iX CED Career Progression

This guide was designed to help you navigate your career path and innovate for the world's largest brands. The content in this guide has been curated for iX.
It represents a unified career framework for iX studios across IBM that is intended to support your growth towards a sustained career at IBM.

INTRODUCTION

We have organized this single point of reference to share career guidance for your craft / discipline. We have divided the guidance into two areas: Career Progression & Role Overview and Key Behaviors. To achieve success, you will need to own your career. Identify and create a personal plan that suits you and your goals, then continue to educate yourself, grow your ambitions and make them real.

The Tools

Career Progression and Role Overview

Key Behaviors by Role

Career Progression and Role Overview

Outlines the progression of roles within your craft / disciple.

Provides a high-level overview of each role including the key skills and responsibilities.

Outlines how each role contributes to iX, IBM and impacts our business.

Key Behaviors by Role

A roadmap that connects the Checkpoint Performance Dimensions to each role within your craft / discipline.

Defines the specific key behaviors, skills, outcomes and work activities at each band level.

Acts as guidance to identify areas for professional growth and approximate level you should be performing at.

WHAT THE TOOLS DO...

Allows you to see the career progression by department and understand the responsibilities of each role.

Provides a roadmap that connects the Checkpoint Performance Dimensions to each level within each craft/department.

Define specific behaviors, skills and activities that help to define what competence looks like at each level.

HOW TO USE (FOR INDIVIDUALS)

Use these tools to:
- Take responsibility for your own growth and development
- As a guide to help identify how you should be performing and to identify areas for growth.
- Leverage during your ongoing touch bases and/or quarterly Checkpoint conversations with your manager.

Review the Role Overview and Key Behaviors by role for your craft and specific role.
- Read the detailed behaviors, skills and activities and think about specific situations when you have demonstrated the behavior.
- Identify the ones you demonstrate on a consistent basis and identify the ones you don't.
- Think about, take notes and document how you've brought the skills and activities to life.
- Determine how you've exemplified the specifics within each of the 5 performance dimensions in relation to your Checkpoint Goals.

These tools can be used anytime to have a discussion with your manager including: ongoing touch bases and/or during your quarterly Checkpoint conversations.

HOW TO USE (FOR MANAGERS)

Use these tools to:
- Act as a guide for career development of your direct reports.
- Guide ongoing conversations about how your direct reports are performing at their current level.

Review each of the 5 performance dimensions for your team:
- Take time to think about each team member and how they are performing against the specifics in each dimension (do these show up consistently, some of the time, or not at all).
- Take time to prepare and have conversation around this providing specifics. *This can be done during ongoing touch bases and/or quarterly Checkpoint conversations.
- Focus on development and where a direct report can push into activities, skills and behaviors in the next level. Discuss current work and future work that will allow for development of skills and activities in the next level.