



NAVIGATING YOUR CAREER DURING V.U.C.A. TIMES

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AN INVITATION (OR THREE)

- If the thought, “I know this already” comes up for you then I invite you to change/reframe it into the following question: **“What might I learn from this?”**
- If the thought, “This won’t work for me” comes up for you then I invite you to change/reframe it into the following question: **“How might this work for me?”**
- Grab a pen and paper; there’s a few notes I’d like you to jot down.

WHAT DOES V.U.C.A. MEAN (AND WHY SHOULD I CARE)?

V.U.C.A. : Volatility, Uncertainty, Complexity and Ambiguity

is based on the leadership theories of Warren Bennis and Burt Nanus.



WHY IS IT IMPORTANT TO KNOW?

Have you met 2020?

2020: A (SELECT) LOOK BACK

- Global Pandemic as a Result of COVID-19
- Social Unrest in the Pursuit of Racial Justice
- Rise of Remote Work
- Decline/Cancellation of In-Person Events- weddings, international trips, celebrations.
- Rise of Unemployment/Food Bank Strain/Hospital Capacity
- Business closures
- Unprecedented Election Process/Results
- More than 350,000 deaths nationally due to the COVID-19 pandemic



RESILIENCE VS. PROSILIENCE

- Resilience is about enduring; holding on and out long enough to return to a state of normalcy.
- Prosilience is about enduring and returning better than you were before.

WHAT DOES THIS MEAN FOR US—
FOR OUR LIVES AND CAREERS?



WHEN SOMETHING
GOES WRONG IN
YOUR LIFE, JUST YELL,
"PLOT TWIST!"
AND MOVE ON



HOW DO WE MOVE ON?

By “plotting” your way forward



The Three-Value Proposition

THE THREE-VALUE PROPOSITION

My Core Values:

- Things that are fundamental to who you are.
- When in alignment you can sleep at night
- Your chosen lens for how you experience the world.

What I Value In a Company:

- What gets you to show up excited.
- What makes you work there in the first place.
- What makes you stay.

How I Add Value:

- We're all world-class in something. This is your thing.
- You receive feedback based upon your ability to do this well.
- Why people come to you/seek you out.

WHY VALUES ARE SO IMPORTANT

- They inform how we make difficult decisions (the aforementioned “sleeping at night.”)
- They point to what is most true for us.
- They may change over time, but they are central to the person we both are and are becoming.



K-L-T

Once you complete the Three-Value Proposition, make a list of 3-5 persons who you:

- Know
- Like
- Trust
- (And who also Know, Like, and Trust YOU)
- These persons will form the basis of your Interpersonal Board of Directors

THE CASE FOR AN INTERPERSONAL BOARD OF DIRECTORS

Alan Deutschman, famed journalist and author of *Change or Die: The Three Keys to Change at Work and At Life*, posits that our biggest misconceptions about change comes from our trust in three things:



Facts
Fear
Force

INTERPERSONAL BOARD OF DIRECTORS (CONTINUED)

What Deutschman found is that while Facts, Fear and Force were effective for short-term change, long-term behavioral change was achieved by focusing on those things that overcome inertia, past failed attempts and assumptions. Those three things are known as the three R's of change:

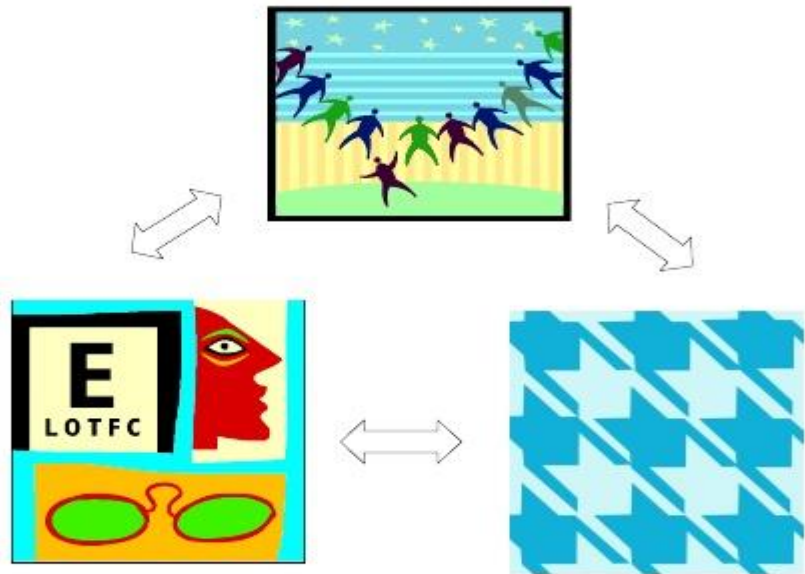
Relate

Repeat

Reframe

INTERPERSONAL BOARD OF DIRECTORS (CONTINUED)

Deutschman: Relate – Reframe – Repeat



1. **Relate**: Create your Interpersonal Board of Directors/Tribe/Your People united around how to support one another in your career/life/professional pursuits.
2. **Repeat**: Meet up (virtually) often and create norms around your agenda.
3. **Reframe**: Look at your situation with new eyes/ a new vantage point as your way of approaching your career and life are influenced by your IBOD.



SPEAKING OF REFRAMING...

V.U.C.A.:

Clarity

Agility/Adaptability



Vision

Paint a picture of the future you want. Then align your efforts towards that vision. When you “begin with the end in mind” its easier to take necessary risks to get the rewards you dream about.

Understanding

- Seek ways to enhance interpersonal relationships during uncertain times.
- Create opportunities to widen the circumference of your influence by providing (psychological) safety for others.



Clarity

- Keep the main thing the main thing. Look for the opportunity that disconfirmation provides.
- Operate according to your values and clarity will find YOU.

Adaptability/Agility

- Remember “Plot twist!”?
- As Albert Einstein once said, “Planning is everything; the plan is nothing.”
- Embrace feedback as the gift that it is.
- Do not fear iteration.
- And always remember: failure in the immediate is not an indictment of the ultimate.

A CASE FOR COACHING



As you make your way throughout your career (and fortify your IBOD), the value of enlisting the services of a coach can be an integral part of your career development.

An coach who is accredited by the International Coach Federation has passed muster of the knowledge and ability and ethical standards expected of those who engage in this particular helping profession.



PARTING QUESTION(S)

What if today—if everyday—were your “heyday?”

What would you do differently?

How would you navigate your life and career?



Thank you!

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Q & A