Yes. Those German. It's going to need to fight we fight. I think you do. Today. What we want to talk to you about. Your career is this you because project you will never undertake your life. Very few people and IT could be an image and plan for the crews today we have Michael Angelo come speak to us. I guess presenter Michael is a founder of optimizing professional coaching and mentoring consultancy and vice chair of directors International Institute of business analysis. If you think you'd hold IT close to the end you know surely. I'm delighted to be here and what and I'll and I'll I'll say a bit more about myself not to not so much to. Show off or anything like that but just to remind myself and you guys about the whole soldier deuce Walter. You. He's going to talk about twenty minutes got an hour I'll speak retweet about twenty minutes. You know ask me any time so that he shot IT was awful. Speak for about the similar sorts of topics I was sick of similar sorts of messages from his perspective that IT takes about forty minutes never twenty minutes for you guys asking questions like about careers personal development what have you. You know what he questions will be able to give him fully five minutes. Again once I start talking non-stop just to let you know a little bit about and remind myself about who we are. I've also taken to being part of two companies fighting on the Australian Stock Exchange. So I'm not why I say that he's not to see the people I don't share just remind ourselves in this room with us. I'm serious. Frank now you guys I know you know you've got already achieved and you've got lots of achievers ahead IT even between what was as well for a night when IT came to cap IT is the stock exchange interest rate and one of my co-founder so I'm not just someone who talks about stuff. I'm someone who actually in some respects is a little bit. Now I don't fire the Egypt around the world. Why don't you know mega Gough or anything like that and I don't drive a luxury cars but I also say on the other hand I'm doing OK. And so I and some people called business some people called and told me and quite a successful one in Somerset and said that I don't drive that flight of you gentlemen like that the Honda McCain having taken to come to this strange Stock Exchange and see both still listed. That one's just been bought out. Again by C. C. that's more ninety eight hundred thousand strong company around the world which is also bought a few services. So my little old company a lot more people will be again I have no further ado. I'm going to talk about unlocking a potentially big more of our myself. And a little while I hope you know involving in the city that I was fortunate enough to have faced since my grandparents living on farms in the Golden Valley Victoria is about two hours drive north goal Valley. They call IT the fruit bowl of Victoria has lots of orchards and shepherdess B.C.. Through cannery etc. but I think plenty of my childhood days in the country Victoria synonymous with the area of Shepparton is the furphy water tank one. It's my my doing there we go. The surfing water tap. There IT is it's a portable mobile water tank. That's an action one group more than once in that furphy and you can see on the Maker's Mark Jack furphy And so there may be a shepherd or when I was a kid I always thought IT was pretty cool because I was in shepherd and shipping and that's me. More recently cycling on top of. Now Buffalo and I saw Firstly water taken up pointed I got my brother who was with me at the time to point as I pointed to the verse every furphy what exactly the same verse stamped into the steel good better best never let IT rest. You good better. You better best that reverse. I sometimes think it's a curse because stared into every water tank and I'm going to defer to the news even shepherded and they've got all the tanks there from from the non early night and to. More modern day times. Everybody wants and it's got the same verse or a curse good better best never let IT rest. Do you good better. Yes better best thing about that kind of become my motto. Always who always try to go from you. Good rotationally good to okay better than okay to better and better for the very best you can do this talk that I'm delivering today hasn't been concocted you got you fat. In the industry off given this talk. Three times in Canberra. In fact one of the government parties actually paid to get fear someone like me they had a birdie. I think you know I couldn't believe that having been through till I go to a government apartment utilities or government program delivery professionals project managers change managers creators. I've been to Sydney into this talk of the silly you know when a few times I went to my aunt spoke about IT and the Industry Association conference in in the US. I had changed too much on abbreviating IT and what I know why I'm not changing IT at all much you guys hear what I've told twenty year veterans twenty year pension thirty veterans both in the real world so to speak who worked in the corporate world small companies large companies self-employed contractors freelancers who are still exploring to try to work out where they're going to read IT and see what I'm sitting here now thinking through you know i'm hundred started proper You might have done instantiated something like that and you're wondering where you cream might go ten twenty years later might still be one that's had available way then if you couldn't started a plan C.. We started planning to see IT now and discovering where you might go if your career and and and this talk would have given to you know your more senior colleagues work around the world. This includes to what people like Walter and I want to get over the years up front we talk about why to create play in the first place is consider critically. We talk about creating your success and understanding what success means to do not what IT means your boss is not what IT means to the boss's boss or IT means the person sitting next to you. What's your sisters means to you. Of course those people who I mention your boss your boss's boss New Years and your colleagues you say holders their success of course means something as well they're stakeholders. But it's important if we understand what success means to you and then executing keep doing that and action just relentless contention the leader deliver the lever. That we heard earlier. One of the most important progress we're very sort of talking about this and I have cells and what have you know for a while and the most important phrase if you ever work and I work on your own project on yourself treating yourself like a project and I keep using that analogy because we don't work on projects in Christ. You know sort of for employers enough to your project to do we work with that in a government department or you know the part of a retail place or they want to implement a new I see system or new payroll system or an urge to do two companies together. Let's approach IT or you physically move from one building to another building and that's appropriate or you've got business as usual you treat things like a project but too often we go through a celebrated going to use as an analogy to why the creep made the first place. When I deliver this talk this version of The Talk. I