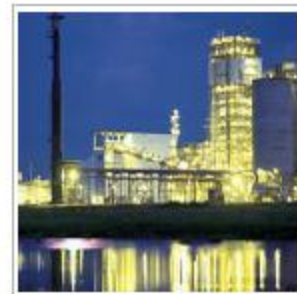
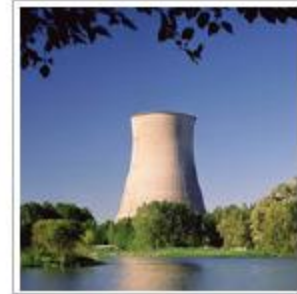


# **Career Development for the Industry-Minded Ph.D.**



# Career development

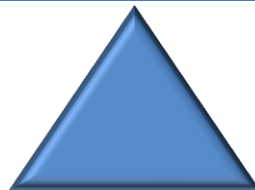
A process for balancing individual and organizational needs

## Employee Needs:

- Values
- Skills & Competencies
- Career Interests
- Development plan

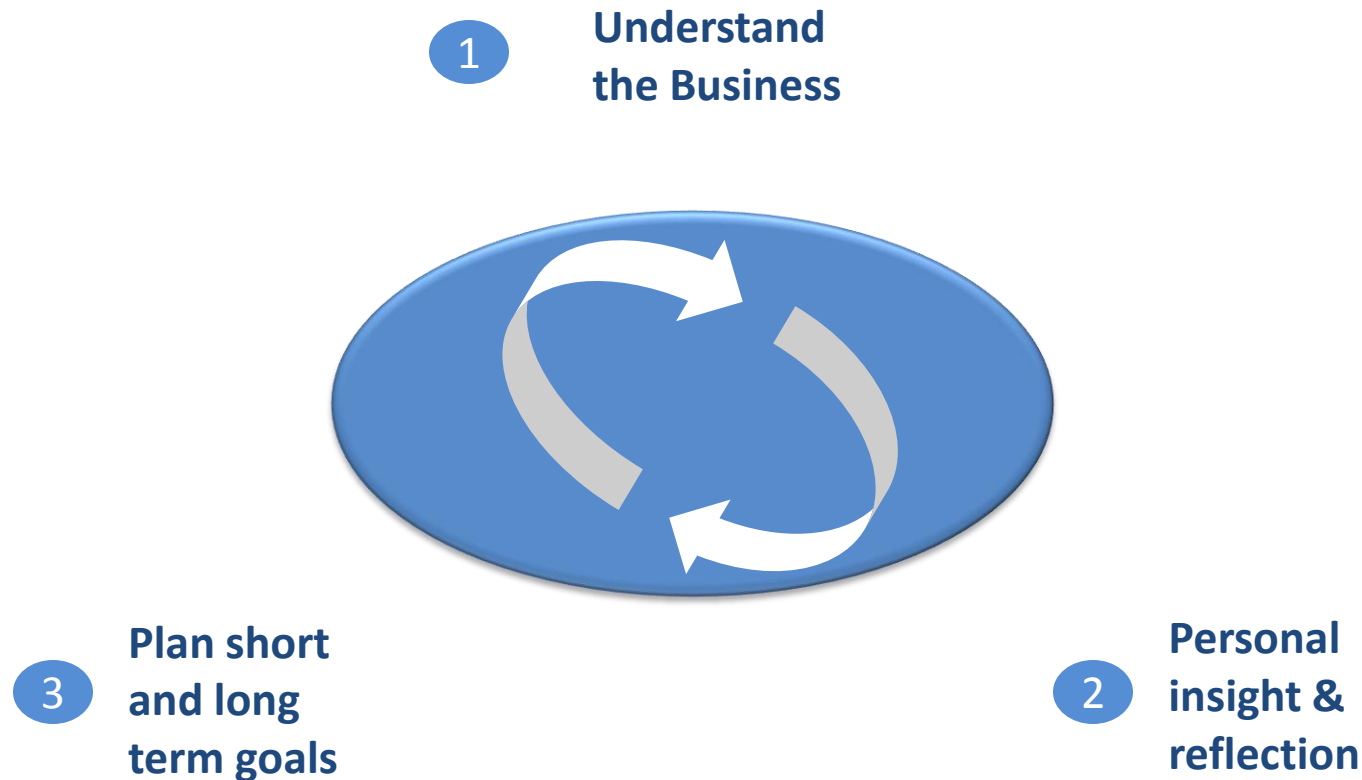
## Business Realities:

