

# Leveraging Your Degree in Talent Development

## Strategic Steps for Success

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# Making a Successful Career Transition

*“It’s not necessarily about what career you pick, It’s about how you do what you do.”* Corey Doctorow

- Hiring practices have drastically changed
- Unemployment still at 5.1%; Current hiring rate is 3%
- More steps and longer time-frames in hiring process
- Researching and knowing the organization is an expectation
- Employers expect workers to hit the ground running on day one
- Average job search can take 1 month for every \$10k want to earn
- Conveying value is essential; outcomes, benefits

*“For many people, a job is more than an income – it’s an important part of who we are. So a career transition of any sort is one of the most unsettling experiences you can face in your life.”* Paul Clethero

# Now that I have these degrees, what now?

- Don't depend only on submitting on-line resumes/applications
- Try to find internal contacts through on-line business networking (LinkedIn)
- Network into the organization through your professional contacts (local ATD Chapter)

# Leveraging Your Degree

- Look at ways to make a difference – focus on problems to solve
- Gain experience – eclectic works
- Have a brand
- SWOT self
- Solutions: look at positions that relate: consulting, coaching, teaching, training, OD, HR
- Look at companies/industries to target – what may not work in larger will work in smaller

# How do I make the leap from individual contributor to manager?

- Seek out opportunities to enrich your current responsibilities
- Look for opportunities to lead cross functional teams/task forces in your organization
- Let your leaders know that you are interested in growing and progressing

# 4 Steps to effective career management

1. Assessment: self; preferred work environment; industry
2. Set good goals, ala SMART or Everest
3. Develop implementable action steps
4. Have a feedback system

*“The biggest mistake you can make is believing you work for somebody else. Job security is gone. The driving force of a career must come from the individual. Remember: Jobs are owned by the company, you own your career!” Early Nightingale*

# How do I present training experience that was not part of my official title/position?

- Look at your resume as a marketing tool, not an autobiography
- Briefly summarize your overall experience in two – three sentences
- Use subheadings in your resume to highlight your training experiences

# Q & A



Chat out your questions  
for Alan & Barbara





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