



All the right moves

The right steps to a fulfilling career

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EXIT 1A

**DREAM
JOB**

EXIT  **ONLY**

Definition of success



Traditional Career Management



- Put in your time
- One way – Only up
- Benefits
- Pension
- Vacations
- One Job for life

And today...



The four career transitions

Easier

Same job – same industry

Same job – different industry

Different job – same industry

Different job – different industry

Harder

The four steps to a successful career

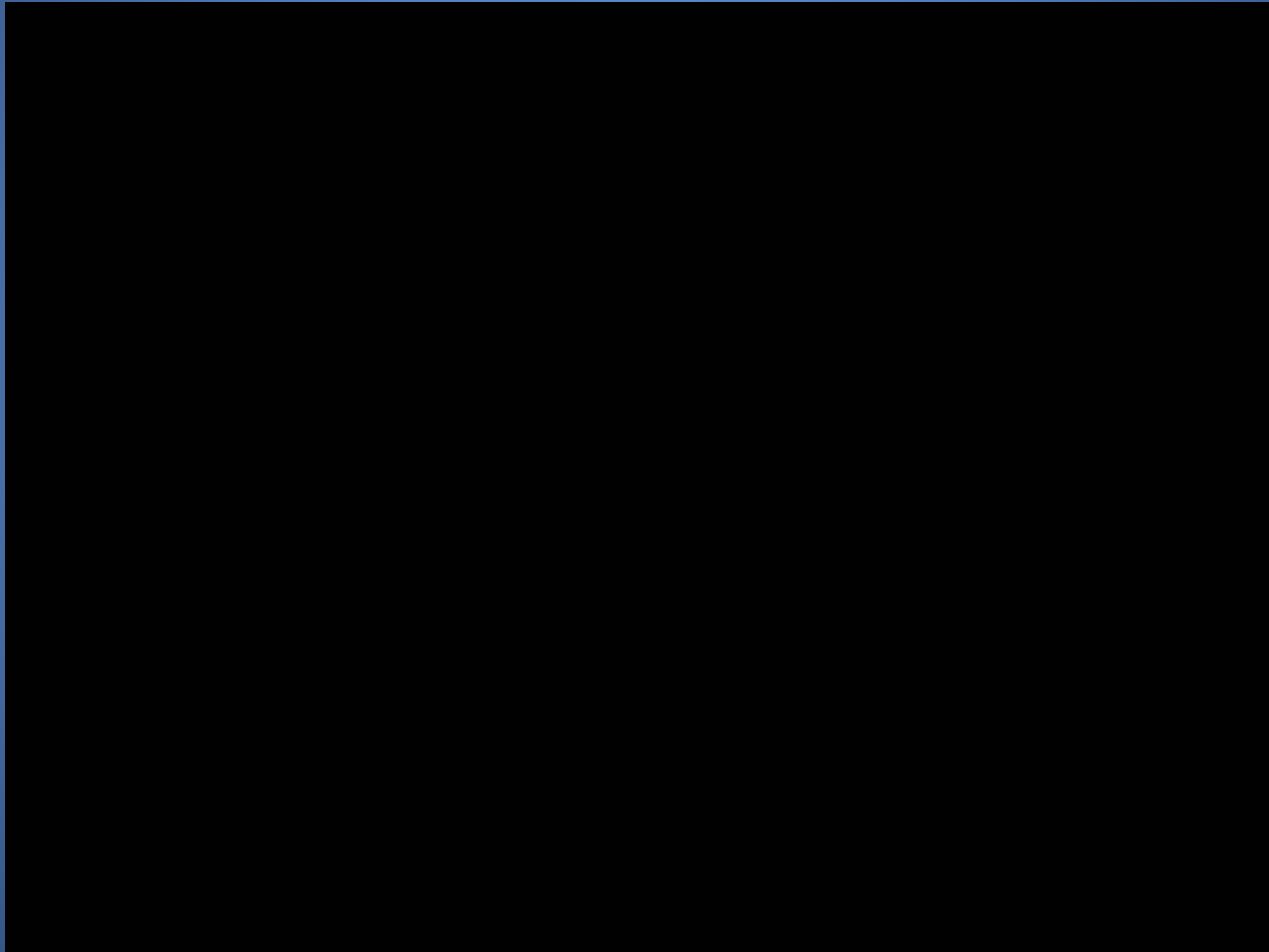
1. Determine your brand
2. Networking
3. Define your focus
4. Be accountable



Step 1 :

Branding

First Impressions...