- Market Demands
- Service, Technology, Product Shifts
- Emerging needs
- Required capabilities



# Three Simple Steps...

A continuous personal journey, supported by the EMS Process, with feedback and reflection



# The first step...

Understand the business (or industry)  
that you are trying to grow within

*What are the principles  
the business is founded upon?*

*What is the driving force behind  
the company's success?*

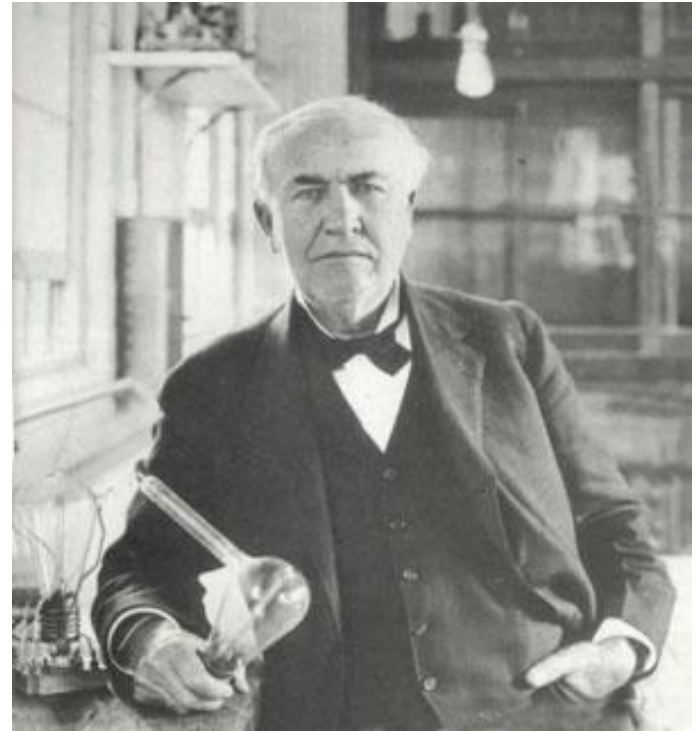
*Are there role models to emulate?*



# Let's look at GE

## A tradition of innovation...

- Founded in 1878 as the Edison Electric Company
- 130 years of successful operation ... \$165 B revenues
- Only company of the original Dow 30 Industrials
- 325,000 employees worldwide



# Edison's driving force ...

To create products for emerging needs and markets

- *How big was the market for light bulbs in 1879?*
  - Considering the first power grid did not exist until 1882 ... Battery Park in New York City
  - Ductile tungsten filament discovered in 1910 ... after 1,700 failures



**To this day, innovation is at the core of GE strategy!**

## The second step...

## Gain insight into your own strengths, weaknesses and passion

## Do you know what your manager wants from you?

## What are you best at?

## How could you improve?

## Have you grown professionally in the last 12 months?



# What managers look for when making a promotion

Strong values & integrity... personal conviction

Key competencies ...functional, personal, business, and leadership

Self confidence ...but not arrogance

Good judgement ... in the face of incomplete data

Ability to grow ... love to learn





# Values

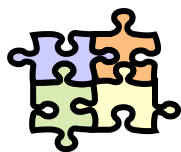
## The core of who you are



imagine

curious  
passionate

Creating the worlds best energy technology & products... taking appropriate risk to accelerate discovery while seeking feedback and learning



solve

resourceful  
accountable

Striving for simplicity, speed and quality while finding new ways to deliver on our commitments... with unyielding integrity



build

teamwork  
committed

Coming to work everyday as one global and diverse team, with a can-do-anything attitude... intensely focused on great Products & Services



lead

Open  
energizing

Unlimited enthusiasm and energy towards our work... respectful of differences while being candid, constructive and willing to change.

