

# If I Had Only Known: Successful Strategies For Advancing Your Career

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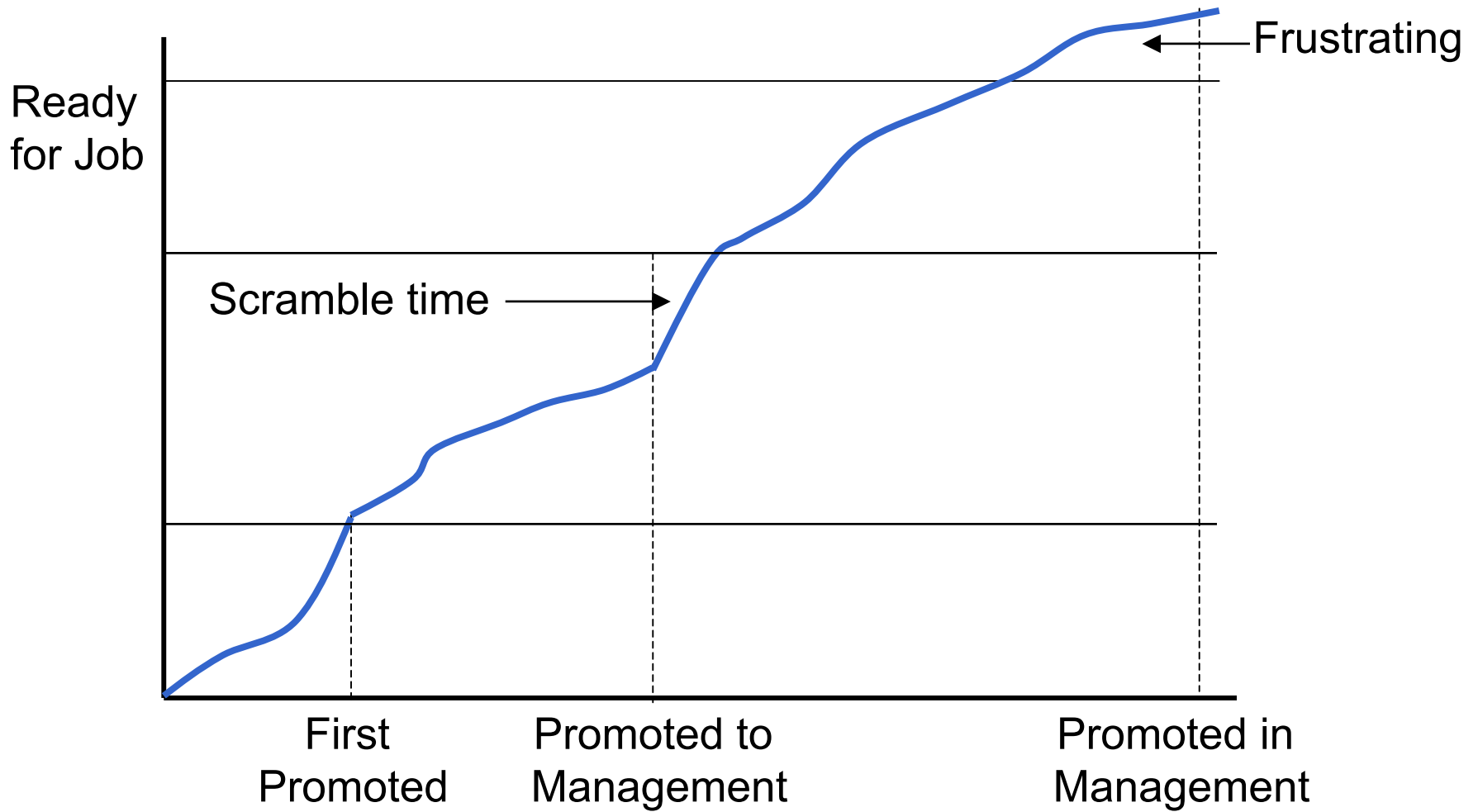
# Agenda

- 10,000 foot overview
- Where are you now?
- Where are you going?
- How will you get there?
- What is your support system?
- Back up to 10,000 feet

# 10,000 foot overview

- Taking ownership of your career
- Promotions are all about potential success not rewards
- Career development must benefit both you and the business