Brand Power!




What emotions come up when you consider buying an Android Phone?



Respond at **PollEv.com/coachdenis**




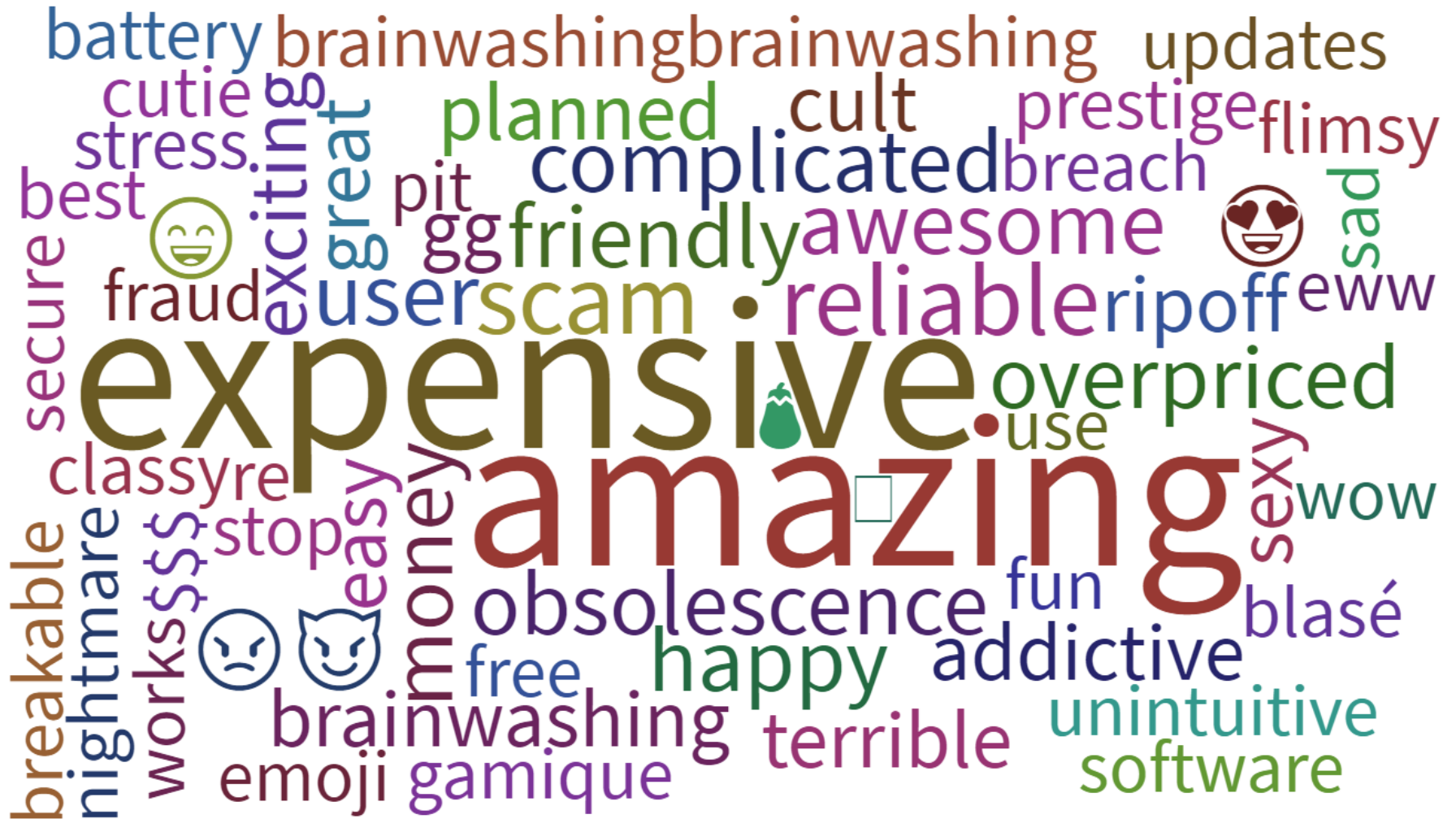
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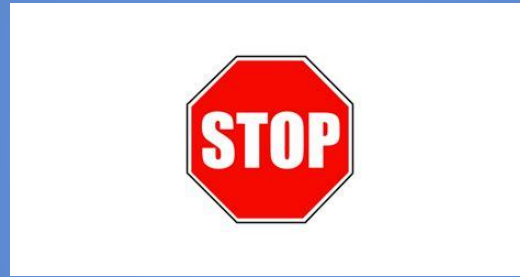
What emotions come up when you consider buying an iPhone?