# Competencies...

## The skills you apply

### **Functional**

- Technical Depth
- Technical breadth
- Accountable
- Knowledge of related functions

### **Business**

- Org knowledge
- Business acumen
- Global markets
- Customers & competitors

### **Personal**

- Organizing
- Analyzing
- Team Player
- Change agent
- Open minded

### **Leadership**

- Motivate
- Influence
- Lead People
- Manage Programs
- Tough decisions

# On the job performance...

**Strive to make a difference on every assignment**

## Results

- Entry ticket
- Common Denominator in the promotion process
- Confirms Your Ability to Take on More Responsibility
- Must Grow to Stay Above the Bar As It Is Continuously Being Raised

***...Always deliver***

## Image

- It's the Message You Send Before You Speak
- Includes Many Areas... Walk, Dress, Demeanor, Humility
- Answers the Question "I'm Ready" not "I'm Not Ready"
- Every interaction counts... Make sure it's a positive one

***...Emulate Leaders***

## Exposure

- High Impact on Your Career
- With strong performance, exposure is how others know it
- Makes You visible to Those Who Can Influence your Career
- Can Be Enhanced by Network of mentors, Managers & Champions

***...Need sponsors***

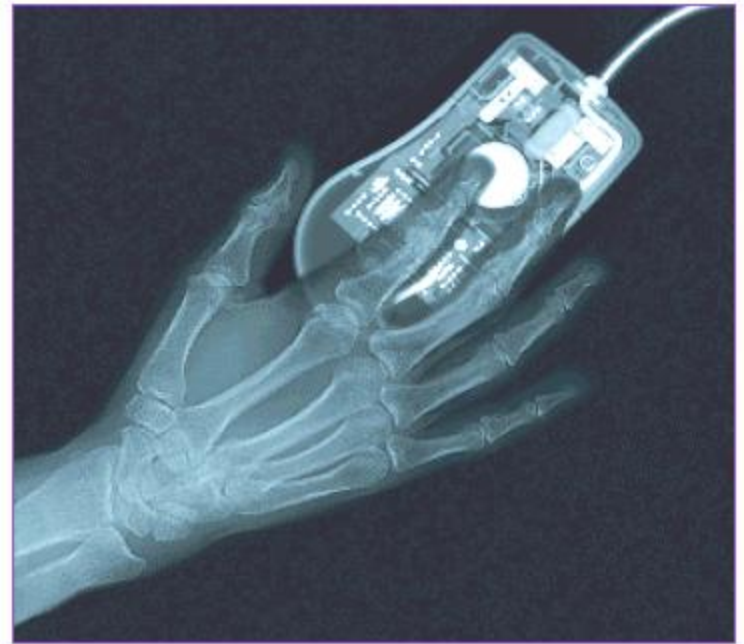
# A few thoughts to consider...

