



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)

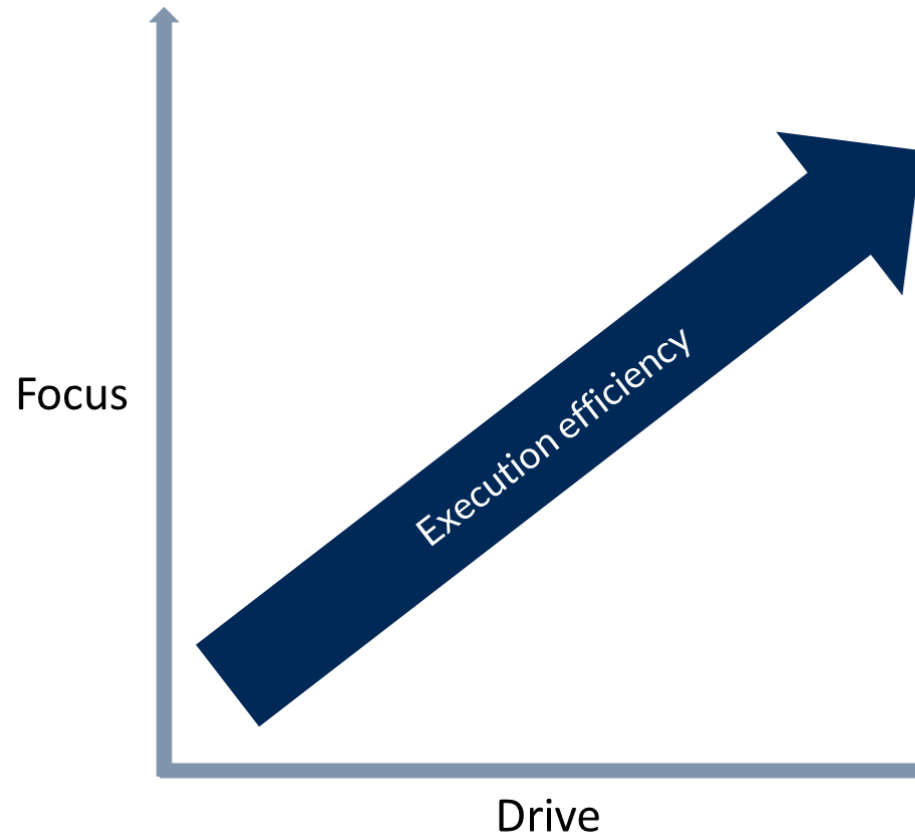
# Leading yourself in a nutshell:

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



# Effective execution formula

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

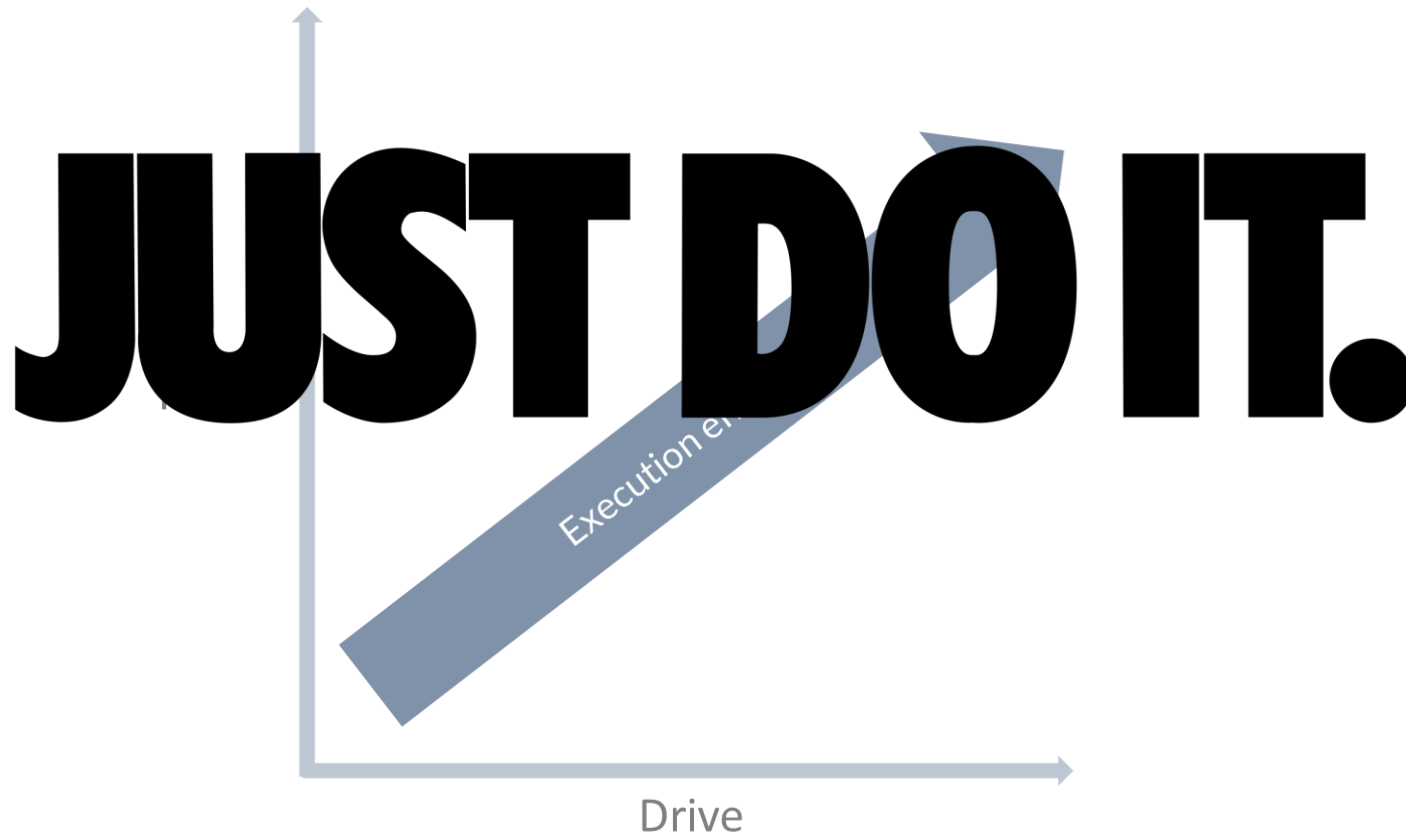


Ref. Ria Parpei



# Effective execution formula

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



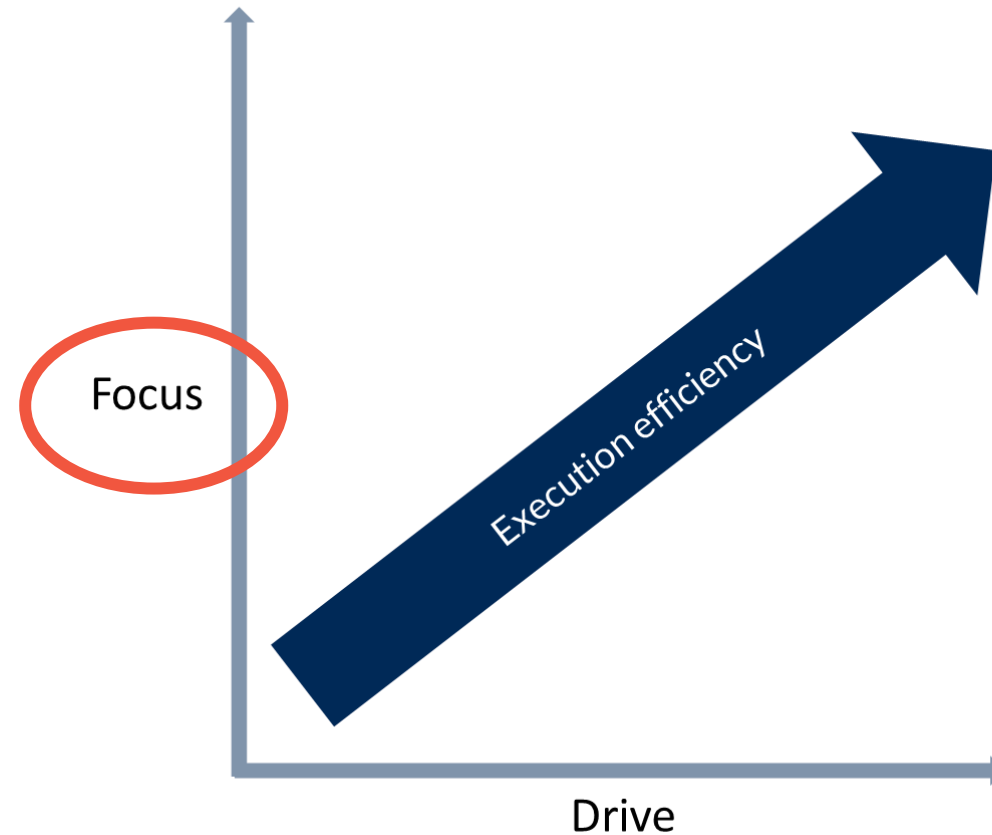


# Where does the ability to maintain a clear focus at work come from?

