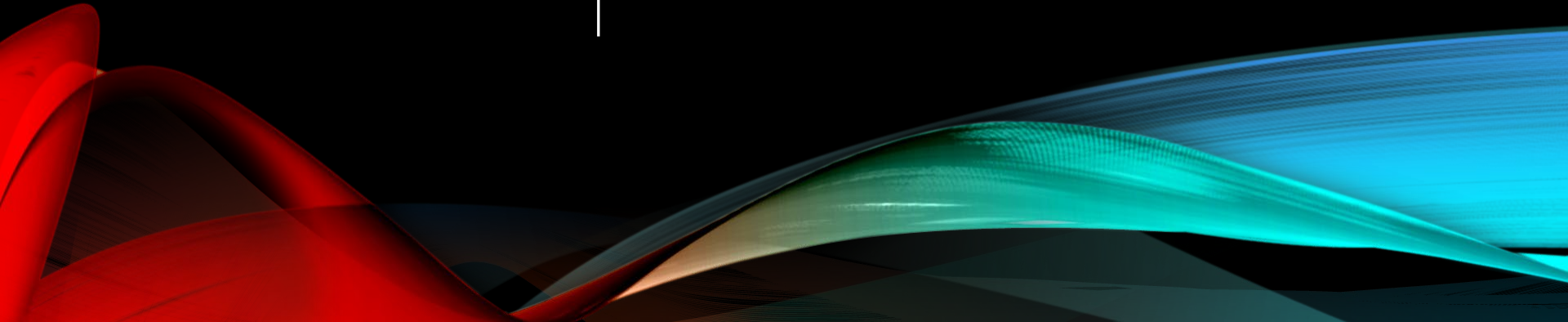


Thomas J. Sweet

NAVIGATING YOUR CAREER IN UNCERTAIN TIMES



AGENDA



Changing
World



Self Learning



Constant
preparation



Optimistic
interviewing



Marketing



Discovery
/Community

MY BACKGROUND

- From Massachusetts
- University of Lowell - Civil Engineering
- First IT Role: Contractor at NEC Computer Systems Division
- Other recent: Microsoft, Maptek, Travelport, GM Financial
- My opinions are my own and not that of my employer GM Financial.





CHANGING WORLD

https://www.youtube.com/watch?v=RRy_73ivcms

AUTOMATION IS COMING

Truck drivers' average age is 49, 94% are male, and they are typically high school graduates. Driving a truck is the most popular job in 29 states – there are 3.5 million truck drivers nationwide. (Economics, 2019)

Automation, AI and Robots will replace manufacturing, data entry, warehouse, call center, banking, fast food, deliveries, taxi,

Automation creates jobs, but fewer than it replaces - H. William Gordon.

REMOTE WORK

If you are lucky to still be working during COVID-19, and working remotely then you have learned



You can work somewhere else remotely



Someone else can do your job remotely

AI

INTERVIEWING IS COMING



As if the applicant tracking system where you spend 30 minute re-entering your resume to not get a call back was bad enough...



Prepare to talk to a computer, answer questions and have it rate your body language



Adding insult to injury, what if that interview data is sold to data brokers?

ASK YOURSELF



WHAT VALUE DO YOU
ADD?



WHY WOULD
SOMEONE HIRE YOU?



WHAT WOULD
SOMEONE KEEP YOU
EMPLOYED?

YOU



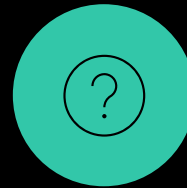
WHAT DO YOU DO
TODAY?



WHAT WILL IT BE
TOMORROW?



DO YOU
UNDERSTAND THE
BIGGEST CHANGE IN
THE WORLD IS
COMING?



HOW ARE YOU
PLANNING ON
HANDLING IT?



THERE HAS NEVER
BEEN A MORE
EXCITING TIME TO
WORK IN IT... IF YOU
REINVENT YOURSELF!

INCREMENTAL IMPACT



MAJOR LEAGUE BASEBALL
TOP PAID PLAYER - MAX
SCHERZER
\$42,142,857/YEAR



SEVERAL PLAYERS AT
SALARY MINIMUM:
\$555,000/YEAR



IS THE TOP PLAYER REALLY
75 TIMES BETTER THAN
BOTTOM? HOW MUCH
BETTER IS HE?