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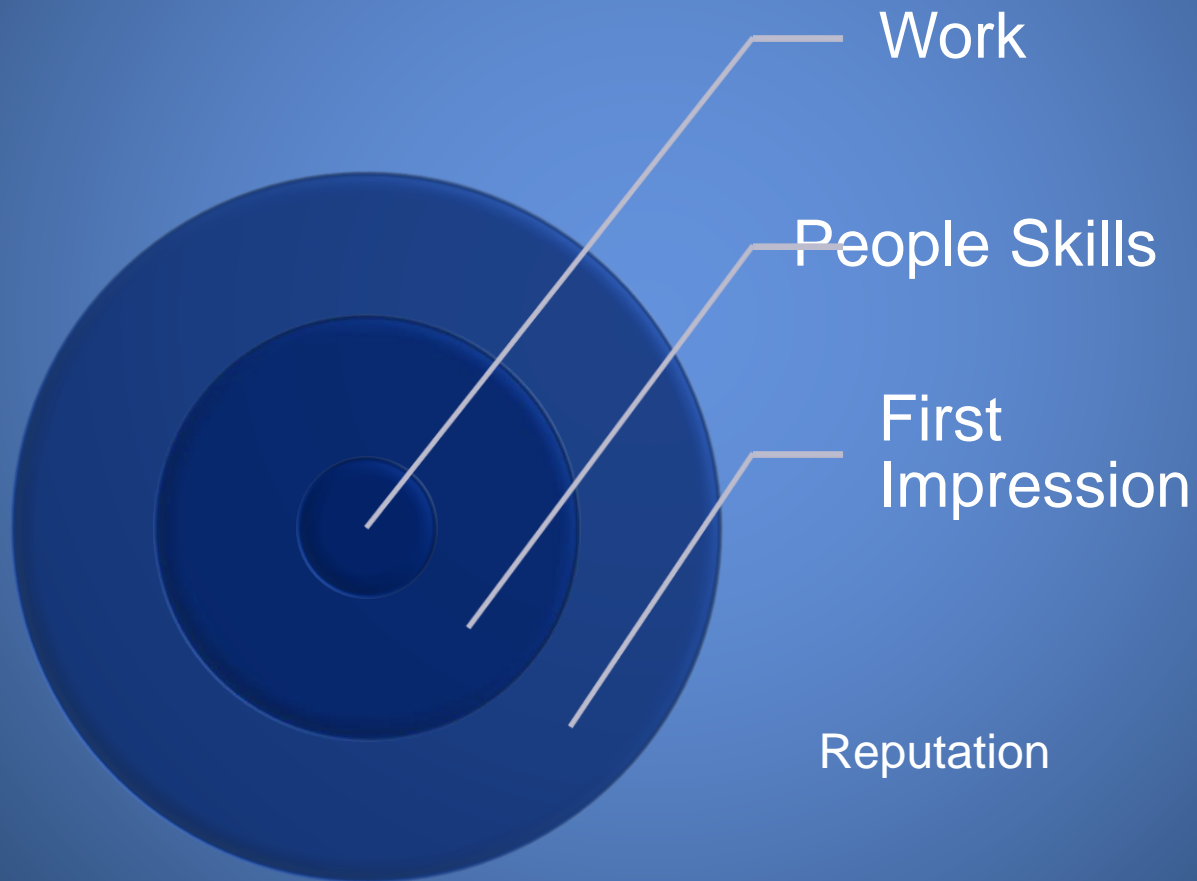


That you want it or not, you do
have a brand!



Are you managing it?

Branding



Branding

The experience
we have with you:

- Voice
- Email
- Language
- People Skills
- How you dress
- Handshake
- Message on your voice mail

No CLM ... Please!



Branding at it's best...



Speed Branding

- Meet 3 people that you don't know. Have 3 brief conversations of 2 minutes each talking about your greatest achievement.
 - First Minute person A talks – Second minute person B talks
 - Mention 2-3 words that describe your experience you just had with the other person.
 - Find someone new and repeat!