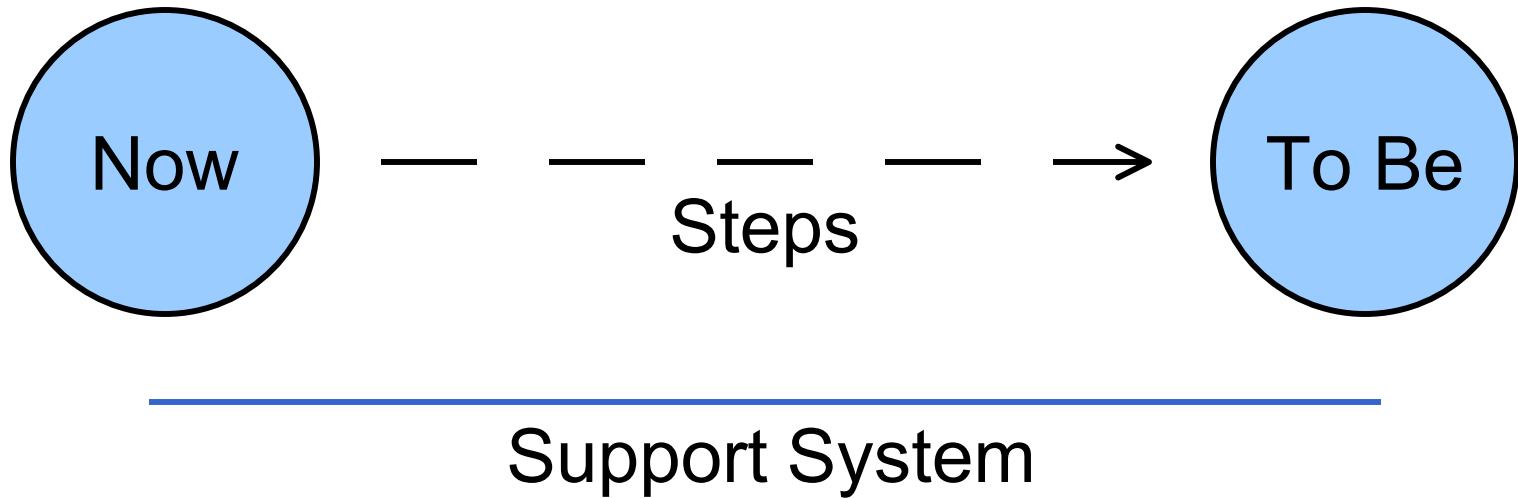
# Types of promotions



# Challenges

- Not completely under your control
- Balancing the needs
- Trade-offs
- Clarity on what you want
- Disappointments and set-backs
- Networking and selling yourself