Few people truly understand and accept their development needs

The higher up you go, the less candid feedback you get

It's important to solicit on-going feedback... few do

Understand your priorities ... early in your career



# Who are you?

Write a short story to yourself... reflect & articulate

## Biggest accomplishment

- Problem description
- How you solved it
- What you learned

## Leadership experience

- Work related... or not



# The third step...

**Develop a plan for the rest of your life**

*What are your career aspirations?*

*Have you been in your current role long enough?*

*What should be the focus of your next job/assignment?*

*Do you have a mentor?*



# What you should look for in a career move

Reflect and assess ... a mistake can be a derailer

An environment that sparks your passion and imagination

A support system that encourages learning

A challenge that seems impossible

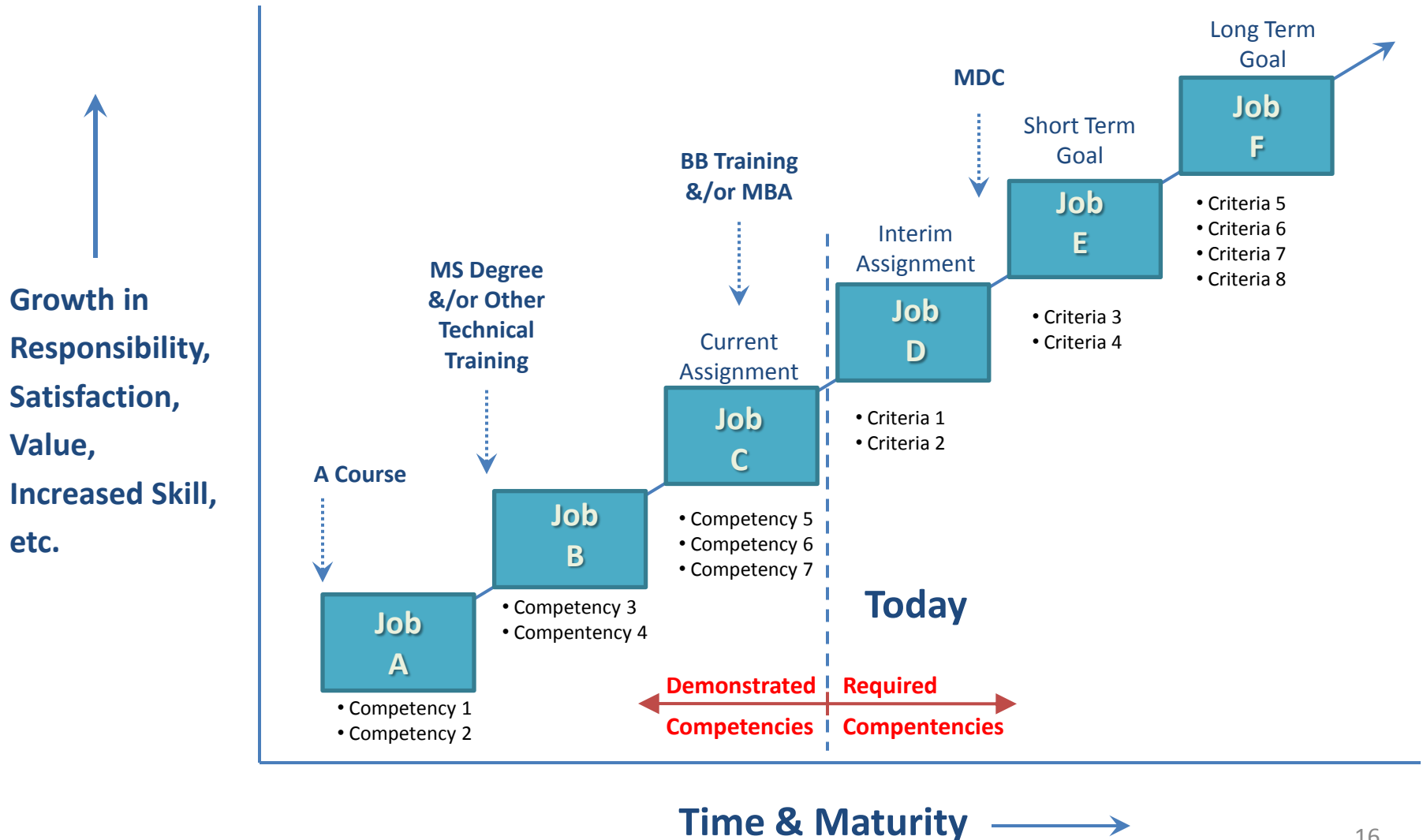
An opportunity that leverages your expertise

