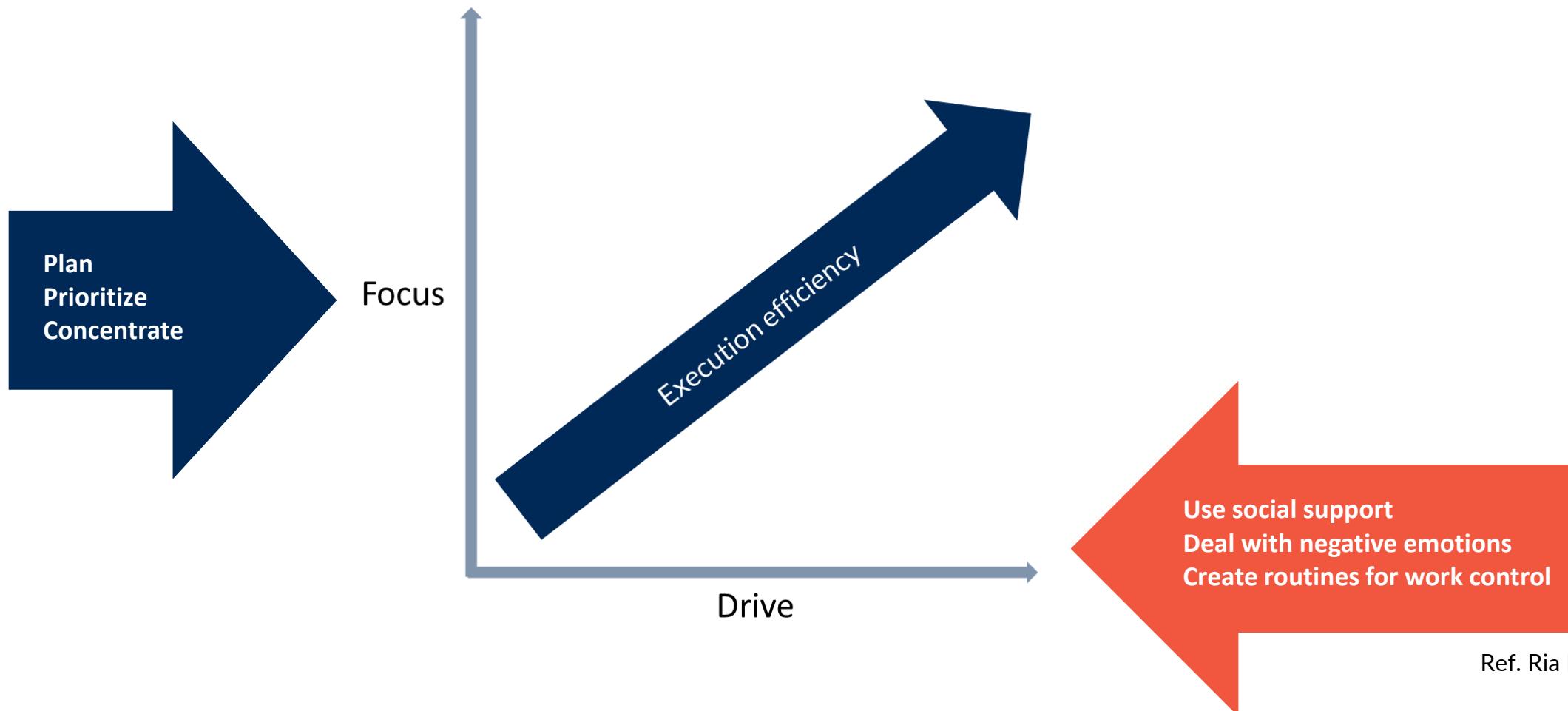
Self-Confidence

- What kind of skills do you need to achieve your goal?
- What kind of support do you feel you need to achieve this goal?
- How does achieving the goal depend on you?
- How do you feel you can influence progress?
- What are the determining factors in achieving the goal?
- How can you influence these factors?
- What do you feel you can't influence?
- How are you doing despite these?



Effective execution formula

$$\text{Volition} = \text{Focus} \times \text{Drive}$$



Reflect and write down

- How could you develop your own execution abilities?
- Where do you start? What do you do next?
- What kind of support do you need? How do you ensure that you get the support you need?

Share your thoughts with the person sitting next to you.





**You don't need more time.
You need
FOCUS.**

Don't prioritize. Use parking place.

Board professional Sanna Suvanto-Hasaae, NBF2024



Set a clear GOAL.

...then plan, prioritize, concentrate.



Work & Private

Leading yourself in a nutshell:

1. Take care of recovery
2. Make sure your goal is clear
3. Focus on what's important

Closing round

How would you summarise
your thoughts right now?

Share some of your thoughts
with those sitting nearby.





**Thank you -
It was a pleasure to be with you!**

Minna

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