SOURCE -
[HTTPS://WWW.USATODAY.
COM/SPORTS/MLB/SALARI
ES/](https://www.usatoday.com/sports/mlb/salaries/)

PERSONAL INVESTMENT



- Randall Stephenson AT&T CEO, "There is a need to retool yourself, and you should not expect to stop," he said in a recent interview at AT&T's Dallas headquarters. People who do not spend five to 10 hours a week in online learning, he added, "will obsolete themselves with the technology." New York Times, 2016
- Tom says 10 to 20 hours/week
- Keep up with the Cloudashians, not the Kardashians

SET GOALS OUTSIDE YOUR COMFORT ZONE



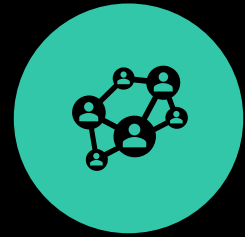
DON'T BE AFRAID TO
SAY LEARN AND FAIL



DON'T SAY, "I'M NOT
TECHNICAL" WHEN YOU
WORK IN INFORMATION
TECHNOLOGY



YOU CAN DO THIS!



A NUMBER OF MY TEAM
FROM VARIOUS
GENERATIONS HAVE
TRANSFORMED

BOOKS/PODCASTS/YOUTUBE



LISTEN IN THE
CAR



LISTEN WHEN
MOWING THE
LAWN



LISTEN WHEN
EXERCISING



LISTEN WHEN
CLEANING THE
HOUSE



LISTEN AT A
FASTER SPEED



BETTER THAN
TRYING TO BE THE
SEVENTH CALLER
ON A MORNING
RADIO
PROGRAM

HOT SKILLS FOR THE FUTURE



RPA



AI



Open Source



Cloud



Programming



Each can be
learned at home
for relatively no
cost.

An abstract, flowing red shape, resembling a ribbon or liquid, curves across the bottom left corner of the slide.

OTHER SOURCES FOR FREE TRAINING /INEXPENSIVE

- YouTube
- Amazon
- Microsoft
- UiPath
- Splunk
- Udemy
- Hundreds more

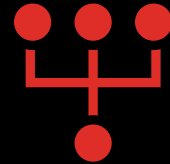
CERTIFICATIONS



A great way to learn
what the vendors finds
important



Demonstrate
commitment to
learning



Can be seen by HR
departments as an
unbiased review.

OPEN SOURCE CHANGES EVERYTHING



YOU CAN CONTRIBUTE
TO MANY COMPANIES'
REPOSITORIES



EVEN IF YOU ARE JUST
FIXING SPELLING
ERRORS, YOU CAN HELP



AND YOU CAN
PUBLICLY DEMONSTRATE
WHAT YOU ARE
LEARNING



FOCUS ON COMPANIES
YOU ARE INTERESTED IN

CODING INTERVIEW TRAINING



CodeSignal



HackerRank

SOCIAL MEDIA

Be positive online

Build a track record of positivity and value

Be visible - 90% of success is just showing up

Stay away from political comments as this is a no-win

No fighting with people on online-forums or Twitter

An abstract graphic on the left side of the slide, featuring a vibrant red background with flowing, translucent green and yellow shapes that create a sense of movement and depth.

BUILD A BRAND

Have something to say and be yourself!

Great Resources:

- Fanny Dunnigan
- Amanda Horvath

ACCOMPLISH SOMETHING PERSONAL WHEN IN TRANSITION



Don't spend nine hours a day looking for a job, you must succeed at something



Hobby (piano, painting, other crafts)



Exercise

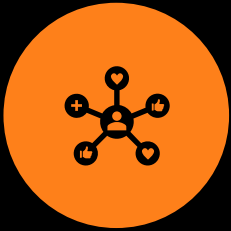


Volunteer (Church, etc., animal rescue, underserved communities)



From H. William Gordon

APPLYING ONLINE



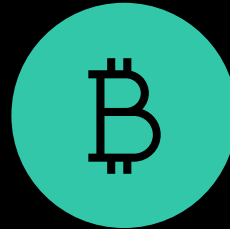
This is the reality of the world, and you can't get away from only networking



Even CIO and very senior roles are posted this way.



Best results if you are part of the first 25 applicants



After that, much less chance of success

TARGETING COMPANIES

Who is getting Venture Capital Money?