keep I always keep this one. You guys that always bring me back to when I lived in my one out of bounds critical to me that the guy was more like I said in Melbourne Australia with a tame sounding name or jell-o change. And the centre's going to be fully speaking my mind was saying my name is care which is all I can tell they and definitions and they loved IT because IT is fun and so I keep the that's the shipwreck off the coast of Italy happened in January 2012 the Concorde Quest Concordia I think IT was called 2012 people died and the captain went to jail he'll be paying allegedly and he's literally waste is making sure the Navy rock bottom as IT data. That was January 2012. How long do you think IT took before they recover the last body. He guesses and so still have a year old that have happened in January 2012 they didn't recover the last body to see October 2014 under water. A massive amount of selfish curd they physically removed shellfish as well because they were worried about the logical disaster couldn't find one. And once a body. They had to recover the ship and they welded all these flotation things is on its side waiting went on two years more. Planned. You say box back in Australia. If you know you're already. Multiple world record holder. When I look at his body and how fast he runs they say he's lucky balls run built to run. He's so good. He just gets out of there before you this sunset bed and races you know nine point seven seconds or whatever IT is and with one hour no seconds over one house he does nothing in between four years of Olympics. I put IT to you that he would have strict rules they claim they live by a team of professionals and he works so hard and makes claims you take a plane into another degree and say me that'll do you think that's a flip or what I'm saying is that every aspect of life playing is important I think we all know that we're not of this talk in the conferences I have people almost falling over sleep distaste as they say get off. We get planning what was your point. What point is that I don't ask the audience. So we get the play is important here you get to have a view that forms a review in your career or make me stand up for the hand that everyone of the hand that so we'll just we do that you understand does not say that you had a performance review. Yes yes that all there had been if you had thought about the performance review and thought about IT in terms of your personal development must can't stand straight up straight away already. So the games can go down so that has forms with you through their eyes. They're trying to negotiate a paint truth or something like that and then Already when I ask the very first question how many of you thought about your career on your person of the golden based on your performance review some fans go down my sense they are just good. This is a hand you committed that those thinking and put IT on paper that half a chance. Come down so hard to lose the letter to the commissioner of paper and give you. Which referred to that this is a part we thought about your you feedback that handwriting prove yourself that we might go into a career and truth out of IT on a regular basis. I fancy. Now how can you turn that is a leaf. If you had left the matter where I go around the world and hundred people to read about fighting that is there twenty people in print. Probably never answer is that you know Satan agree working out the planning and putting plans on paper a really really important to everything in life and you put your career plan and your creative ideas or points into a plan. OK I can tell you a bit about thousand people in eighteen times hundred people in a room or twenty times fighting the room read what I had out about a thousand people on account of what one meant to attack ten twenty people all the thousands hundreds who actually write planning a career plan and I don't want to embarrass out my senior colleagues here. I don't think you've got a plan ready to go on and you could be we've already said it's important we know it's important and I can always usually stop at this point and I'm out there in that in the wilderness touchdown with any piece of stew coming out to embarrass you. And I can tell you why. So over the very you know if it's a song I can take a while because it's friggin party get QUESTION What about say robotics is yeah pretty much and it's in this this emerging to such an extent where there's. What's going to be happy IT five ten years isn't even. Yet IT doesn't exist now. So how would you create Yeah so that. Yes. Saying robotics. We can't now imagine where everybody's going to take the world in five ten years time. So how can I sit here now plan what we're five years ten ten times when what we say you know what IT is doing could influence all our careers. You know that said why bother very good question. You come back to I love the question of answers. So given that we're not putting plans together. We've got to start somewhere and so then I usually ask the audience what's your success. What drives you. These five ten twenty year veteran some thirty. What do you do what do you know it's a bit of a stunt then eventually people with the courage to say yeah. Why do I do what I did I got the policy out there so that maybe tease out the fact that yeah we need money and success is very light money. Absolutely. Less. We shouldn't shy away from that and if that's what drives you fine but is IT really money. What is your success really happiness satisfaction all these things come out and I urge you. Started your career practice writing these things down. Why do you do what you do. Why are you doing. Robotics and asking them if you could really want to. Why are you doing. Robotics Why is why are you doing accounting. Why do you think this is me and why are you doing. I tell you why. Why is our political elite you know literally why is he doing what you know and so you start asking yourself that question because it's not easy. So I think the answer to you start having the courage to answer those questions than anything is IT is all about money. Fine right about how much money. Will you have $100000 $200000 very thousand dollars worth of money and if I think about that. I'll give you an example. A colleague of mine really examine a lot of this example if you had a long time ago that keeps coming. Happening all the time in my own shape or another colleague came to been seen by me that there chap at a coffee to go on a pay raise and finally have my own company at the time I was there so I believe that working for a small consultant when he told me how much you wanted your you know you you know IT was way more than I was you know I would hope IT doesn't seem right to disagree with you. So I treated seriously when I asked him about have a look. Wasn't so much about the money at all about the job he wanted to do and he was you know said What are you doing today. What he wanted in the future or Galloway what he was doing today and he was seeing you because I spent a lot of my time in I.T. he was a person who created testing violence and he created data for the company to do testing. So he was creating tables and extracting data from that one system and loading up another system the UK is quite you know using tools and is IT an I.T. programmer type person database