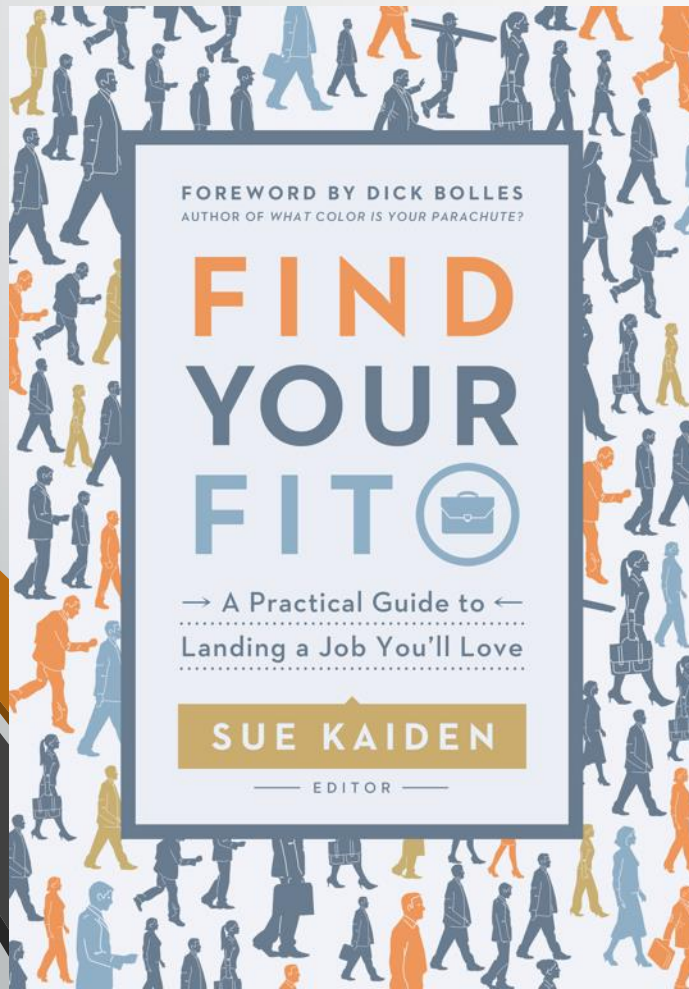


Gaining Experience & Moving Up



Presented by:
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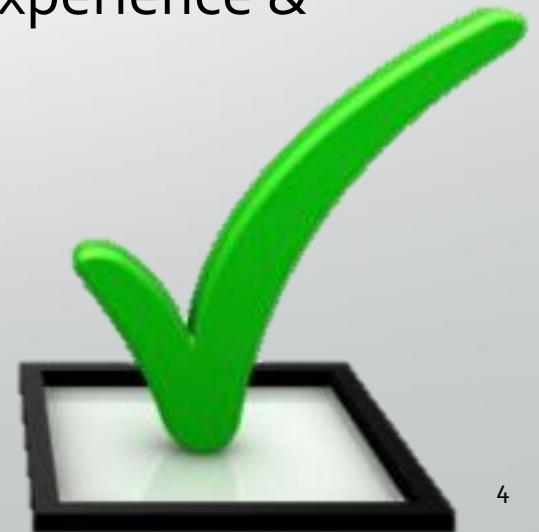


My primary reason for attending today is to learn strategies...

- A. For my personal career advancement
- B. To apply in our OD / LD / TD department
- C. To support other professionals in their careers in a leader or mentor role
- D. For sharing with my friends and/or coworkers
- E. Other

What You Will Take From This Session

- Gain awareness of common career mistakes
- Discover key influencers on career advancement
- Explore critical strategies for gaining experience & moving up



My career is my boss' or company's responsibility.

- A. Agree
- B. Somewhat Agree
- C. Neither Agree nor Disagree
- D. Somewhat Disagree
- E. Disagree
- F. N/A

HR / OD / TD has little accountability for the careers of individual in our company.

- A. Agree
- B. Somewhat Agree
- C. Neither Agree nor Disagree
- D. Somewhat Disagree
- E. Disagree
- F. N/A

3 Critical Factors in Landing a Job & Moving Up

- What have you delivered?
- What do you have to offer?
- How do you manage your career?



Strategies for Gaining Experience & Moving Up



Your Starting Point

1. Consider your career goals
2. Assess the skills and experiences you need
3. Assess the skills and experiences you already have
4. Assess the gaps
5. Leverage the skills and experiences you already have
6. Take advantage of opportunities to gain other meaningful experience you need

Consider Your Career Goals

- Developing Your Career Plan – Find Your Fit Chapter 4



Assess the Skills & Experiences You Need

- Understand what the company expects
- Professional and Specialized / Technical skills required
- Sources of information



Develop Fundamental Professional Skills

- Problem solver
- Accountable
- Consistently exceeds expectations
- Get things done
- Customer focused



Sources of Information for Technical Skill Requirements

- Industry Associations
- Information Resources
 - O*NET (www.onetonline.org)
 - Career Builder (www.careerbuilder.com)
 - Experience (www.experience.com)
- Colleges & Universities
- In Your Community
- Within Your Company



I feel that I lack meaningful experience for my career because....



