

Career and Assignment Nirvana

How to develop and maintain the career and assignment portfolio that's most right for you.

Talentlogix
Professional People Solutions

This Presentation as Advertized

Most professional practitioners experienced a new strategic reality in the fall of 2008. Recent global economic forces impacted the work and life plans for many of us. Managing your career and/or landing your next assignment probably just became more important. This presentation will engage you in a reflection on your career and your assignment portfolio so you can take it to the next level. This discussion will help you to think, plan, change, and grow to optimize the rewards of your career and assignment portfolio.

This presentation is focused on practitioners from all professional organizations. Whether you are an independent practitioner or a member of a large firm, on a long term project or on the bench, early in your career or a senior practitioner, you are ultimately responsible for your assignment portfolio and your career. This presentation is for audiences who want to reflect on their current situation, consider what's next, and explore new ways to get there for maximum reward.

Introduction

Jules Fauteux helps teams and individuals to improve performance. He focuses on people and applies best practices to help teams and individuals to think, plan, change and grow.

Mr. Fauteux holds a Master of Business Administration, is a Certified Management Consultant, a Certified Human Resource Professional, a Registered Professional Recruiter, and a Certified Change Manager.

Jules Fauteux is currently Principal Consultant at Talentlogix Inc. where he provides Management Consulting and Recruitment services. His practice areas include Talent Strategy, Workforce Planning, Business Change, and Recruitment.



A Preface

- Some of what you hear may cut pretty close
- Examples may seem familiar but are generic
- Both questions and discussion are welcome

*Nirvana...the perfect
peace of the state of
mind that is free from
craving, anger, and
other afflictive
states...*



...or a more rewarding
professional practice which
better aligns with you and
your goals.

Current Work Reality

Evidence suggests...

- Layoffs are at their highest level in years
- Most people are in their current “work” by accident
- Organizations are reluctant to move people for growth or learning purposes
- It's easier to move up by moving over

Experience shows us...

- The 15 year enterprise business analyst who is suddenly downsized...
- The senior manager who gradually loses his/her value proposition...
- The practitioner who can't get off the same old long term assignment...
- The practitioner who wants on the dream project team...

Agenda

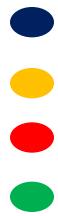
- The dimensions of a professional career
- Career and assignment portfolio planning
- The professional's marketing mix and tools
- Overcoming career and assignment obstacles
- Optimizing your career and assignment rewards



Dimensions of a Professional Career

- Generalist
- Enterprise
- Long
- Thinking
- Technical
- Somewhere
- Specialist
- Independent
- Short
- Doing
- People
- Anywhere