specialist type person and he wasn't happy doing that role he saw himself at the other end of the spectrum being a consultant a management consultant didn't buy us and IT wasn't even so much about the job either. It was about who he was and how he saw himself and we want to be want to be someone walking through that and this is that many people never you know when I look back I wanted. Someone will walk into a room. He won't have a presence. You guys buy something sad a workstation in a way. You know no crashing stretching type person. There's no right or wrong with any of that really was you want to be you know anyway be articulated of chaos and the more you look at Sydney you get that sort of money and receive IT and when you're over here. See this looking like this type of person if it's that sort of money over here. It's got you know national international profile. You know he's he's you know a trusted adviser. So rather harshly in my life. I think IT was a laugh and laugh about IT because he's about who he was who wants to be and this is quite some time ago we started playing Go figure. We looked at his current stress. Why didn't they say or do you kidding. You have to say this opus is that this case that this will happen often happens when you think about we want to go about how we're going to be there. I can't move on and with that. You know what we said was when you good. And fortunately he was fact passionate about testing and he's pretty good at. What we call stakeholder engagement is good if he could make you have a conversation. Mr. Cheney guy personal accounts and strengths were testing passion ethics IT and you could hold a conversation made by a contact for good fun to talk to so they stress didn't focus on all the negative is that no one knows you know what the president announced of. So let's develop the skills and build on his skills which I said were strengths and went to stablish a profile and this is in the days before the internet so some headway to get out there that you couldn't just jointly in and throw a few jobs here that somehow didn't work at such as you profile some people people knew who IT was and paying the big bang big money so we had to develop a go from a project based sort of do this do this to be this you manage to do this and do that and more to one more consulting role if you can devise and that I think would you think that what you think and more sulking slow roll as opposed to telling you know IT tough task. So the role and I suggested that he needs to deliberate white paper in those days you might call them what happened on speaker circuit and talk about your experiences and if you experience resonate people you drained of your profile start to grow and to get the area to join industry Stacy A She never made that first coffee. Give IT a pay rise to some of the original paragraphs but somehow once we started to put in this maintaining that you both had away feeling really good and you get high rise because you had hope. So I think you know. So when we break down what we were doing an ideal of this intuitively what we're doing we're looking at his strengths and weaknesses and his likes and dislikes we started working out. Where is one of the Wise want to be there on a pay rise. But why. And the answer of why they basically start things out is that role. Two years where I got to be and then we started saying how can how we get there will be stances witnesses more about what he likes to do the stuff we've written the next year and we start looking at also things like what is the stop start continue the smiley faces. My son asking this Self. I mean he asked himself and I like you courage people all the time job. One of the things that I like to do today that had been so your project working the syndicate work when you go into internships and you review and I go. One of the things that I did you know in my doing and say one of the things way too. Or did to that she started to continue to wonder that I'm doing you know she continued to work things that I didn't do the Russian started I So you work. What should I work I could or could I have done I didn't do an internship could be for instance I'm glad I could research before we could find out about more about the industry I was going to last better questions did not proceed to ask at this time to ask more questions whether they worked for a smaller more approving more change or whatever whatever whatever comes my menu be free that some people along the way. In other ways were things I'm doing just stop doing that ad behind so little to stop starting and then you validate what you think I'm going to someone else say for instance after this thing. And what really goes badly was one of the things like these two that really communicate what are the things that I didn't do to assure that one of the things that I did was to stop the e-mails a get out of the place in direct fact something what IT really basic things IT journey or career and any cruiser restarted. You know ask yourself. Tomorrow. What did I do during my horse that worked really well. Well did not do IT on. So I think my key brother or kid sister or the next door neighbor's kids that go to you for guidance. Right. You then say you want to do this. Can do IT and then what do you really do shouldn't have done IT you know that if you sell just beyond repair and then some other tools and techniques and got you. The highs and lows. Either life is saying OK I don't know what I'm going to send his time. But what you can do and I don't know what I want to do or why I want to do IT. What you can do if you or you can look at your career for your project work where he rubbed you in your career. That is now and play up every time I felt good on my projects or any anywhere I've been look back in history say a couple of years ago a look of X Y Z project I was in that syndicate work anyways good time. Ask yourself what was a good fun. Was IT. The work was of the type of work I was given was the subject of the company IT was with or with appropriate will solving. Was of the people was the location of the clothes I was wearing. Well your choice. Staying home when the best people around the house. Some people just to suit up. Was IT and write down. That project next project in the project after that were all yourself good and right down the hatches use of that project and why and plop them down then easily. I mean I want to work on one of those programs right now. Why you might know why the rock in the activist approach with people could be the location of the drive two hours every day. What do you really get paid enough to do IT through whatever IT is was boring and IT was boring because whatever put all point is near because once you place IT. You look at IT you look from afar. You never look at that chart. You might happen to all of you know like maybe cover. Whatever happens regret what you saw wherever. I need to stay. Yet industry. So I might have to stay in the automotive industry because the last I may need to say. Aeronautical industry because I love everyone or I need to go for the metal industry years because all my high around surround myself with people with energy. I love people who live in Maine. Maybe you love people working with animals. So you don't care where you went to what you wear jacket how much you can pay