Your Brand in an interview...



Step 2 : Networking



Networking



Reasons to network

- Better understand your career barriers
- Find a mentor
- Give back
- Learn
- Become better in your work

Barriers



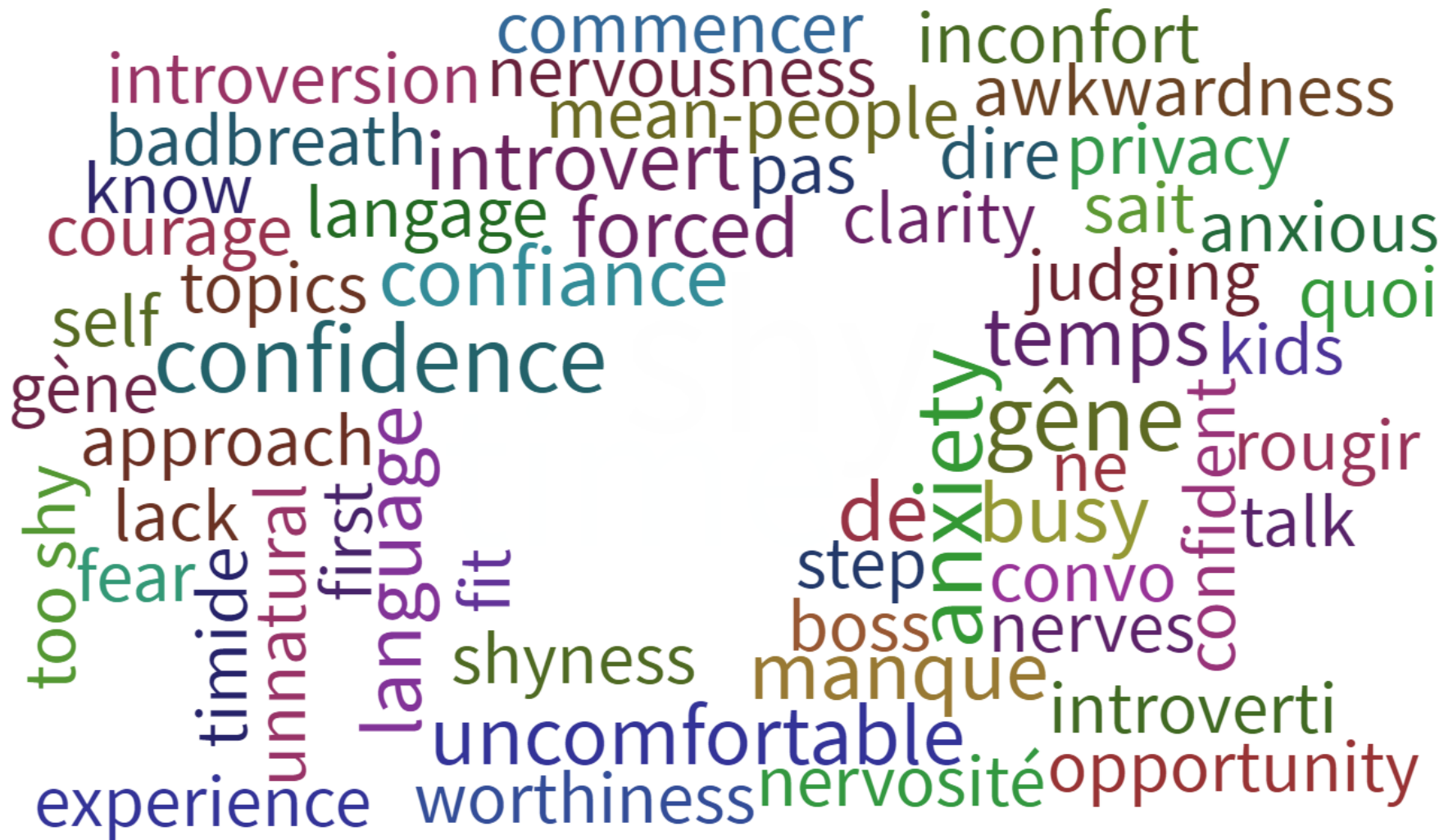
Barriers to networking?



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Where should you network?