Crunchbase

<https://vcnewsdaily.com/>

What companies are hiring other roles?

Reach out

INTERVIEW QUESTIONS



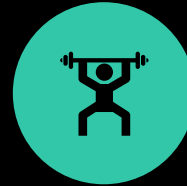
GET LIST AND
PRACTICE - LISTS
EXIST FOR EVERY
ROLE. NEARLY ALL
HAVE:



TELL ME ABOUT
YOURSELF



WHAT IS YOUR
LEADERSHIP STYLE



TELL ME YOUR
STRENGTHS AND
WEAKNESSES



SOME CLAIM
AMAZON HAS 23
QUESTIONS THAT
REPRESENT 95% OF
ALL INTERVIEWS

SUPPORT NETWORKS



ABTP, Other Groups



Church/Mosque/
Synagogue/Temple



Volunteer - many
nonprofits need your
help



Attend online events



Get a mentor and a
mentee

PRACTICE SPEAKING



- Speak into a phone, listen to it again, upload to YouTube and have it transcribe
- Many meetup groups need content
- Actively solicit speaking engagements and awards

HELP OTHERS

A black and white photograph showing the silhouette of a person from the chest up. Their right hand is extended forward, palm facing the viewer, with fingers slightly spread. The background is a bright, out-of-focus light source, possibly a window, creating a strong contrast with the dark silhouette.

Be known as someone who gives more than he or she takes.

REFERENCE LIST

Truck drivers' average age is 49, 94% are male, and they are typically high school graduates. Driving a truck is the most popular job in 29 states – there are 3.5 million truck drivers nationwide. (Economics, 2018)

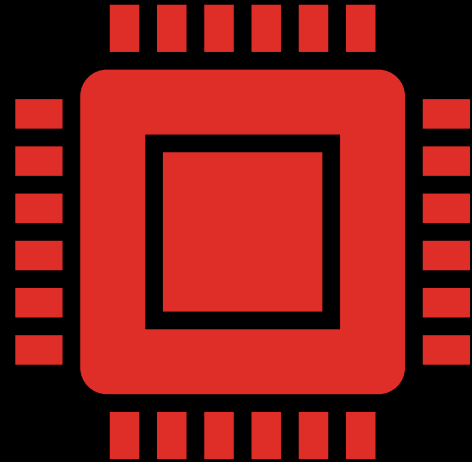
Retrieved from: <https://economics.com/what-will-happen-to-truck-drivers-ask-factory-workers-andrew-yang/>

Randall Stephenson AT&T CEO, "There is a need to retool yourself, and you should not expect to stop," he said in a recent interview at AT&T's Dallas headquarters. People who do not spend five to 10 hours a week in online learning, he added, "will obsolete themselves with the technology."

Retrieved from: <https://www.nytimes.com/2016/02/14/technology/gearing-up-for-the-cloud-att-tells-its-workers-adapt-or-else.html>

PODCASTS

- Technovation
- CXOTalk
- Silicon Valley Insider
- Andy Frisella
- DialedIn/Elevate Exchange ** DFW Local
- Network Disrupted



BOOKS

<u>The Toyota Way</u>	<u>Jeffrey Liker</u>
<u>Good Profit: How Creating Value for Others Built One of the World's Most Successful Companies</u>	<u>Charles G. Koch</u>
<u>Humble Consulting: How to Provide Real Help Faster</u>	<u>Edgar H. Schein</u>
<u>The Lean CEO: Leading the Way to World-Class Excellence</u>	<u>Jacob Stoller</u>
<u>The Sense of Style: The Thinking Person's Guide to Writing in the 21st Century</u>	<u>Steven Pinker</u>
<u>Accelerate: Building and Scaling High Performing Technology Organizations</u>	<u>Nicole Forsgren PhD, Jez Humble, Gene Kim</u>
<u>Project to Product: How to Survive and Thrive in the Age of Digital Disruption with the Flow Framework</u>	<u>Mik Kersten</u>
<u>The Goal: A Process of Ongoing Improvement - 30th Anniversary Edition</u>	<u>Eliyahu M. Goldratt, Jeff Cox</u>
<u>Rebel Talent: Why It Pays to Break the Rules at Work and in Life</u>	<u>Francesca Gino</u>