as long as you're working with animals. So what I'm getting at is a lot of people who want to know what I did with my career as a force of ad hom that will challenge yourself. And let's do some good deeds do some of these tools so action without planning to futile that people say Michael you know you're your enemy the passion here that here yet IT took me about ten years of work he said you can't sit here to get my desk ICT passion so they doing something doesn't matter what IT is along the way you get passionate about something you know talk of Walter we like you know talk to the next guy to look at this guy a pattern of being Berlioz in robotics and I spoke to three people finally sorry was so reserved for some a robot. It's not some conversation starts right now getting passionate about IT. I feel like having a conversation maybe for coffee. Later on about robotics what I'm getting at is action creates passion Yeah we've got to you know you don't want to be an extrovert like a movie that thinking doing creates fear to do something I DON'T KNOW WHAT DO WE WANT ONE creator start to do something in my creative passion. So without without example before those of us have been on process would have done perhaps and as IT is. Current situation assessment. If you've done and gone into an organization and they want to fix something that's difficult good starting point is how does IT work today and where does that need to be tomorrow. Trying to align IT to a approach ICT before you think anything in the project world or is going to merge. One company so another company or receive go and gazing at the window. It's is we need to make more money we need to improve shareholder wealth. We need to double our sales whatever that to be a year to find IT to be a future state they started to start somewhere and so K That's where we need to be where might today. Such a saying with you. You know you could self you apply the same private disciplines and you come from different some of you in here might be engineers or writing people or H.R. people. Whatever your background. Whatever you do in your professional life at some point you'll be asked to improve something do something work on something and IT very first thing you can ask is What do I need to do in up to you and where and why today and I have to do some steps along the way in a project will or in a professional sense it's called a gap analysis. You may have heard that terminology before. There may be more leverage current strengths is what we did develop new skills is what Daniel did he. And we established a bit of him. We've got a consulting role he joined the testing Association he wrote a paper and he delivered IT and that kind of looks like a plan. It's not. Because that's just milestone this well saying action unless you execute IT. You get stuck because IT just becomes that wish list looks like a plan or what we did is we said okay. I took an action either I wasn't a director of the company I went spoke to the directors and said we've got young Daniel here. He's frustrated he shows a lot. I think we need to get into a consulting role like how we're going to do that. So we talked about we can you know part time something wrong that wasn't going to put him at risk if you had to produce IT work. He took my four week. You know part time consulting Rob just to get a taste for IT and testing skills and testing in parallel. So that in week one after we had our coffee catch up on we do this thing on a table that in any parallel started researching and testing associations those days you couldn't just quickly go on the Internet. You'd better do some research we found the testing Association made contact with them and we put in work to. That after I spoke to the directors that they wrote a proposal could you name IT and I followed up. He started and we went to the testing socio Qand next forum and the My point is we had a milestone X those big four points the milestones that we had active actions we made on a weekly basis. Week one week to week group to me in modern day and language sometimes miss might be outdated already but we had ninety day plans week one week to week three week for this book universe and that together we don't see action that action that action. So we did for milestone. Action Day action that we did other milestone. We didn't just sit there just wishful thinking and together. That's what I call IT that I'll play actions and that's Instead what I see miles and get up later on and tell me from IT. Invalidated what I see is a typical action plan with five bullet points. Typically what I see is that I want to continue to do what I want to do a new career by the next twelve twelve eighteen months I want to approach a course I had I struggled with Excel tables and you know macros advance mag rows and whatever in Excel I wouldn't mind and so. Also IT sounds good. I wouldn't mind going to be Data Conference. It seems really interesting at the moment one in Queensland the Gulf Coast of the mine that I wouldn't mind being project managers if I may be I'd be a be a certified and that's IT that's IT development five bullets the police paper might have the company's logo on IT. Nice tables in this and that looks really really really good with the paper it's written on this do something about IT and without a plan. This is what I'm saying about a plan. It's never going to happen. It's never going to happen unless you sort of got some in the drivers most people don't have and I've already said I've gone about 2000 people. Most are people most people are lucky if they do that level under a plan. You know what I'm currently everyone here to do is to put a plan together and as I say history week after I intend to write IT. Its constituents will give or to England's prime minister to possibly guys because you know if you turn the previous plays well proper play like the heritage and the action points. The milestones into a proper quality play. Yeah so. In in the in that you've been on a project at a company with as an interview done an internship or anything like that not an internship I've gone through. Yeah yeah. And so having the process run for problems couple months. Yeah right. And the start of the project. Did you think about what the outcome was. Yeah yeah and you thought about what we need to achieve and did you think about what success was you know sort of and if you think about. The criteria for said yeah yeah. So here we have in your experience. You've got a two month project it's appropriate for etc.. So the very first thing I know I'm leading a little bit of very pressing before you start thinking about what a successful like in how long our hotly contested. What a group of probity pre or the assessment criteria and I very much like he always he always. So it's been brought up often before I start there with this problem. The game. Sorry. Developed decided where each of the birds had to be. Of yet to be worked out what the milestones were to fix that success and then you work out all the tasks of the activity still a little steps to achieve each milestone. And then you probably estimate how long IT takes. And then you probably work out what resources will tell you this is my only one there. You know I need. You working together. More than one person was going to frame this Gallup papers or citizenship