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Where to network



- In your department or organisation
- In other parts of the government
- Professional associations – FMI, DPI, PMI, EX
- LinkedIn
- Public Associations
- Volunteer

Networking in the digital age!







Best practices

- Picture
- Keywords in your title
- Large network
- Discussion groups



Denis Lévesque, CEC, PCC
Specialist in Leadership Development, Coaching, Sales Force Effectiveness and Career Management
Ottawa, Canada Area

[Add profile section](#) [More...](#)

-  **Big Dashan - Solutions**
OptiGestion
-  **Royal Roads University**
-  [See contact info](#)
-  [See connections \(500+\)](#)

My passion is to coach and facilitate learning for executives, entrepreneurs and managers for them to realize their career and operational goals. At Big Dashan, I help people build the clarity, confidence and desire to capitalize opportunities or overcome feelings of being stuck, bored or overwhelmed in their ca...



Secret tool...

Information sessions!



Questions

- Can you describe a typical day? (Be careful not to spend your 10 minutes here)
- What are the biggest challenges?
- What is the typical career progressions in the department for an FI?
- What are the long term trends in the industry or department?
- What are the transferable skills that will be useful in my transition?
- What are the important points that are considered for a candidate that applies for this position?
- Is there anyone else I should be talking to? (This is important as it will give you a richer perspective and will help you increase your network).

Networking challenge

The one who can name the most number of new people they meet before 2:30PM this afternoon, wins a grand prize worth 900\$



Step 3 : Define your focus



Career success!



Interests

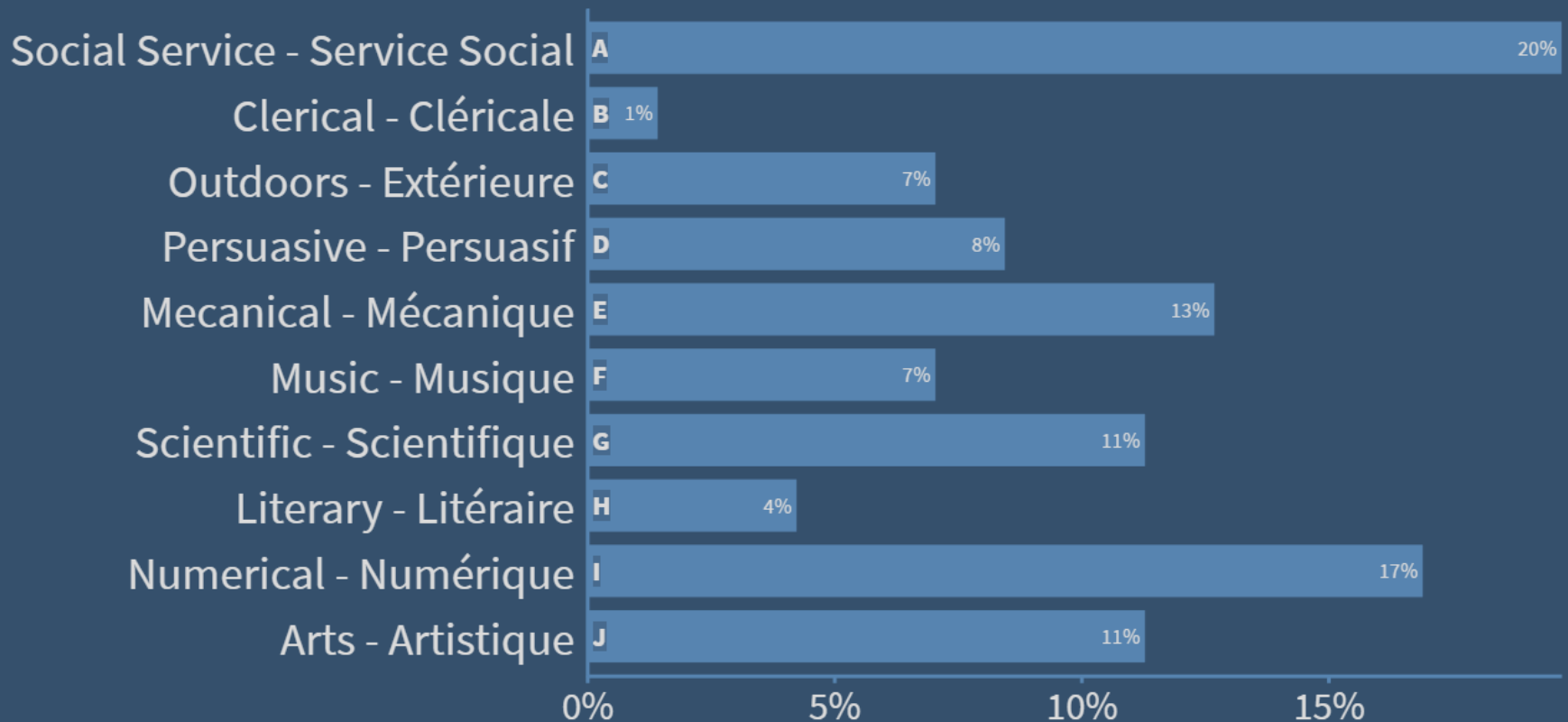
- What you do?
- Which industry?