## 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?

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



# Let's stop here for a moment and write down

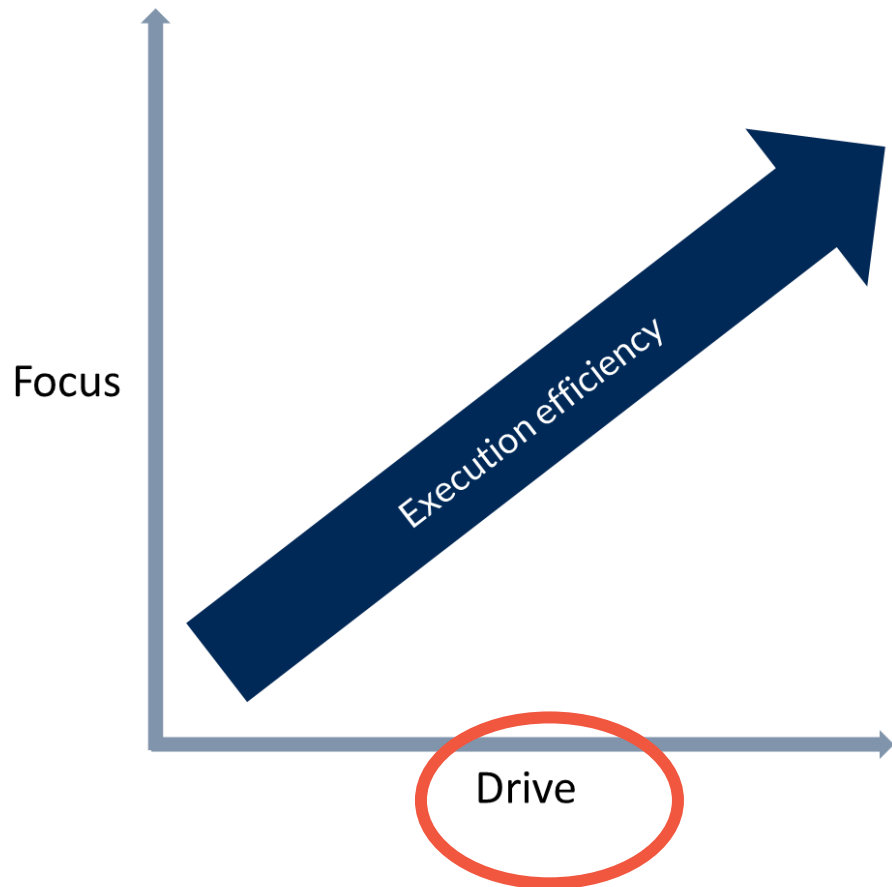
- What are your main goals as
  - Doctoral researcher?
  - PhD researcher or supervisor?
- How do you know when you have achieved your goal?
- Share your goals with the person sitting next to you