ministry deadlines like for the event that event that. Way out there. I mean he's not doing a lot. I fancy you know how to do IT is you've already done IT yourself before on appropriate apply those same skills that same technique on yourself exactly as you were you know. Brought IT up some time he says. So in wrapping up. I'm way over time in wrapping up. What do you hopefully what you've got to learn today. Well no one. Find IT passion fine. Well you know I've got to believe in something to say I don't know. You know started to say you don't know my answer for my asthma do something. Try things to describe that you distribute that whatever and out of IT my final twenty things you know club in which case they do that. I find the 21st and 22nd the 23rd that mention you find something you really interested in reflective but over when you know the phrase is more than that in the know you want to earn a living always in that world for free but somewhere do something. Find your passion to define your own success. We really talk about that and you doing that all the time when you realize IT or not project work and Yara complied. Trying to get renewed at your internship you want to hide your get IT worked out that there are only you know I you know I think how do you like that when you work section section defined except action creates passion. Here's a thing in my research I found out and I've seen IT myself. People turn up. You see. Now you see the change in what is sixty percent of people going to work and a totally disengaged 2011 Gallup poll and I read this in the paper or not this is what got. I've got to be a bookmaker I looked up this Saturday two thirds of the people with disengaged Australia or into the meter and a professor from each of you versity studies in the US one third of the people that another third or so at this you know it's not no issue of the number they just gave IT self service engaged they bring in other people there so I think one of the IT was one of these communities that actually yes I think so. You know one two three. So one of you. I mean to you you know when you can't work one to break through you know I only wanted one two three. I just bizarre spend so many such days and hours at work. Why would you try and be engaged and have fun. The trick is to find what is what isn't and reflect act play into reflect a plan. This is what you're waiting ready made IT is late yet when you Cessna's you happiness you do some work. You finish work. Guess so stiff left on IT you know yank through then go again and all I'm saying is to claim yourself. I think you know I'll keep IT moving and going to Walter and I want to come back to the question about what to do in the future we're going to offer you what it's done to them. Yourself. I was just getting yourself organized this topic in my experience is a real topic and not just got back from overseas and in talking about the staff in some industry quarrels so it's real and I'm interested to hear what they call a break up. But after all IT isn't germane. I think as well to you and I've been working with my God you know for Plovdiv and came up in a nice report that he might just start my caresses still Virginia and he went to a T and book in the good as on this the conveyor Yes Well for a brief I was to develop all before comping cop on IT. The bottom of the plus one and IT was the good stuff that I was involved. Just like what Mike said earlier as far as your career is concerned is something that you yourself can quote and just know what I've done is that after five seats in so urging you know your ring in the teeth I decided to move to a team and stomach referent bottom up as a developer I started to see small talk about something like And I think of both improved and all the time I moved into a project management. I'm not. My focus on breath is a trip and if one of those old current topics that we discussed a lot in those three primary cause of the last number of fair just beginning. I see business defence to inject a central right. So what I think is covered give afternoon reflective. Give IT a gender. I'm going to describe what was a project this I know most people have understood but the project but is still good opportunity to read through what you understand to get to a jet like the projects that can be but with this type of problem to put check when you will and this is the one concept that is important to ensure for exactly that regardless of my from doesn't you know. The cover that these are on and one artist who make a rose. I think Billy found in the talk at right now. They may have went up on his free will. History will also be placing yourself as you plan your career smell. Because I want to make a man in the field something that you can control the next you really do talk about me is the concept of a Tripoli that is a play in the real world as I play in the industrial centres call home camp and show that yourself what I have done in the cost of my career to move from one is a pain to no right and is one of discomfort OK and with someone with I think a lead. Followed by a just custom run so. What as acting is the project right. Years ago when I started off you know dust free. I want to get me more obvious and this is not the boss or me right Walter. Yes that's when everybody you move you are hard to do IT and you have to an interesting stats but the reality is that in most organizations. This is the typical talks from you John and the OK you good. I mean I think that we can manage as you reported a good many of deep anger just made one that was not the many I did you know I mean a vision that I got to make and different projects always go down that were great you move on to the next life. Right so what exactly is the project right. Feel simply up to check the truth and ever undertaken to create a unique product service or results right and a common definition of attack burrowing and adult but in reality a factory has no hope of life and want to be spent months human and a prime minister. There with us because of him and will get right. You'll have to define to be killing and in time. And it's always a conflict as you find to be fair and and beginning and in time you have if you find school and we saw office. So what was IT project of us for three weeks best month on a month. Right however one of the problem being and told in the real world is that more is better not right. Of big business in the street this field to move from is not that he was not here to quit. You know if you business initiatives that we need won't go fast number of business initiatives that most businesses of all may be different group business in this if you have to put your misunderstanding. Right. Homes and sell that because commission give can use those they sought. I give them an example of I work in a bank in a moment. Right so you'll hand on a group of business analysts and come up with are you right there when I'm coming to solution but because I have no idea of how to implement stuff. New Concept a new idea right. Known as I'm going to have that non-issue and that whatever that's been proposed and believe us can be implemented successfully but IT is a common problem. Right. So I went back to implement but the new on average exist either. There and I did IT was HIS be brought to the market and when a