Career Management Portfolio

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Three competencies I developed throughout my MBA program that facilitated my performance in the business simulation completed for Task 1 and Task 2 are competency 3016.1.4: operating efficiency- the graduate employs just-in-time and lean systems to improve operating efficiency, competency 3009.1.6: improving organizational performance- the graduate uses appropriate data to improve organizational performance and competency 3015.1.2: financial statement analysis- the graduate evaluates company performance based on financial statements and other measures in order to provide recommendations.

Each of these competencies will help me in the future as part of my business career. Utilizing just-in-time and lean systems learned in competency operating efficiency will aid me in operating a successful business with limited waste and near-perfect standards. For example, if I obtain the role at Mosaic, I could utilize my new skills to ensure I offer competitive compensation packages to provide the most value to the employees that also deliver the highest amount of productivity, without overcompensating and wasting a portion of the budget. The competency in improving organizational performance will aid me in operating a successful business in the future by strengthening and sharpening my skills to utilize data in making informed business decisions. For example, I could improve organizational performance by investing in research and development to find which areas need my attention the most and would have the highest impact on organizational performance. In the simulation, this would have been the new, lighter, stronger carbon fiber material for the bikes.

The competency in financial statement analysis will benefit my future career by strengthening and sharpening my abilities to analyze financial statements and make informed

business decisions to maximize profit. For example, as an operations manager, I will need to understand and analyze this data to make future decisions related to investing, employees, demand, etc. As I completed these competencies, looking back at my previous roles in business management, I was able to recognize where these competencies would have been useful. I was able to identify where the competencies from my bachelor's degree had left off and where my MBA competencies had picked up. Mastering these competencies will aid me in pivoting my career in a more favorable direction that aligns more closely with my strengths.

These three competencies facilitated me throughout the simulation by providing me with the skills necessary to analyze financial reports and minimize waste, make conscious capitalist decisions that improved financial performance by boosting reputation and reliability, and the ability to properly and competently analyze the financial statements to make informed decisions moving forward that were in the best interest of the stakeholders and the company's success.

My SMART goal is, to become a Senior Management Executive in one of the following industries finance, manufacturing, or technology: with a Fortune 500 company near Lithia, Florida by August 2023. I will obtain this goal by applying to at least one role that meets my criteria each week and adjusting my resume for each individual role.

Through the simulation in my MBA capstone, I excelled and earn first place for financial performance on my company's balanced scorecard. Throughout my experience as an Executive Director, I have discovered that my career interest is most in analyzing data, process improvement, and watching the execution and evolution of process improvement. My Clifton Strengths are consistency, strategic, disciplined, restorative, and achiever. In considering these factors about my interests, skills, strengths, and overall career research, I am applying for a role with Mosaic as the Executive Compensation Senior Manager. If I do not obtain this role, I will

continue to apply with other Fortune 500 companies for similar senior management executive roles.

I have uploaded three academic or professional artifacts. I have chosen to utilize the Lean Six Sigma White Belt certification, both tasks for the data-driven decision-making course which includes a linear regression analysis and a decision tree analysis, and the first-place award for the balanced scorecard in the simulation.

I have chosen the Lean Six Sigma White Belt certification because it demonstrates my desire and ability to complete successful process improvement with minimal waste. This displays my achiever and disciplined strengths. This certification aligns with the competency from my MBA program of operating efficiency utilizing just-in-time and lean systems. This competency and certification align with my career goal of working for a Fortune 500 company as a senior management executive because to be a part of the best companies, you must strive to be the best.

Next, I have chosen to utilize my linear regression analysis and decision tree analysis as my third artifact for my career management portfolio. I chose these artifacts because they demonstrate my ability to competently analyze financial statements. These artifacts successfully demonstrate my Clifton Strengths strategic, disciplined, restorative, and achiever by showing that I can make strategic decisions based on data which shows discipline. By utilizing these strengths I am also demonstrating my restorative strength because I want to do what is in the company's best interest so it will succeed and because I am an achiever, I strive to be the best at what I do. These projects align with the competency financial statement analysis learned throughout my MBA program. This competency will ensure I am successful in my future career as a management executive because I understand how to interpret data, what decisions need to be

made to improve the data, and how to execute the strategic plan to ensure profits are maximized and operations are efficient.

Next, I have chosen the badge I earned for the highest balanced scorecard as my third artifact. This artifact demonstrates my strategic and restorative strengths as I make decisions based on analysis and strategy to accomplish the set goal and enjoy observing the company develop and become successful. These projects align with the competency learned throughout the MBA program of improving organizational performance. This competency aligns with my career goal of obtaining a role as a senior management executive as their core function is to analyze data and make decisions that improve the performance of the organization. By successfully analyzing and interpreting the data I was able to successfully run the organization without the use of loans, with increasing demand, and high revenue.