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

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



## 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?





# 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*

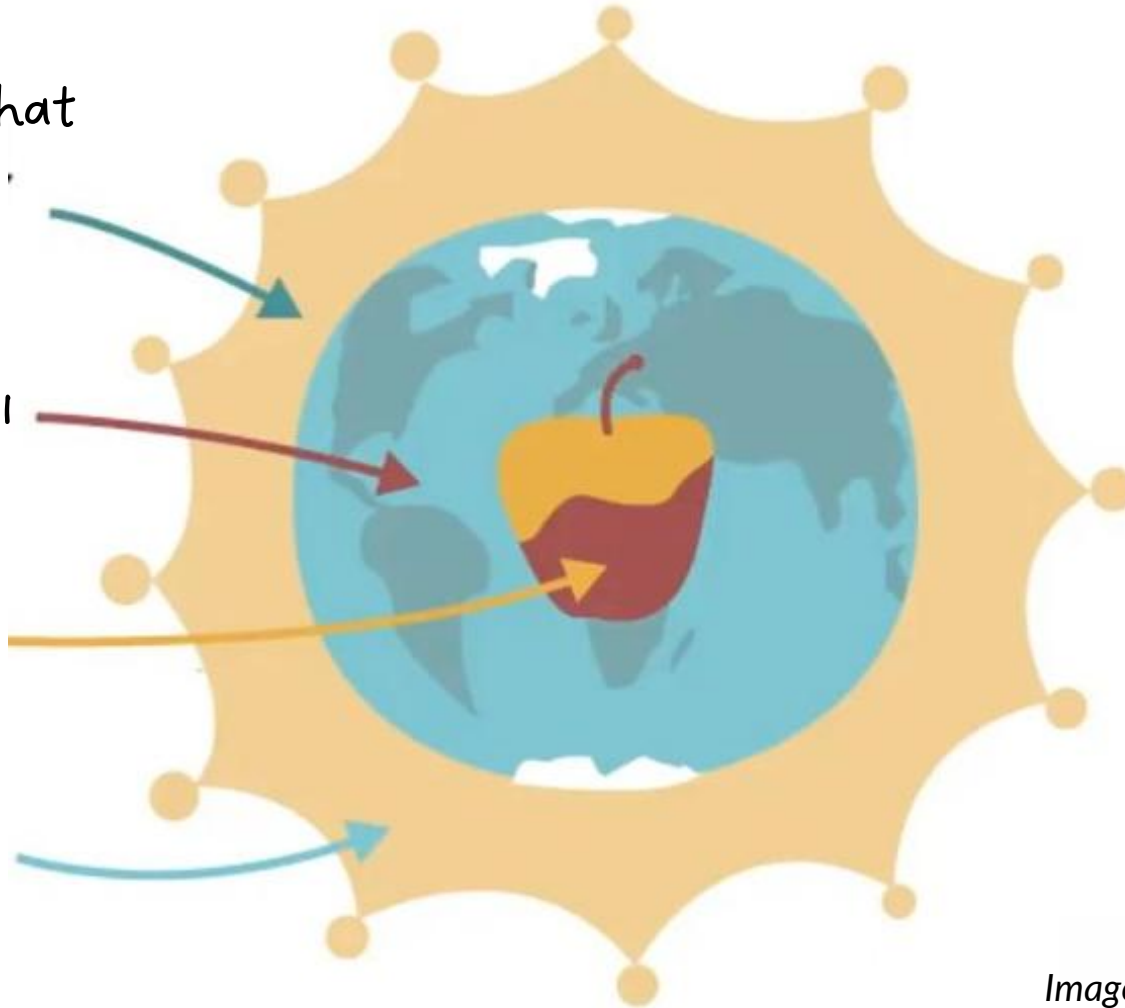