customer sat using IT on the Internet that wasn't there because a good idea. Implement IT. But not under federal funds and ensure that IT is communicated to the rest of the world to anthrax. Have to access but. So do the other business in the UK investors will for Philip on this run and for them. An expensive part of the business initiative. I was larger continuum. So maybe IT wasn't because you could think of conjecture management right and just one part of the business in keeping you miss up to other important parts right. What was on before and what has to be done afterwards to anticipate that. So what is a continuum right. Accordingly will give the communistic with the stump even a view. As with the full value of their idea when is brought to fruition. So we talk about who gets upset if not so much as just being so powerful in the poor management. Preferably but also hundred can and churn that I guess you'll have to ask if that means that some Catholic any hack that you've been to hang with the SO that right is about delivering the full value of that idea front. If nominated they should write that was no the little story about how old the ruler in the front. Do you know you may know first of really and for us but the cost in the thought really nobody understands how much you actually think there is a second level of the road be much better on the grace of divine you comply with all of those we quote international standard at that time but a question is that the people actually understand how much of IT ICT me tell me and the requirement offer you can do that. So you cannot really put up but that's all bad because you button on the whole community left letterbox and the comment is about yes. Important not to focus on technology for the sake of technology and then what happened with mods or none. Right now. So in a meeting with the initiative that free media will certainly need to consider the right the first one is that of a business analysis. As Mike what do you make imagine that idea. You need to understand the para as this and to identify what is that should be a step so inquiry that active due to begin analysis right difficulty exist in our own you know their business and as Best Newcomer live and I think become a bit I guess my question is that from this I guess he or she need to transform IT into the United States so that if one is back some hundred in a place you as polluting of caravanning you think you and I like but in the current state of US Your intended finders to adjust their spread so there are you can be applied to any. No faculty in any business in a ship did. If you could get management. Right if you management the idea of a jack of program manager used to create a set of deliverables based on. Our book of business and he wrote. And this is where book organization right from the problem in terms of sound and business in this and gives hope because typically people focus on the deliverables but you have no understanding of what actually intended behind. To be and out of this right. But nevertheless this is that. Second wants and. The last role in any of that's absolutely person initiative. If the need for what we call change management. I think the key management role. What part in any business use if you if you make sure that the full business value is deliver. Right you make own and run without looking in the bank right. I have seen stuff that's good business interviews and also not for some of that. This really goes so far for one important project manager of farang managers minds are actors able to appreciate that continuous process. From business analysis or the way to change management. I'm that important. The reason because a lot of new donors willing dusty. Right away. I want to become a PM thing I want is you can't put freshen up. I said if I can get a manager but you really understand what is required to be a successful project managers. So in that industrial We have a lot of people as a twenty four hour Yemeni but they have never done anything to deal with a management working other person but because they border so this litigation sort of stuff but it's a case of we don't understanding how this a distinct Eastern. Whatever qualification and Huntsville work is important that when you take on an indicator of Cancer Society or a piece of IT how can get and months to talk about in the future. Was quite right. Sometimes you have in the marketplace a lot cos of of the millions but the vested result what other generation but reality is that we come out with a. Once IT is a trend is no need for housing and sure that you are too cheap to hunt to do for yourself to be employable. Right so if only for you make euros in any business initiative. Right because a narrative will Jeff anybody and his management now with the concept of up to betray the USA. Eventually the content was a perk trap do you know if one of great manager of royal manager able to manage that business and then at the end because that's a specialty and one that many of you all have back but to be able to manage to do jack durable certainly well and I think you'll be able to understand and manage their case management process but no one can understand that indicate activity. Business analysis will get management and test management for the benefit of the sponsor and stakeholders right now does sponsor and a stakeholder or have a big influence on half professionals you are. Right those days where the concept of the first parameter is of confidence people to make might be able to manage that business and as this process that will get management of deliverables as one of the chief management process. And your knowledge for Person one to. We were able to function as any to befriend you know. Right these are some of the accusations that I was recommending Of course as you've gone on to be thirty five to get the required competent and skills. I am one of them of Logan's I'm hearing that international services and other cities where the focus is on analysis skills requirements gathering and understanding the needs of business right. The next one is the Yemen the project management is that you see where the book goes with trade mission early in managing the book on freeing time costs and school. And lastly the change management to deal with the focus is around himself as an astute cultural and behaviour change managing and forsee these big change. None bigger thing at the heart of this different set of competency and contribution to the birth of any business in the shift if I'm wrong and now live to them forget management and lastly change management. A separate meter is one that must have an experience that convinces me as well as. As IT was evident. Right. To perform any of these rules and. I'm one of those few months to have the pope. Get your tree areas and I'm concerned as a triple threat either in managing business initiative by the less important. I'm sold. But the analogy is to put your management right through to change management right now. Regardless of what. So this occasion of qualifications you have one ultimately have identified that in all of the three areas. If are some of the sixty common competency. So you have to become a project team up with her manager. You will learn about the initiatives give me a good tool. I hope you become to see right there that