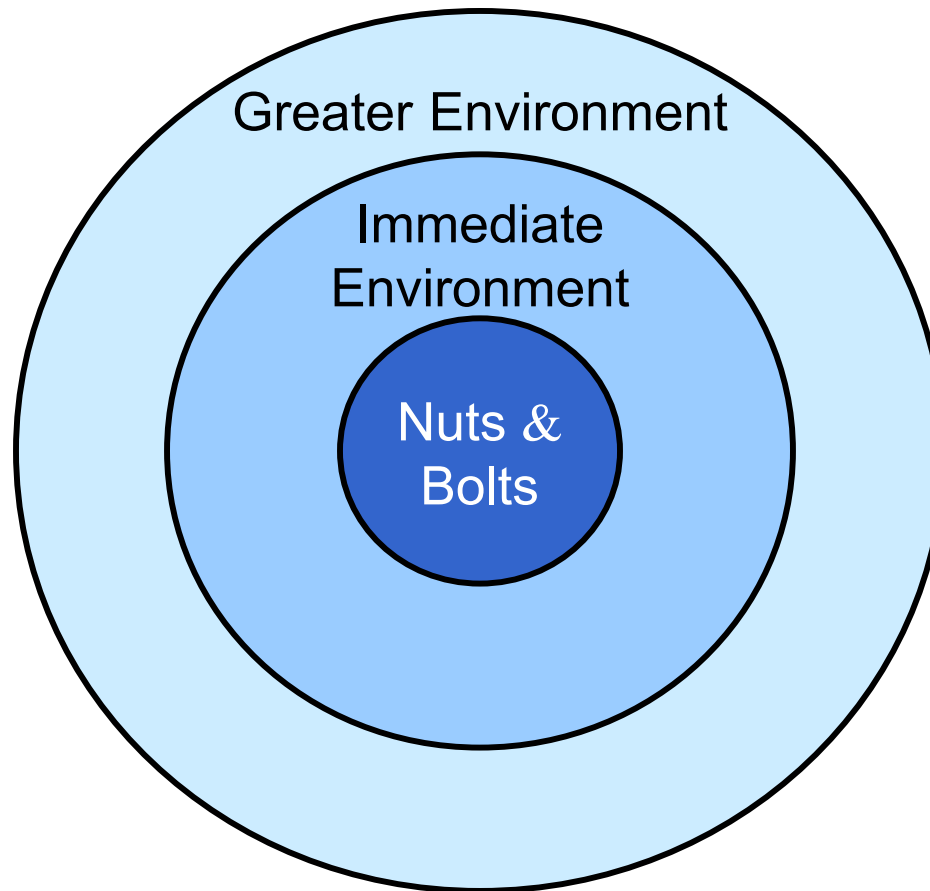
# Transforming



# Where are you now?

- Aptitude/passions
- Skills
- Knowledge and experience
- What does the organization need?