Motivators	
Social Service	Musical
Clerical	Scientific
Outdoor	Literary
Persuasive	Numerical
Mechanical	Artistic



What is your most important motivator? Quel est votre motivateur le plus important?

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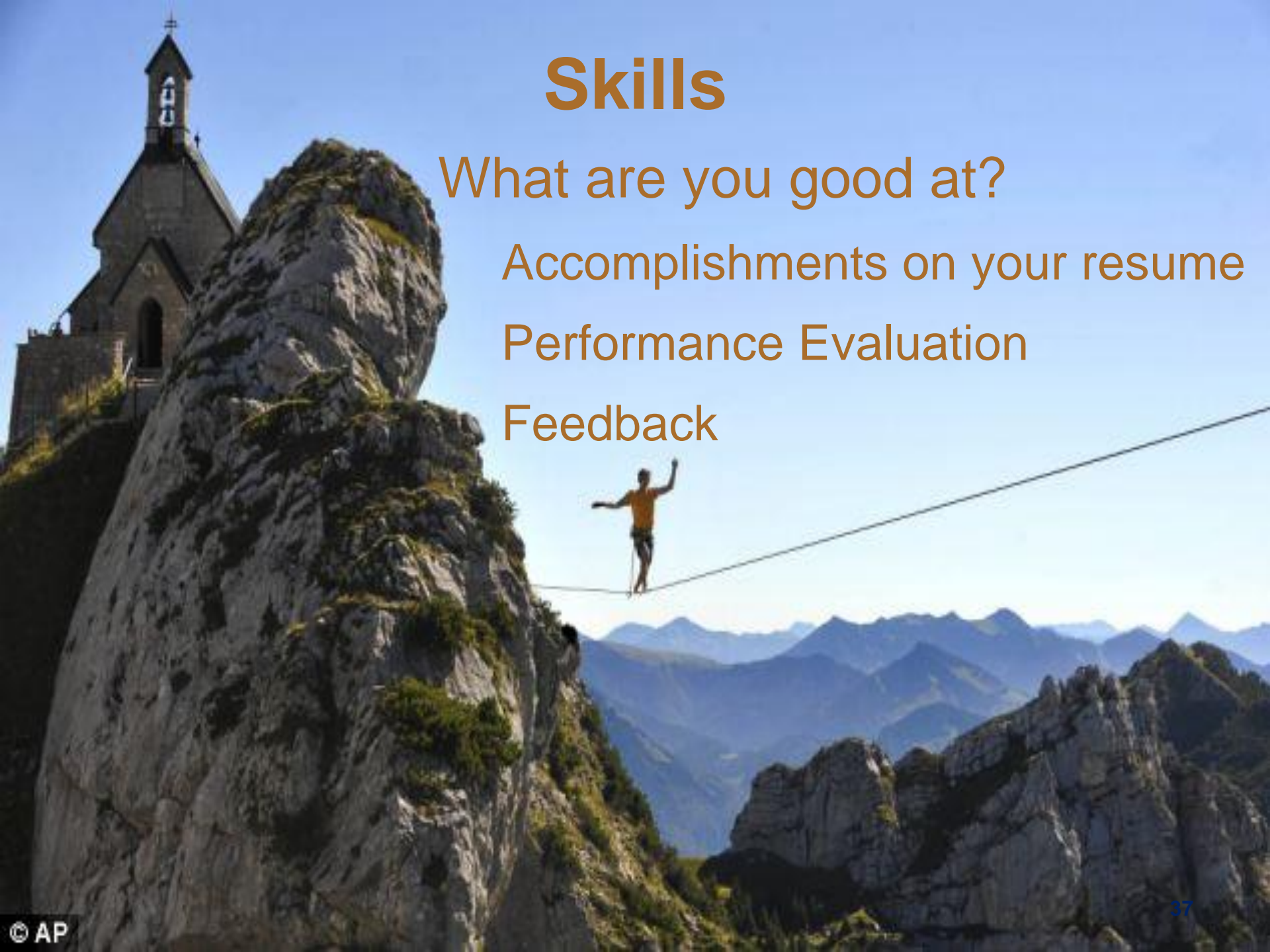
Skills

