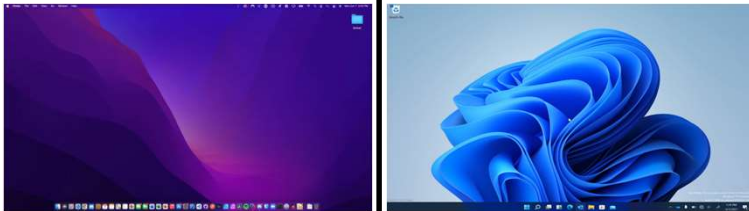




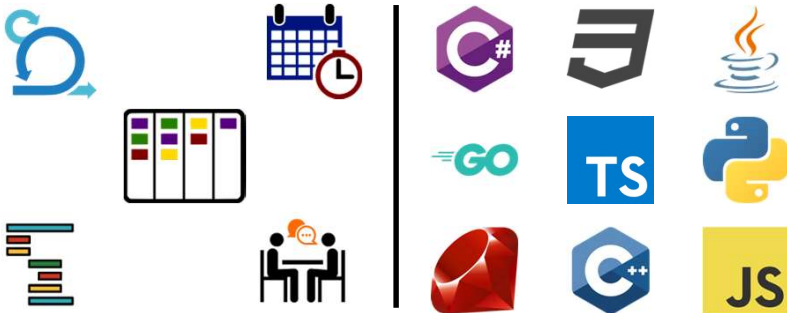
Vote with your feet



Vote with your feet

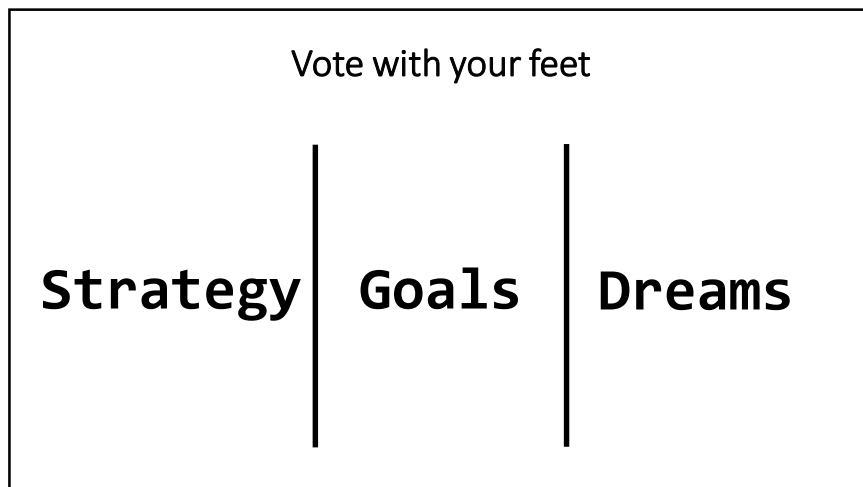
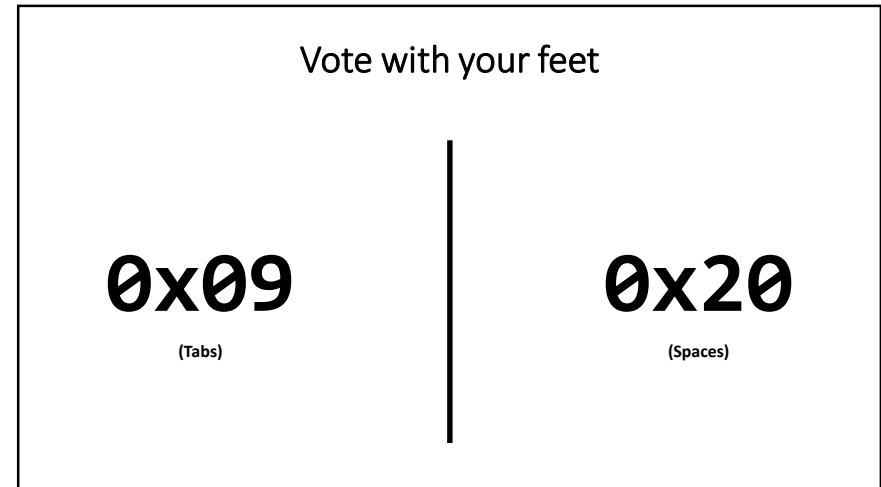
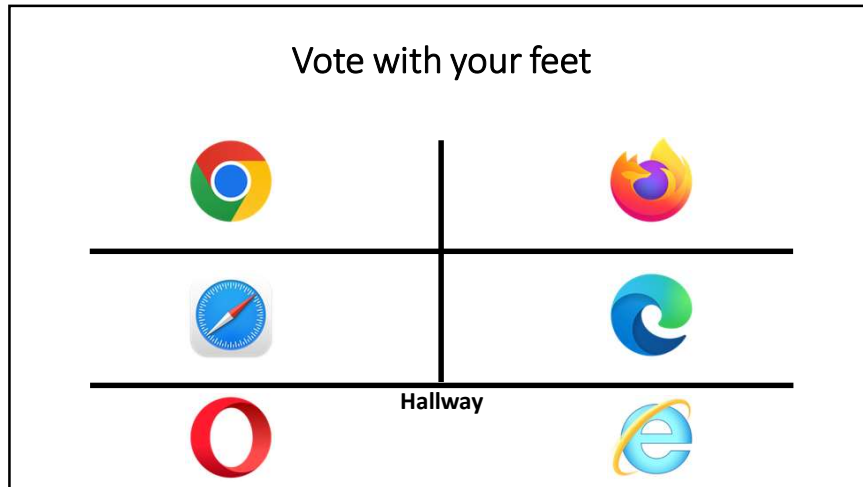