# Job satisfaction circles

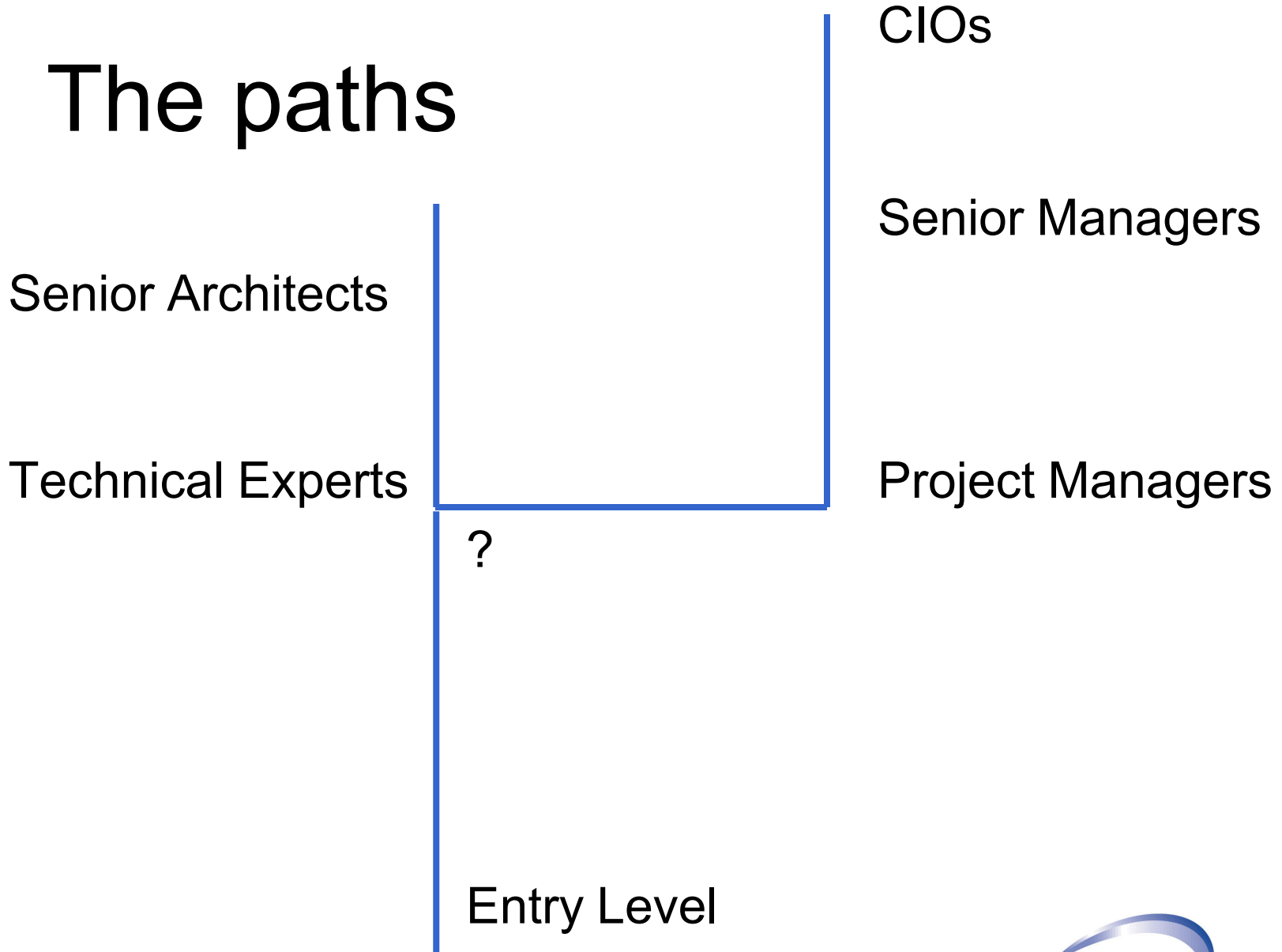




# Where are you going?

- What do you *want* to do?
- What *can* you do?
- What does the business need?
- What can you contribute to the business?
- What are the various options?

# The paths



# Intrinsic technical rewards

- More frequent and more tangible
- Gratitude of appreciative end users
- Able to delve into technical details
- Doing it first or best or alone
- Respect for technical ability
- Minimal politics

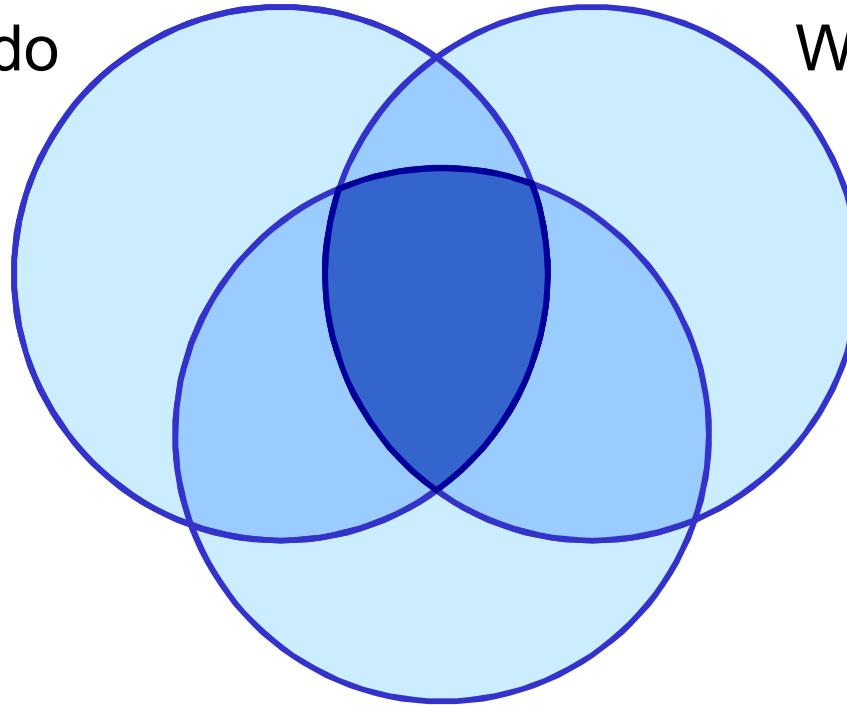
# Intrinsic management rewards

- Challenging
- Accomplish more together for business
- Positively influence lives of team
- Gaining trust and respect from others
- Broader perspective
- Successful completion of projects
- Working with a broader group of people