A company that shares your values... and dreams



# Career Roadmap

Expanding your portfolio of learning experiences

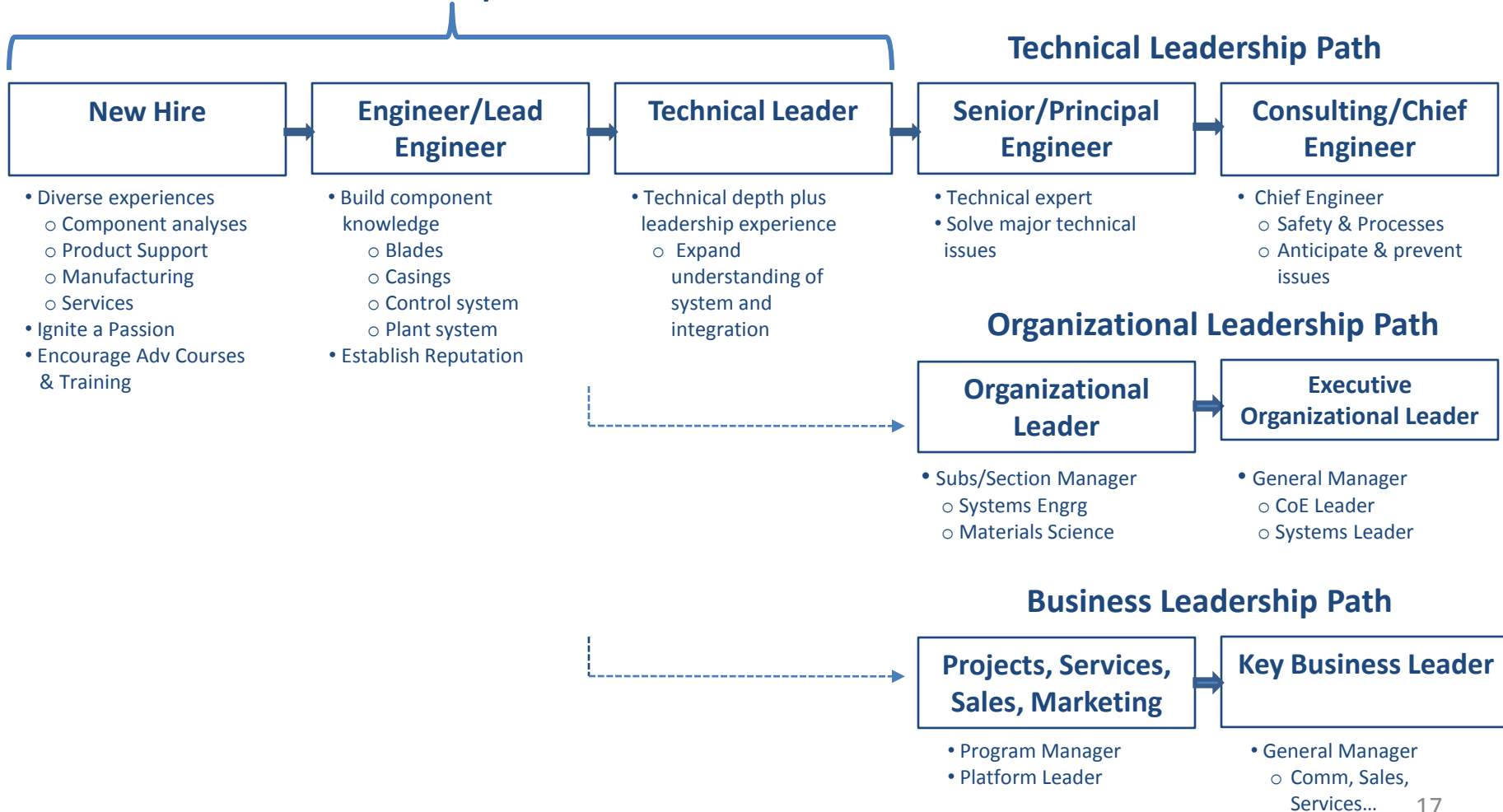




# Typical Engineering Career Paths

A strong foundation can create many options

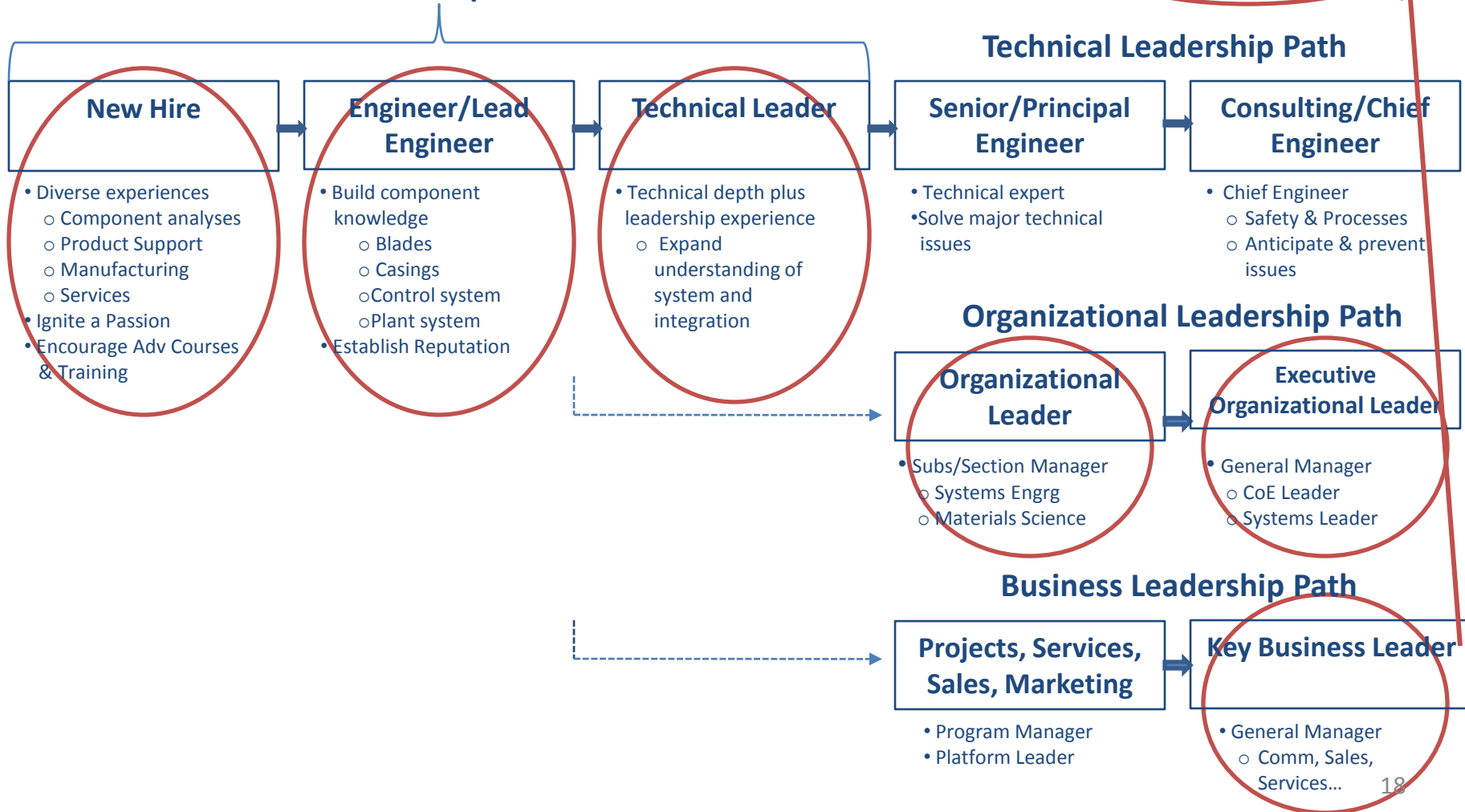
The “Recipe” of Technical Success  
... Accelerated with NPI Experiences



# Typical Engineering Career Paths

A strong foundation can create many options

The “Recipe” of Technical Success  
... Accelerated with NPI Experiences



# Advice from successful people

Develop skills rather than accumulate titles



Surround yourself with great people

Get involved ... societies, community, forums

Have fun ... laughter will keep you young

Balance work/life ... set rules for yourself

Learn finance ... the language of business

Do everything with a sense of urgency

Build a functional expertise

Take the tough job

# In Summary

## Career management essentials

*Balance personal goals with business realities*

*Join a team that shares your values*

*Focus career plan on ...*

- Functional depth
- Job performance
- Challenging assignments
- Passion for your work
- Constant Learning