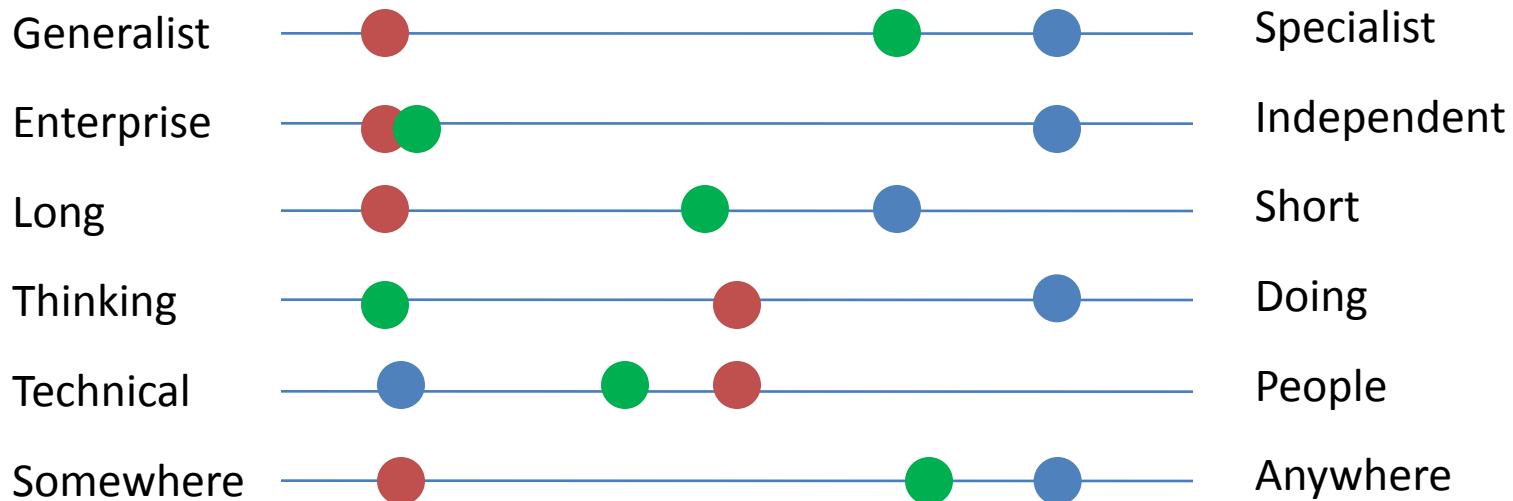
Dimensions Model Tool



Me Today
My Ideal
Option A
Option B

Delete dimensions which don't apply to you
Add dimensions which do apply e.g. *Dimension N*
Plot you today, your ideal, or other use cases
Reflect on your current situation and alternatives

Dimensions Model Use Cases



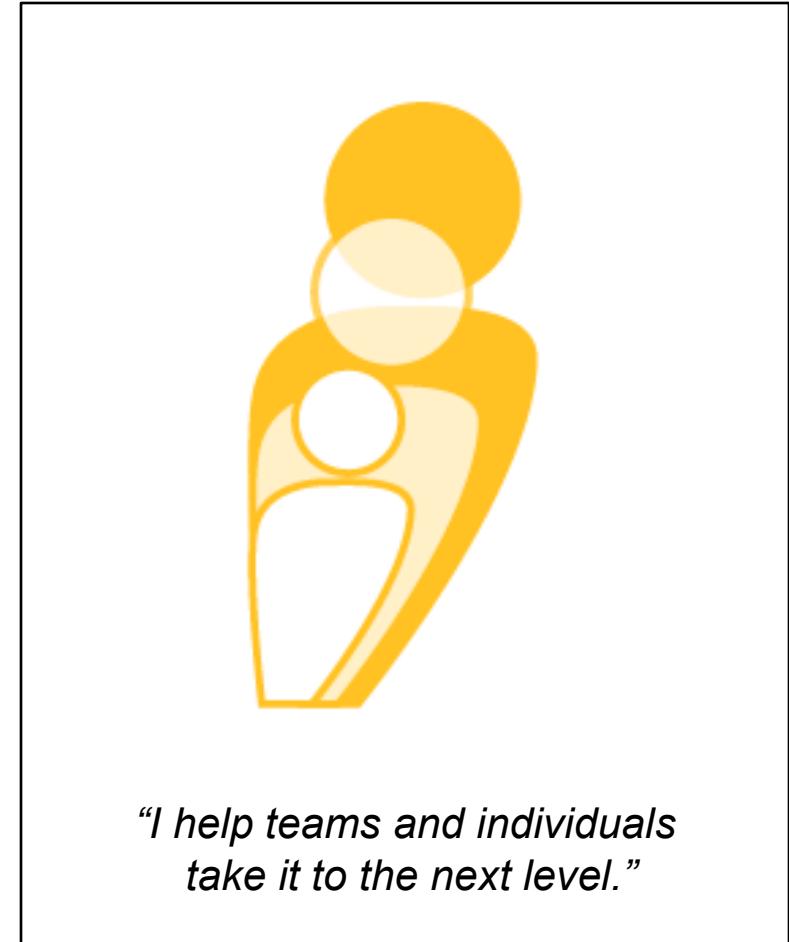
- Blue circle: Contract Developer
- Red circle: Government Analyst
- Green circle: Enterprise Architect

Career & Assignment Modeling

- Identify your options
 - Use the Dimensions Framework, build your model
 - Develop other dimensions relevant for you
 - Plot work or assignment alternatives as use cases
- Evaluate which options suit you best
 - “Try on” the options, self assess and discuss them
 - Capture the theme for the options that “fit”
 - Create a compelling statement for the theme