# Defining your target

What you can do

What you want to do

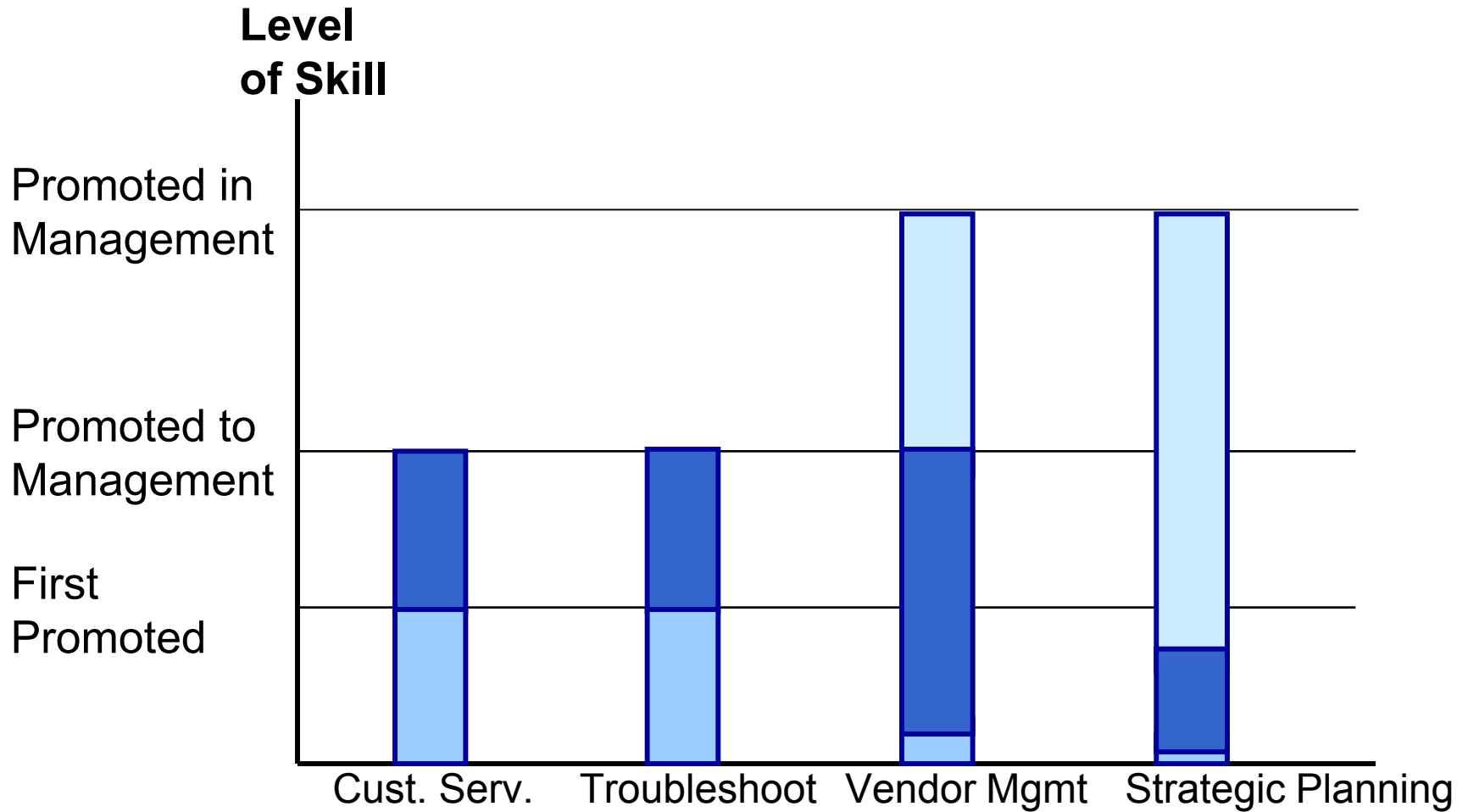


What the business needs

# How will you get there?

- Continuous learning and growth
- Methods of learning
- Rock solid basic skills
- Varied experiences

# Building the right skills



# Methods to learn these skills

- Role models
- Mentors
- Feedback
- Coaching
- On the job
- Classes and conferences
- Miscellaneous ways



# What is your support system?

- Organizational resources
- Manager
- Personal network
- Other resources

# Back up to 10,000 feet

- Elements of career growth
  - Performance
  - Image
  - Exposure

# Performance

- Deliver consistent results
- Follow up
- Know competencies needed for next job
- Create good working relationships
- Escalate problems appropriately
- Able to analyze and diagnose problems

# Image

- Takes initiative
- Excellent communicator
- Good judgment
- Able to work across boundaries
- Flexible
- Quality and customer conscious

# Exposure

- Advocate in the decision makers
- Success on visible, challenging project
- Escalates problems appropriately
- Shows understanding of business not just narrow view of expertise

# Summary

- Take ownership
- Identify and fill the needs
- Learn continuously
- Step back periodically and re-evaluate