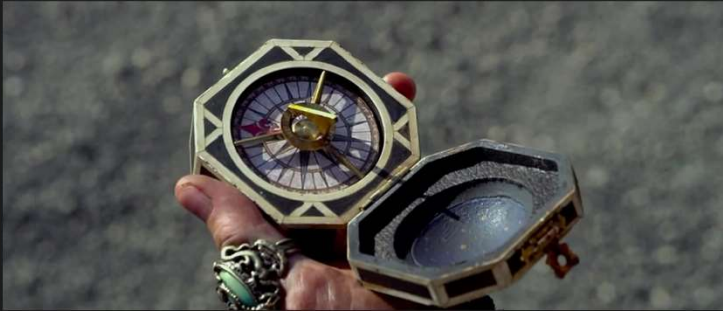
Vote with your feet



Vote with your feet







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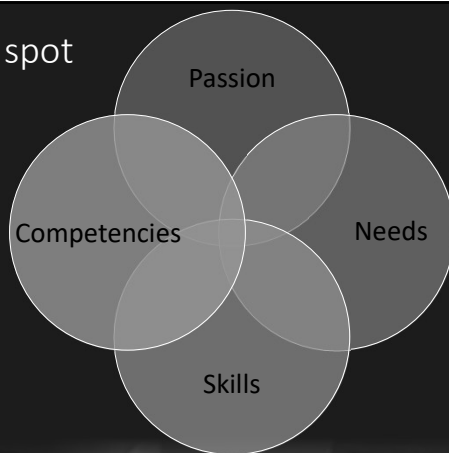
"You may get to the very top of the ladder, and then find it has not been leaning against the right wall." —Allen Raine.

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The sweet spot



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I am the only one who is going to manage my career.

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Career Planning

1

Mission

2

Contribution

3

Goal

4

Milestones

Career Planning Worksheet

<p>Step 1 List 3 Interests</p>	<p>What do I currently do best?</p>	<p>What do I like to do best?</p>	<p>What do you want to do?</p>

Step 2
List 3
part-time jobs
or other types of
experiences

My future statement

<p>What do I know about my community?</p>	<p>What do you want to do?</p>	<p>What do I want to do?</p>	<p>What do you want to do?</p>

Step 3
List 3
Professional
Experiences

Learn a role that makes large contributions to the organization

<p>What do I know about my community?</p>	<p>What do you want to do?</p>	<p>What do I want to do?</p>	<p>What do you want to do?</p>

Step 4
List 3
Professional
Experiences

My next career goal

1.
2.
3.

