



I'm not perfect and I am a work in progress, continuously. I must therefore continue to improve myself every day based on my Personal Innovation Strategy. I am dedicated and committed to do this to impact myself and society. To be successful in life and in the eco-design thinking industry, I must evolve with the world. By this, I will be of greater added value to my family and others.

*Rampersad*



**Personal Objectives      Personal Performance Measures and Targets      Personal Strategies**

**INTERNAL**

**PERSONAL INNOVATION STRATEGY**

**Internal Objectives:** Be happy, Emotionally strong, Be physically strong and fit, No stress.

**Internal Performance Measures and Targets:**

- Level of feeling happy
- Number of hours of sleep
- Weight
- Body fat
- Level of stress
- > 80% of my time
- 7 hours per day
- Per June 1, 2022 weight loss of at least 10 lbs.
- Per May 1, 2022 decrease of 47.4 % to 29.1 %
- Decrease of at least 75% within 6 months

**External Objectives:** Be a good husband, Be a good father, Be of additional value to my eco-design thinking customers, Be appreciated by my customers, Satisfaction, Empathic eco-design thinker.

**External Performance Measures and Targets:**

- Degree of satisfaction regarding my actions
- Appreciation score on delivered added value
- Awareness score of my empathic skills
- Satisfaction score eco-design thinking customers
- Number of appreciating feedback from my wife
- Number of time my children involve me in their decisions.
- Satisfaction score of at least 80% within half year
- Minimum 80% within one year
- Minimum 25% of my domain is aware of my empathic skills within 1 year
- Minimum 90% within 1 year
- Minimum of once per day
- Whenever needed

**Knowledge & Learning Objectives:** Being innovative and creative, Improved eco-design thinking skills, Improved listening skills, Improved language skills.

**Knowledge & Learning Performance Measures and Targets:**

- Percent of my revenue spent on personal disruptive innovation and eco-design thinking
- Number of times positive feedback received from others regarding my listening skills
- Number of new successful eco-design thinking initiatives
- Time spend on learning Spanish language
- At least 5% per year
- At least 1 per week
- At least four per month
- At least 30 minutes per day during first Quarter 2022

**Financial Objectives:** Financially healthy, Managed expenditures, Improved asset management.

**Financial Performance Measures and Targets:**

- ROI stock portfolio
- Revenues of my company
- Income and expense ratio
- At least 8 % per year
- 20% increase in 2 years
- Increase of minimum 10% per year

**Personal Strategies:**

- Accept new challenges continuously, update my personal innovation strategy frequently, ask for feedback, and be more patient.
- Become more intuitive and spiritual open. Do the breathing and silence exercise routinely every day.
- Not endlessly continue activities but define a deadline and stick to it. Pay attention to the quality of sleep, not the quantity.
- Continue current diet, less candy, red wine in stead of beer, and healthy food (fruit/vegetables).
- Initiate a training roster, at least 2 times a month a 20 minutes bicycle trip, golf once a week, 3 times a week exercises at home, and rejoin tennis club.
- Learn to do yoga effectively. Balance the times of stress with times of pure relaxation and leisure.
- Act more helpful without trying to gain profits from it. Provide positive recognitions and say "I'm sorry" and "thank you" more often. Be more helpful. Share more.
- Trust your customers more and understand their emotions. Encourage creativity and innovation in others. Be more involved in their situation.
- Genuinely listen to my eco-design thinking customers with more respect.
- Become more spiritual in order to become more empathic.
- Attend networking groups, network with fellow professionals, update my blogs.
- Develop eco-design thinking initiatives to benefit from the positive trends in this field.
- Make more loving remarks to my wife. Be open for her real needs. Go on vacation together three times a year. Create work/life balance based on this.
- Show more patience, listen more to my children more carefully. Take an interested position.
- Invest more in learning about innovation. Invest in my ongoing personal disruption and eco-design thinking development.
- Listening to my customers more patiently. Become a supportive listener. Learn from feedback from customers.
- Explore opportunities for professional development in the eco-design thinking field. Effectively translate creative ideas into business results. Initiate new eco-design thinking initiatives due to the launch of my eco-design thinking books.
- Following a Spanish language course. Read and speak Spanish more frequently.
- Pursue proven investment strategies
- Develop eco-design thinking network in North America.
- Invest in promoting my new eco-design thinking books and my eco-design thinking personal brand.
- Decisive actions regarding the launch of my eco-design thinking center of excellence and eco-innovation platform in Miami, USA.
- Act more pro-actively by being attentive of trends and developments in the design industry.
- Effectively anticipate on future eco-design thinking opportunities.
- Be more costs conscious