- A. I'm just starting out or am early in my career
- B. I haven't had direct experience in my area of interest
- C. I haven't worked in a leadership role
- D. I'm switching industries
- E. Other
- F. N/A

Assess the skills and experiences you already have

- Identifying Your Skills & Strengths – Find Your Fit -
Chapter 2

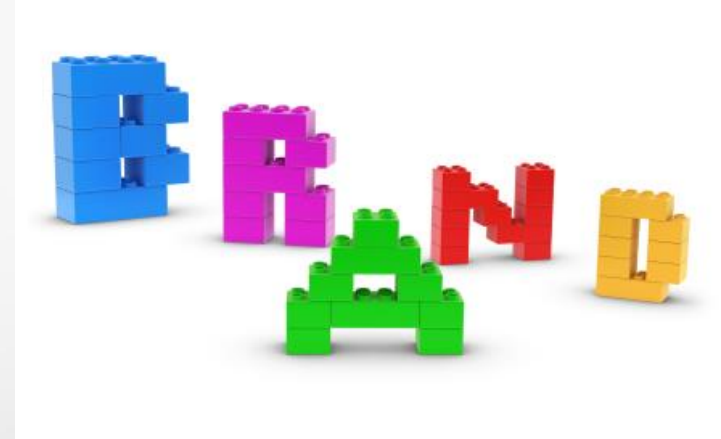


Assess the gaps

Their Requirements	My Qualifications
Experience:	
Knowledge:	
Skills:	
Personality Traits:	
Education & Certifications:	

Leverage the skills and experiences you already have

- Share & Demonstrate Your Value
- Network Strategically
- Optimize Performance Reviews
- Carefully Craft & Deliver Your Messaging
- Get Feedback & Support



**If my boss or company is not supportive,
I'm stuck in my career.**

- A. Agree
- B. Somewhat Agree
- C. Neither Agree nor Disagree
- D. Somewhat Disagree
- E. Disagree
- F. N/A

Take advantage of opportunities to gain other meaningful experience

- Special projects
- Company service projects
- Employee resource groups
- Nonprofit organizations and professional associations



Moving Up



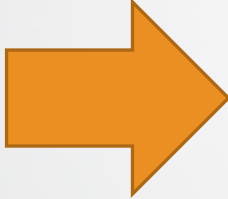
Own it!

Moving Up

- Consider lateral moves
- Reach out
- Build strategic relationships
- Mentors & Sponsors



Identifying Your Strategic Network

- Acquaintances
 - Allies
 - Advocates
- 
- Desired relationship type & why
 - How to further support these relationships



Mentors & Sponsors

- Mentors – assists with specific development areas & navigating the corporate environment
- Sponsors – champions who speak up about your track record & capabilities they see in you

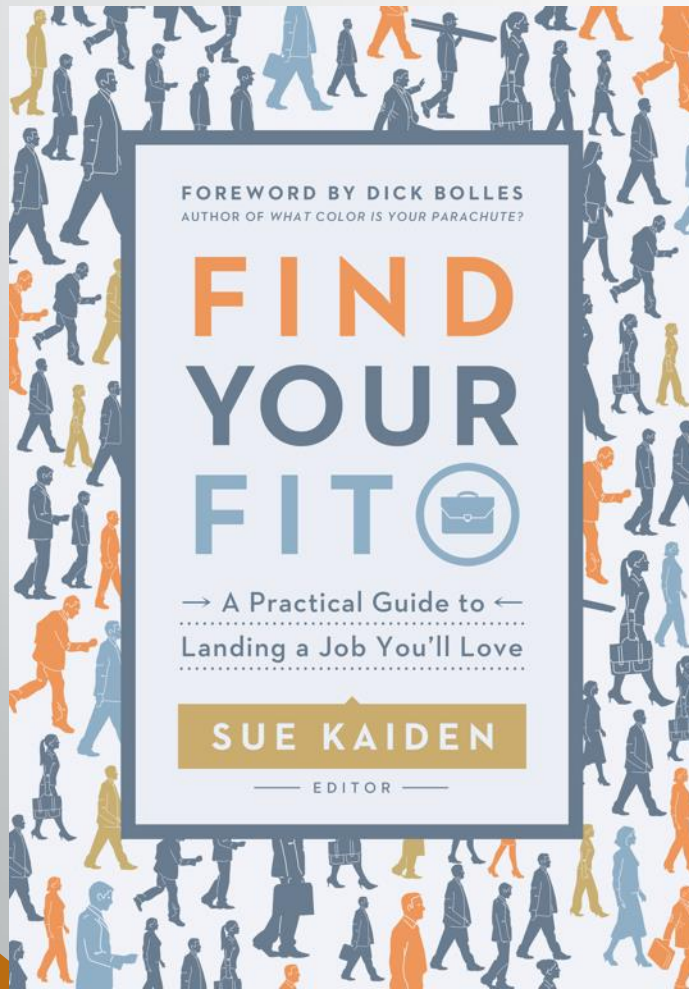


**WHAT'S
YOUR
NEXT
STEP**



Q&A

Gaining Experience & Moving Up



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