What are you good at?

Accomplishments on your resume

Performance Evaluation

Feedback



Your accomplishments

- Resume – Cover letter
- Challenged the status quo and gained buy-in from key stakeholders to adopt SAS processes to automate daily and monthly reporting routines. This resulted in the reducing the number of reporting errors by 90% and reducing workload by 1FTE. The capacity was re-allocated for ad-hoc analytical projects to improve employee performance over time and to reduce turnaround time for ADM level inquiries.

Market

Volunteer

Employed



Entrepreneurship



Core Values

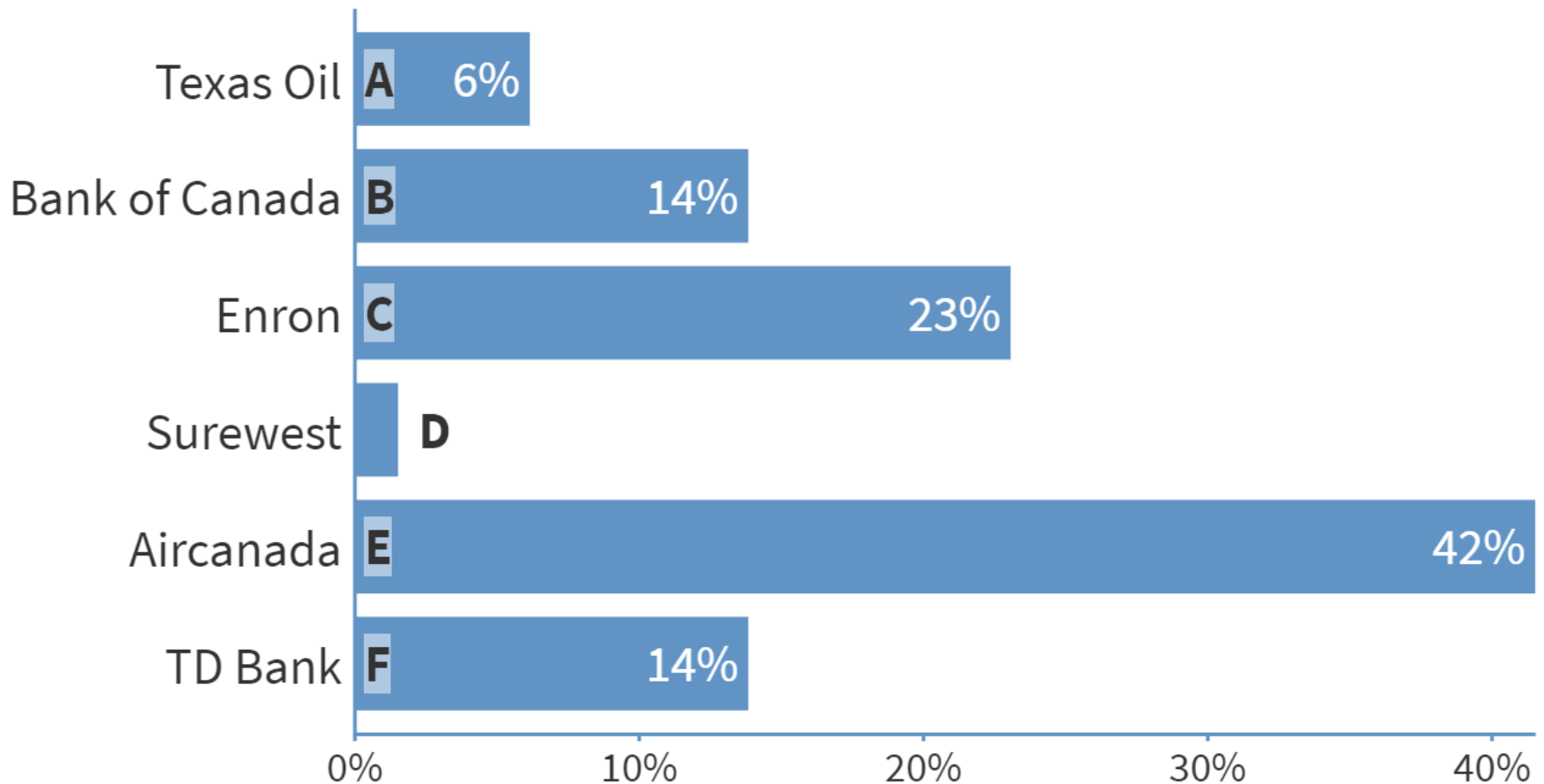
Valeur: Nous traitons les autres comme nous désirons être traités. Nous ne tolérons aucun traitement abusif ou un manque de respect. Nous n'acceptons pas les comportements impitoyables, rudes ou arrogants.