Your Intention

- What is your unique and compelling value proposition?
- Get this clear and you're set for progress!
- Desire is a fundamental ingredient of change
- Differentiation is the key business strategy

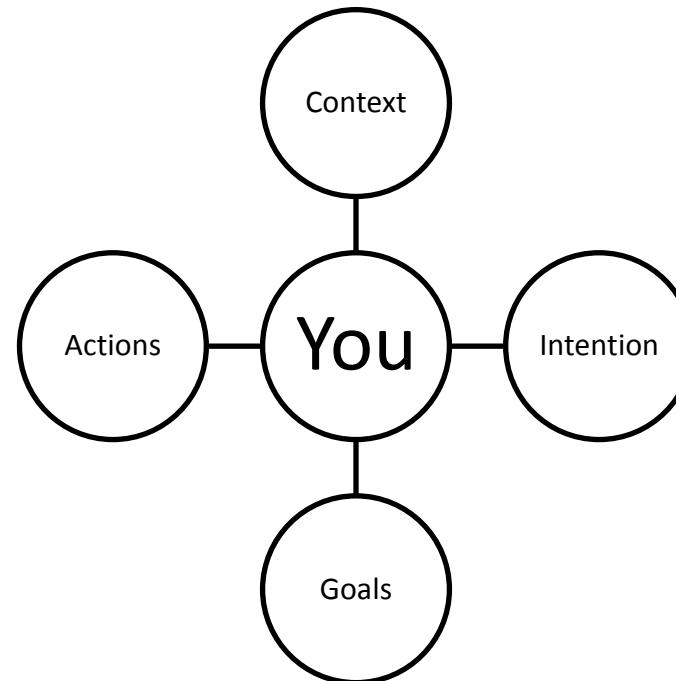


Career & Assignment Planning

- Look in the mirror and ask hard questions
 - Are you doing it now?
 - Does something fundamental need to change?
 - What would nirvana look like?
- The vast majority of practitioners don't have a Career/ Assignment Portfolio Plan
- If its worth doing its worth writing down
- You can't manage what you can't measure

Career & Assignment Plan Elements

- Personal and professional context
- An intention or objective(s)
- SMART Goals
- Action Steps
- Accountability