they noticed in you also learn about leadership skills and the same thing with the change management is that you ask about so did I know common sense of competency and that we don't mind those abilities and I was able to function effectively in a capacity that because interesting lives in a poor country to be our common skills and competencies. So those what. Either of us know. So as and down your career what we can you write to me is the real one. I call IT make a failure. You need to continuously conduct. A self-defence when or where you are now and way you want to be in the future. To rev up of right now. Don't make the reality as a civil engineer and I think now forget IT and move into something more in kind IT computing I don't do them five. I think ICT interviews computing and some of the laws of the run and so. Program are right for this half. Some my career I do continue that statement of our one to get where I am and where I want to be in a future. The important thing is that in the cons of this cell that at that moment you allow me to the opportunity to identify and one moment of peace not to Jack spectrum potentially and house your own family as well so that was a right kind of self-assessment and I always get a cup of tea as I you know it's good to see a country aspirations and what you've been will for you with your fellow colleagues who your friends and clients mean I assume is are on. My bubble I really don't know what I always do give or make I'll be kept up every so often and bowls of ideas as well as be ready spec. Next why the skills and competency and this lack was if you say what we want to do right that you make of our future management for saying as I always forget managers and if they want firing people. I need to remind you to become a C but this is a need to understand what goes on before the solemn work and finally I feel less and event you know when I want to use IT if I keep many some fraction as well. I still live my life. You know as workman. Talking to a pianist and identifying what artists do use a competency seeing me in order to be successful. Right and lasting value act and various passages of engrams but I most won't believe that and I always make IT a point to a time. I mean you know maybe van. You know maybe bands as much as I give you the best there is always that exactly where are you good and bad looking. Cause you get to learn your contact meet new people and by the way as well for their first real life. So from my brief presentation you know what I'm Rob. Do you figure with the understanding and appreciation of what I would get continually upon which in this case as I mentioned earlier back from the beginning and IT seems from me as IT is either which building change management. When do you believe that in writing and interesting if this is what you can impose yourself as well. You do IT. Agnes balance that's gone and you say what you want to do to achieve but own value for yourself. And we need to do if you do that you know listen I think if I was us that means you're right and I'm as a fan of God and but a blessing and trying to look at doing and doing well so that you know right. Makes progress toward his regular life to train up I join you professional mind you and a failure but IT didn't have to mean giving monies and experience that well not only from and you balance out but also talking to the people of the happiest moments in those impact. And I hope competent people right. Do you find. Those eight of the result of injuries management. Trying to find more I'm doing a play that for this occasion and what I did to recklessly was to apply that qualification as well and always chatter that there is called Do not you say dislike me when you are today but I will tell how you doing. But improve yourself. Run so that at the end of the shop presentation and I left with the floor. For the attachment. I did top of all I think questions for myself. And for my guess. Well just go for IT and get on my hair for me I do both right and Spike is facing questions. No. Odd to me so fair if he were to event on the face of the line you know I really do know was do the right. My definition of fair is to be able to compete my column by the right. We have called group and hope IT is going to join. That event and I didn't know IT was a very severe way to much give be in a poor get management office. I get to interact with all good all their computer from appreciate. What computing ICT five and eight. But the settlement throughout IT all I want to move on to engineering and ask myself what the way to be Jules acquired. Was that what you're going to want to become a programmer was you want to know my definition of the first the first big unbidden to my past my doc about that people reek of Con right. Not the money is important but the satisfaction you rise from what I'm doing and the fact that code my post that you want to know and show my future success so there Potter who are all I know become of yet. Is that he paid his way because IT was that he fucked old tanyard as a manager you understand but you know we could get management now and good enough to get in that city. Plus work over a rock that you've failed. What does you know do and half my clothes be myself that you need to Jack in recovery and therefore I feel confined that will be due business and as this topic which is management tool by definition after thirty years. What I can do to save me now and half my future and. There's my definition of the first. Different time to change is that I'm never for a long time I say I just want a baby that my success is going to going to consultants going into quite tight and making a difference. I had to go along to make a difference. You know I was making a difference. So so all of the first to go you know I don't want to be one of these people who turns up and just feels that what time she got Don't hours and then leave and then forty hours to get paid or actually make a difference. So what is making a difference means you know a great problem solving analytical thinking to you know changing the state. You know sorry to keep using those words but you know make a difference. Making people smile making they're making their workplace. More efficient. Making things easier for them. You know that those things. Yeah sure. Successful So you know that IT was a says you know people facing life and kids and or something else to think about then you can leave a legacy and money and all these sorts of things. So yes yes. Money just coming to that success for me especially as I got older is more about being very you make a difference in the organization to be successful and. A time frame. It's always about the other thing and that is skycity about continual improvement. The way I summarize good purpose. You know I mean that I say that with all condition I'm going to say pass on. Yeah so successful but he's never giving up and never leave the rest to you good actually. Invented a few other places you sort of okay decapitate can you know cases that more than a case of despair and you bet IT comes you very very best and then as Walter says he reflects and what you thought was best or sad and you have a change of mindset. You know something circumstances change and you get on again and you keep repeating so large is a continuous learning journey