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# PRODUCT YOU! TAKING AN AGILE APPROACH TO CAREER DEVELOPMENT

Nadia Rivero

Colleen Doyle-Novara

#GHC18
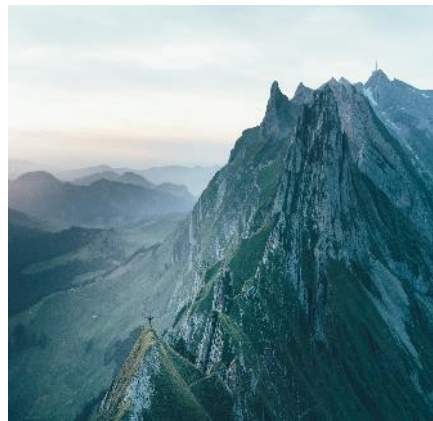#TeamAmex

# WHO ARE WE?

## Nadia Rivero

- Director of **Organizational Design and Development** for American Express
- Previous experience in a variety of positions, including consulting with companies and leaders globally on the **development and management of Employee Engagement, Learning and Development programs**
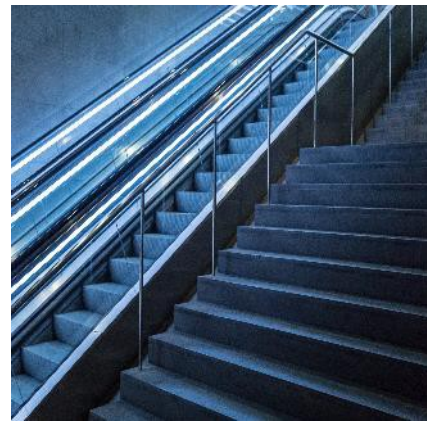
## Colleen Doyle-Novara

- **Vice President of Enterprise Program Management Office** for American Express
- Formerly responsible for **Career Development, Recruiting and Diversity strategy** and programs for the Technology team
- Previous project management experience across retail, financial services, publishing, and airline industries

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# WHAT WILL I GET OUT OF THIS SESSION?



Define your **career vision**



Identify the **next steps** that will enable you to achieve your vision



Identify the **key skills** that will enable you to move to the next step

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"The accelerating pace of technological … disruption is transforming industries and business models, changing the skills that employers need and shortening the shelf-life of employees' existing skill sets in the process."

— Report by the World Economic Forum

1. "The Future of Jobs Report: Skills Stability," World Economic Forum, http://reports.weforum.org/future-of-jobs-2016/skills-stability/

Career development is a journey, not a destination

View yourself and your career as valuable products that are continually evolving
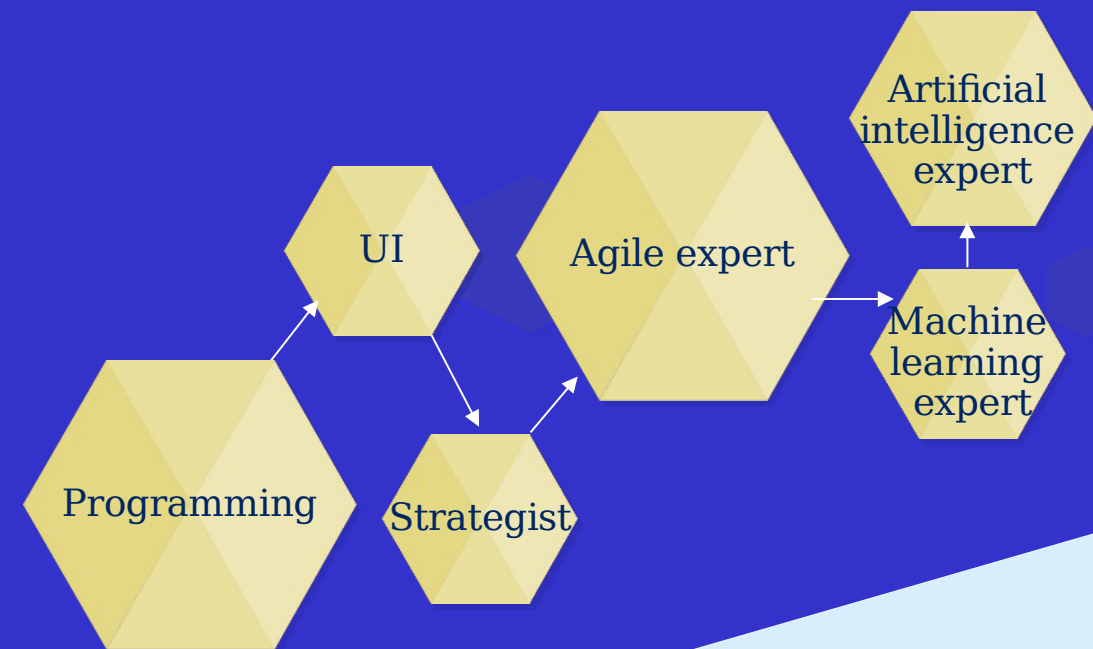
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# NEW CAREER PATH
## "WHERE DO YOU SEE YOURSELF GOING NEXT?"

**Old career path**

"Where do you
see yourself in 5 or
10 years?"

VP

Director

Manager

Consultant

Analyst

Programming

UI

Strategist

Agile expert

Machine learning expert

Artificial intelligence expert

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# Exercise:
# Create Product YOU! Roadmap

# STEPS TO CREATE A PRODUCT YOU! ROADMAP

**1** Envision your career vision statement

**2** Build your product (career) roadmap

**3** Develop your release plan

**4** Create your iteration Plan

**5** Commit to a daily plan

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Define what
success means
to *you*

1 Values & Vision
2 Career roadmap
3 Release plan
4 Iteration plan
5 Daily plan

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# Your values become the foundation of how you make decisions

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As you select your values, consider these as a guide:

Peak experiences

Suppressed values

Code of conduct

# CREATE A CAREER VISION STATEMENT

Do not focus on a specific job role

Ask yourself, "What is my overarching goal?"

"What is the *reason* I want to progress my career?"

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# Create a roadmap:

*Identify the skills and experiences that align with your vision*

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# Turning your plan into action: Release Plan

*What are the learning objectives needed to move to your next role?*

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# THE KEY TO SUSTAINING SUCCESS IS IN STEPS 4 AND 5

**1** Envision your career vision statement

**2** Build your product (career) roadmap

**3** Develop your release plan

**4** Create your iteration plan

Commit to a date when you will complete each learning activity and build it into your schedule

**5** Commit to a daily plan

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Questions?

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