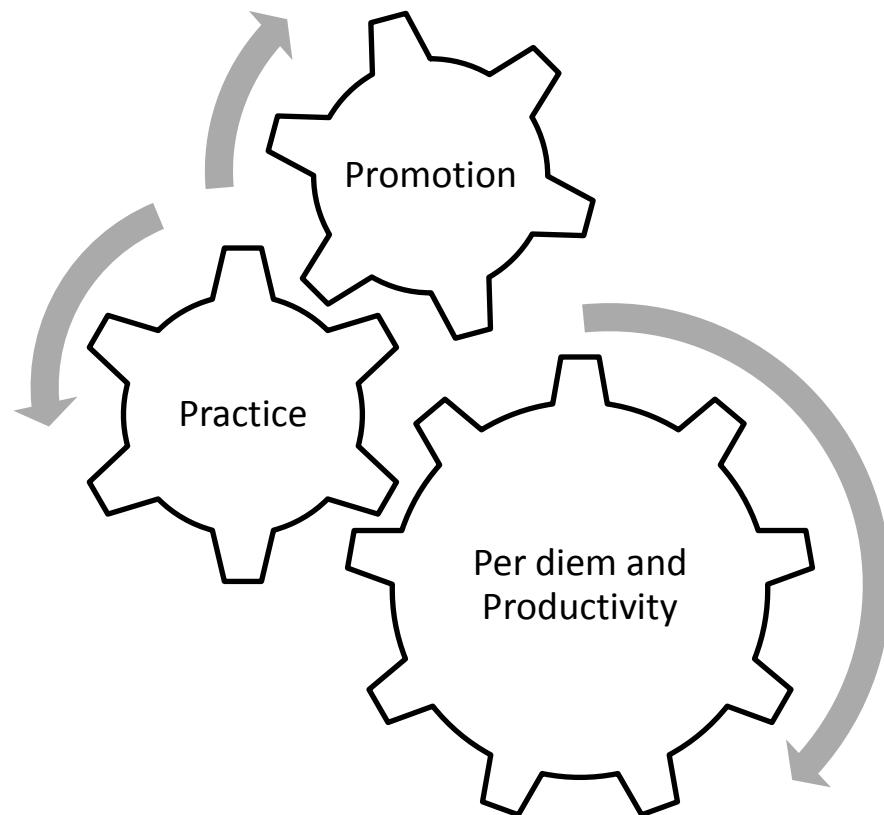
Your SMART Goals

- Most professionals (even Project Managers) roll their eyes at this when applied to them
- Professionals sell and deliver the stuff but rarely apply it in their own lives
- Set your career and assignment portfolio goals
 - Specific
 - Measurable
 - Achievable
 - Relevant
 - Time bound



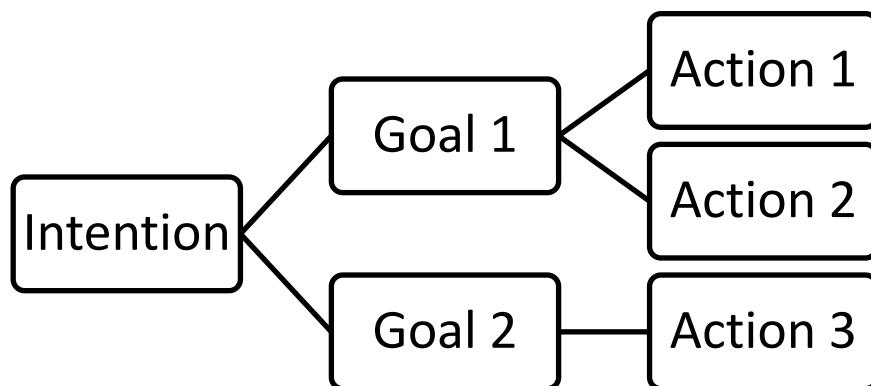
The Professional's Marketing Mix

- Per diem
- Productivity
- Practice
- Promotion



Your Actions Steps

- Project Manage your Career and Portfolio
- Breakdown your goals and supporting actions
- Sequence and connect your actions and goals
- Create a project plan and a results chain



You and Accountability

- Look in the career mirror regularly
- Recruit a coach or mentor to help you
- Form a group to hold each other accountable

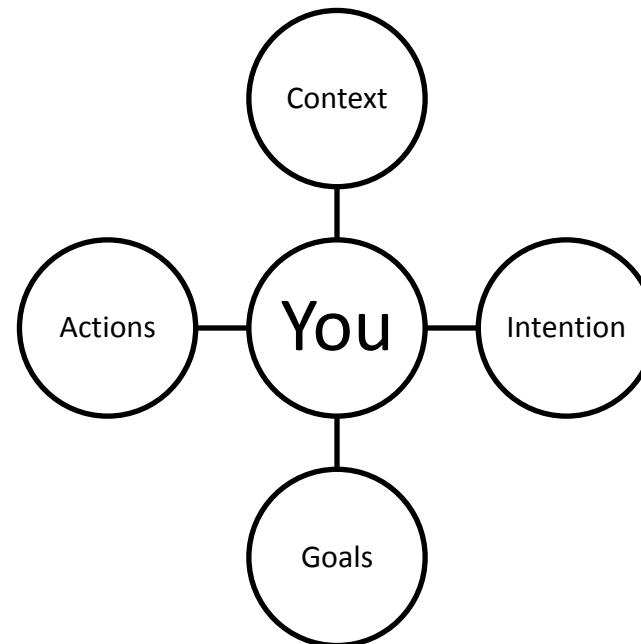


Overcoming Career Obstacles

- Boredom and Burnout
- Lack of Meaning
- Working for a Jerk
- Dead Ended
- Values Gap
- No Fun
- Not Learning
- Out of Balance
- Take a Break
- Switch Over or Out
- Manage your Manager
- Take a Walk
- Be an Activist
- Lead and Laugh
- Push Up and Out
- Stop and Say NO

Optimizing Your Rewards

- Become an activist
- Take more control
- Act like an independent consultant
- Use all the tools available



For Further Information



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