Image: OK 5 materials



# 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?

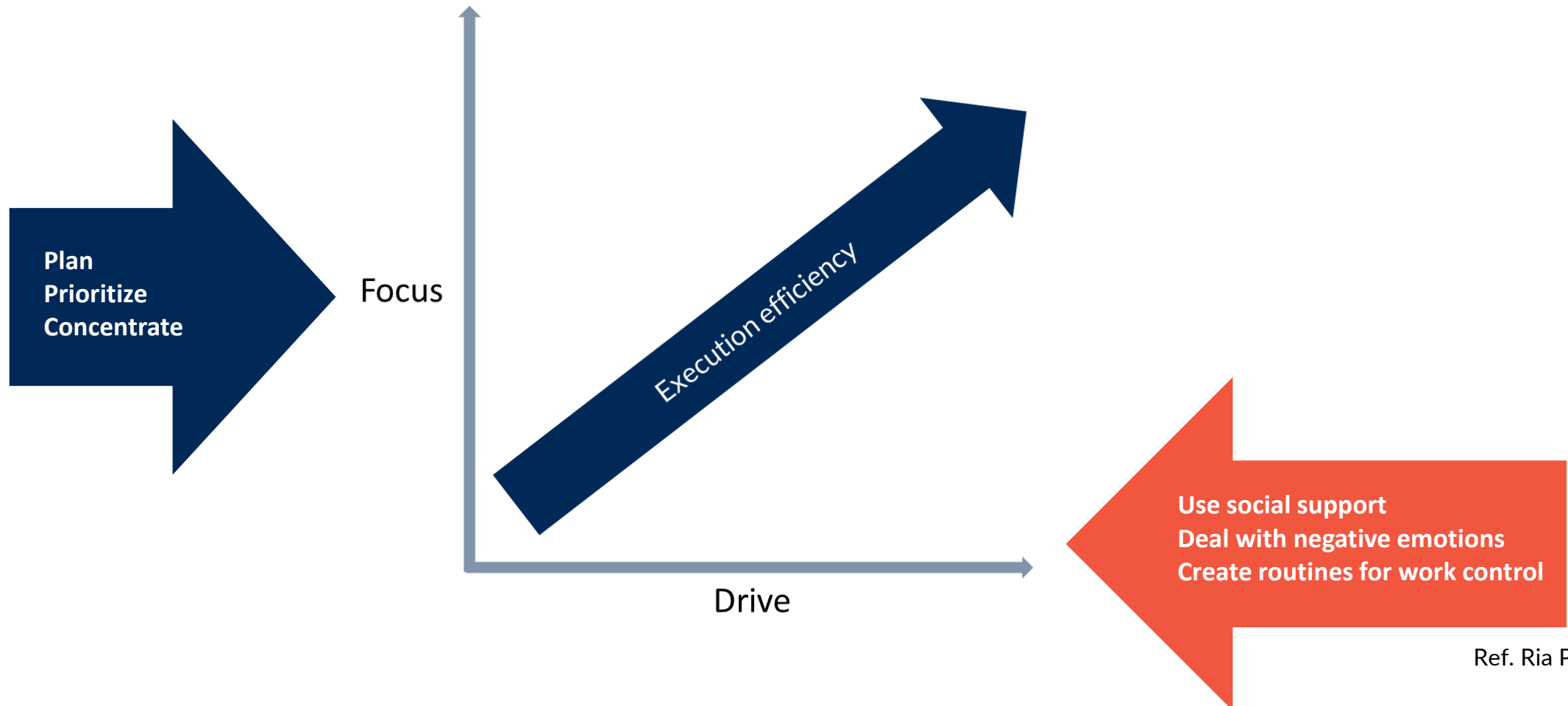
## Self-Confidence

- 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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