

Up is not the only way

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watch your potential grow

Rethinking Career Mobility

Beverly Kaye, Lindy Williams, Lynn Cowart

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Up is not the only way

BEVERLY KAYE
Founder
Career Systems International California

Beverly Kaye is an internationally recognized authority on career issues, retention, and engagement in the workplace. She was named a Legend by ATD. The designation of Legend is given to "pioneers and prophets in the field of workplace learning and performance." The criteria that Legends must meet are enduring impact and influence; originality of ideas; a career of sustained currency; work done more than five years ago that is currently discussed, applied, and adapted; a substantive body of published work; and a contribution that raises the visibility, credibility, and stature of the field. She has also been named one of North America's 100 top thought leaders by *Leadership Excellence*.

As founder and CEO of Career Systems International and a bestselling author on workplace performance, Beverly has worked with a host of organizations to establish cutting-edge, award-winning talent development solutions. Her first book, *Up Is Not the Only Way*, became a classic, and although it was published in the early 1980s, it is still very relevant today. In it, she foresaw the effects that leaner, flatter organizations would have on individual careers and the subsequent need for workers to take charge of their own careers. She also developed systems for managers and employees to work together to help employees achieve their developmental goals.

LYNN COWART
Vice President For Global Delivery
Career Systems International United States

Lynn Cowart has 20 years of HR experience working with some of the most successful and powerful names in business. In her current role as vice president for quality delivery, she ensures that Career Systems International delivers solutions that are simple, engaging, flexible, and business focused.

LINDY WILLIAMS
Designer And Senior Consultant
Career Systems International United States


Lindy Williams held roles in operations and human resources before stepping out of the corporate world to work on designing and implementing award-winning development processes. She now serves as a designer and senior consultant for Career Systems International.

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Rethinking
career mobility

Career mobility – **What** is it?
Why does it matter?
How does it work?
How can we **make it happen**?



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career mobility

✓ **What**
Why
How
Make it happen

What is it?
Career Mobility . . .
... is **ESSENTIAL**.
... is about *flexibility*
and *agility*.
... involves a **rich mix**
of experiences.



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Why Bother?

career mobility

What
✓ Why
How
Make it happen


UP *never* worked for everyone.

The workplace is *changing* every day!

Development *absolutely* drives engagement.

Career mobility impacts the *bottom line*.

Manager/employee *relationships* are more important than ever.



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Rethink... Three Ways to Rewire


career mobility

What
Why
✓ How
Make it happen

Reset the View—
from Telescopes
to Kaleidoscopes

Build
a Portfolio of
Experiences

Commit to Shift!



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Up is not the only way

A Kaleidoscope View

Reset the View – from Telescopes to Kaleidoscopes



REWIRE #1

career mobility

What
Why
✓ How
Make it happen

options... opportunities... experiences... choices... selections... potential... possibilities

- ...variety of experiences
- ...patterns of possibilities
- ...offers optionality
- ...a twist or a shake



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Build a Portfolio of Experiences

REWIRE #2

- Grow Here!
- Try Before You Buy
- Sideways to Highways
- Step Back for a Reason or a Season
- Is That Grass *Really* Greener?
- When *Up* is the Way



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Up is Not the Only Way: Rethinking Career Mobility

Up is not the only way

career mobility

What
Why
✓ How
Make it happen

Build a Portfolio of Experiences

REWIRE #2

Grow Here!

Standing still is **FALLING BEHIND.**

Are you leveraging all opportunities?



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What
Why
✓ How
Make it happen


Build a Portfolio of Experiences

REWIRE #2

Try Before You Buy

Is exploration an expectation?

Exploration is an *elastic* experience that **stretches** or *contracts* based on interests.



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career mobility

What
Why
✓ **How**
Make it happen


Build a Portfolio of Experiences

REWIRE #2

Sideways to Highways

Will over become the new up? ▲

LATERAL EXPERIENCES build breadth of expertise—something senior leaders **need** and **value**.



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What
Why
✓ **How**
Make it happen


Build a Portfolio of Experiences

REWIRE #2

Step Back for a Reason or a Season

What stories are out there?

How you talk about this option can influence the CHATTER.



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What
Why
✓ **How**
Make it happen


Build a Portfolio of Experiences

REWIRE #2

Is That Grass Really Greener?

Is your alumni network buzzing?

A time comes in all careers
when the writing is on the wall.



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career mobility

What
Why
✓ **How**
Make it happen


Build a Portfolio of Experiences

REWIRE #2

When Up is the Way

How's that workin' for you?

Sometimes
the glitter
is all the viewer can see.



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Ownershift

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What
Why
How
✓ Make it happen

Individual

- Adopt a kaleidoscope view
- Find YOUR money-meaning balance
- Commit and connect

Manager


- Include Hi-Pro's as well as Hi-Po's
- Encourage optionality
- Bookend ALL experiences to maximize learning

Organization

- Talk patterns, not paths
- Think 'Orb' chart vs. Org chart
- Check for locked doors

Commit to Shift!

REWIRE #3



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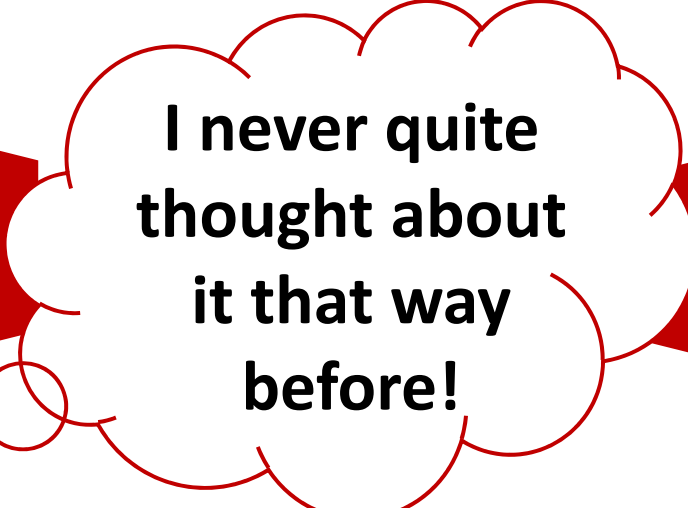
When more **right places** are named and visible, more **right times** will be available to engage and retain all the talented **right people.**



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I never quite thought about it that way before!




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Thank You!
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 For free chapters of Up is Not the Only Way: Rethinking Career Development go to:
<https://t.co/DXnMRvHXjU>

 As you pursue your own Career Mobility strategy, please feel free to contact Career Systems International to let us know how we can support you!
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