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The difference between
Goals and Milestones;
we don't stop for milestones.

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REFINING YOUR STRATEGY

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Luck is what happens when
preparation meets opportunity

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Preparation

- Competencies
- Skills
- Industry
- Trends
- Players/Competitors

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Opportunities

The most important decisions about my career are made in a room where I am not present.

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Opportunities

Leaders are looking for people who are already doing the job.

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Opportunities

My opportunities are directly related to my ability to lean into change

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Opportunities

Let my track record and talent
make me the obvious choice

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EXECUTING
YOUR
STRATEGY

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Career Progression

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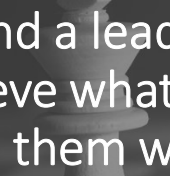
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Career Progression

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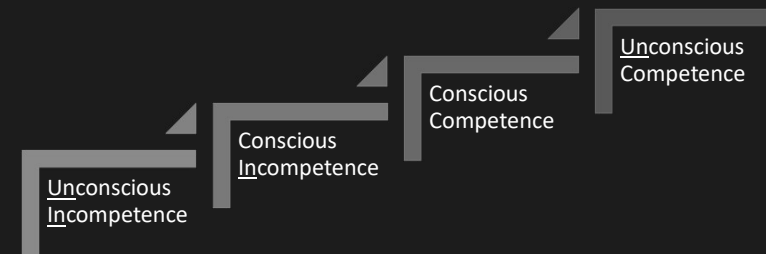
Find a leader who helps you
achieve what you want while you
help them with what they want.

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Career Stages and Experience



Conscious Competence Ladder - Noel Burch, Gordon Training International

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Beginning your career

- You don't know what you don't know
- Have a lot coming at you: Technology, Opinions, Industry knowledge
- Develop a wish list that isn't a bunch of demands
 - Culture
 - Technical growth
 - Types of projects or technologies
- Make a 3 year plan
- Find a way to share what you learn
 - Inside the company – presentations/user groups
 - Outside the company – meet ups/local college

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Early Mid Career

- You know what you don't know
- You have developed good people and technology skills
- You may still be looking for the perfect industry
- Find and develop your strengths

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Late Mid Career

- You know a lot about people and technology
- You are looking for purpose
- You are looking for a place to commit
- You want to share your passion with others
- Lead from your strengths, hire for your weaknesses

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Finishing Career

- Your knowledge and actions are almost automatic. You don't have to think about it.
- You want to end well and tie up loose ends
- Communication becomes deliberate
- You have built and maintained many friendships
- You care about your coworkers and the company
- You need to develop hobbies
- Protect your people
- Give Back

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No matter what stage

- Find a mentor, cohort, and protégé
- You will make mistakes
- Life is too short to wait on pursuing your goals

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4 Generations at work



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Younger working with Older

If it ain't broke,
don't fix it.

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Older working with Younger

If it ain't broke,
break it!

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Wrapping
Up

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Myths

- The corporate ladder was designed with you in mind
- Certifications don't matter
- Leaders are looking for "T" shaped people
- If I love what I do, I will never work a day in my life
- I need to build a brand
- Once I reach my Goal, I will be happy.

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Advice

- Never say no to an opportunity
- Be a life-long learner
- Find a leader that will challenge, invest, and believe in you

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Identify your Mission
Find a mentor
Life is too short

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The Road Not Taken

by Robert Frost (1874 – 1963)

Two roads diverged in a yellow wood,
And sorry I could not travel both
And be one traveler, long I stood
And looked down one as far as I could
To where it bent in the undergrowth;

Then took the other, as just as fair,
And having perhaps the better claim,
Because it was grassy and wanted wear;
Though as for that the passing there
Had worn them really about the same,

And both that morning equally lay
In leaves no step had trodden black.
Oh, I kept the first for another day!
Yet knowing how way leads on to way,
I doubted if I should ever come back.

I shall be telling this with a sigh
Somewhere ages and ages hence:
Two roads diverged in a wood, and I—
I took the one less traveled by,
And that has made all the difference.

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