politically. There's a motive to make that out the question that we had earlier so everybody else is. Coming You know you know where what's happening in the future. So how can you plan or if we back up to that slide. So I don't know what's going to happen if your side of the sixteen things I think now was as you know I think of IT. We don't know what the future is we don't know if our jobs are going to be automated and replaced by robots. So how do I know what I've been planning for one thing I do know something I already said I enjoy the problem solving joy and little thinking I enjoy human interaction a lot of people make people smile for me to psychoanalyze me I need to be maybe want to do something like that. You know or whatever who knows. And now if I look about look at all the highs in my career and then we're not talking about my career raising I was to work before us a while of you guys to work. You know wholesale fruit vegetable margins at full screen out there and I go to work and unload trucks at 1:00 in the morning for a best seller and. And I got as I agree satisfaction about stacking those boxes and sorting the green tomatoes and the red ones you know a lot of things and stacking and diced and even really is that like tightly managed to stand up nice and then I start thinking about the double and triple hang the same thing box. They're here they're there. So I was always into this problem solving. You know less of the stuff that was part of who I was you know and then I don't know what we recorded ago but I look at IT every role we do we do and what I'm thinking about what's going to be really important perhaps for me especially time management thought let's go over time I talk too much. It's about people stakeholder management say and about estimates of just pick three no matter what I'm going to do I reckon the future for me. Could be about improving my time management skills. I state culture engagement and maybe your estimation things because maybe you know I think I need to improve but one thing I reckon I'm really good at. He's my interspersing skills and I reckon I could read people I actually do think that if I can do that. I don't know where robot is going to take me but I do know I'm good at this. I need to improve those so I'm going to have faith that if I improve myself goes there is an eye level is what I'm really good at and pick up on and my weaknesses and engaging Have fun of engage my good to better in my bed. The best. I don't care what the baby's name changes in the future because I remember laying on my feet and what I do is week one week to week three week forward five month one month to my three my four I thought OK. I don't know what I'm going to do for my interpersonal skills. What I could have got good decent research. Going to a course I could then practice two or three new tasks new new skills and next time I meet someone which is what I do I do the service in immediate role this is interpersonal skills and I've done this in the real world. What's this is what's your reaction to how you know that you mean something which we've gone up to males females look for him as a prep you go. Some people or some people that might not partake in the personal skills to the point where I think my mind away and it's become a bit of a master. So I think I learned to watch group language. You know it's easier. So that's one way of me. Developing my skills have all these not caring about I do care about robotics and maybe I'll get more analytical and more a body myself. Still as you know Course I learn about robotics more but it's about finding that your way IT putting a plan together and growing yourself. Most of that was because I think it's neat what you think we can give the stars. If you know what we're talking about here is this issue. I ask yourself questions what skill set what school. Pastor is going to place mostly Fontanges for you comes right and. That's not simply a specific narrative or front line that broad approach that that will make you function in a number of different technical areas nearly ten but you toss up the question how high how high are going to realize benefit. They intended for these under success. What do you get what skills you got to get a lot of very well it's fascinating and some of the few people I doubt is interested industry certified by as a project manager a business analyst and change management person you know the employment has evolved to work you know most of the skill sets that are required to know when to function and when I talk to about why he does that and any answer to me and I say so critical coaching you know I keep asking questions like your question to me was what the property. What how do you define success my media actions I'm so practices when you try to success. You know turn around you and get you know you know robotics and whatever I find these answers as an atheist while still is on a continual learning league journey as well and it's all about you know doing investigating these in and adding value and making projects more successful especially about. This. Personal development and the challenge is most people out there in the real world. Don't give a rats about IT but do take IT out of the frustrated and angry that disengage and six percent of people decent. Quite at work there. Tina. Feel it's time to go home and I'm not sure why they're so frustrated and what I'm what we're encouraging you know what the election is an encouragement and reflective to give out IT and do something about you know get angry for us IT means you choose to be positive consistent compulsive about the plan and practice now. Don't wait ten years twenty years so practice and practice and it's hard it's humble like you can get a raise in a secured passion d feeling there's so setting you already list of questions you use consists of the school system. What industries the people in fact one of the interesting thing is that when we talk about change management fee or put a management concept is a potential client talking to the planting I mentioned the government project management career in the semantics you know so in terms of all you have differences. Does IT every half year. The debate. What you do or does tree impact we're talking Conti about keep you empty the lot and two of the you know. There have been analysis they just like just ask but they've all got to give is different on a number crunching financial modelling etc.. But in case IT indicates I think it's up to close to them as well so that if I did lose control of this composite then we try not to bother self in the run but close enough. We don't meet our self. How can we help find his competency to her theories that we may be put into as well so that one key point you know so I will is. But it's not a consultancy a management consulting I'm innocent. That's only an hour. I was also a contender for confuse us and even as I thought of all this you said a fit the vote to a lot of people is a whole new approach them. How do you ship them to the purpose that you do once you get out of IT. Solutions for questions like these you know what do you find to be different in your own life. Topics are there. I mean what I found some phrases that immediately come to mind here. People follow leaders because they wanted. And set a good leadership is about.