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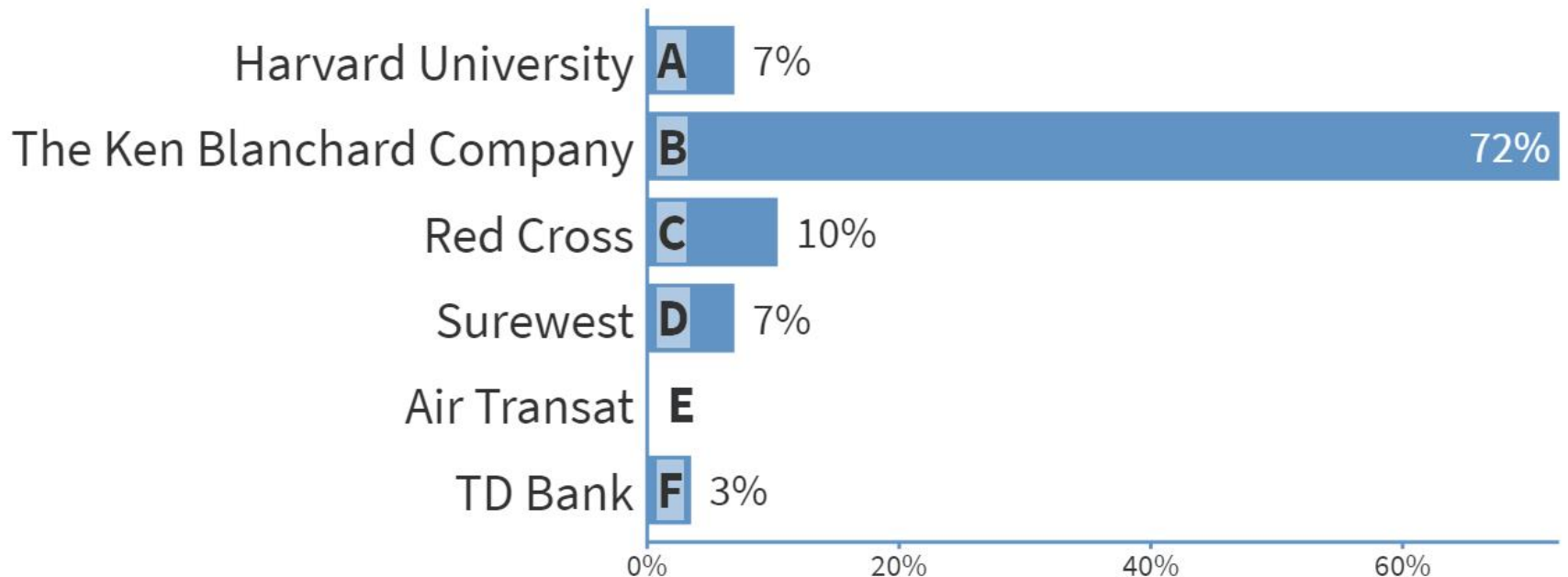
Valeur: Un comportement éthique Nous sommes justes et vrais lorsque nous interagissons avec les autres, nos actions sont légales et nous sommes fiers si nos actions sont discutés dans les médias. Nous sommes engagés dans la conservation des ressources naturelles. Nos actions suivent nos enseignements. Notre comportement est en ligne avec ce que stipulent nos produits et services.



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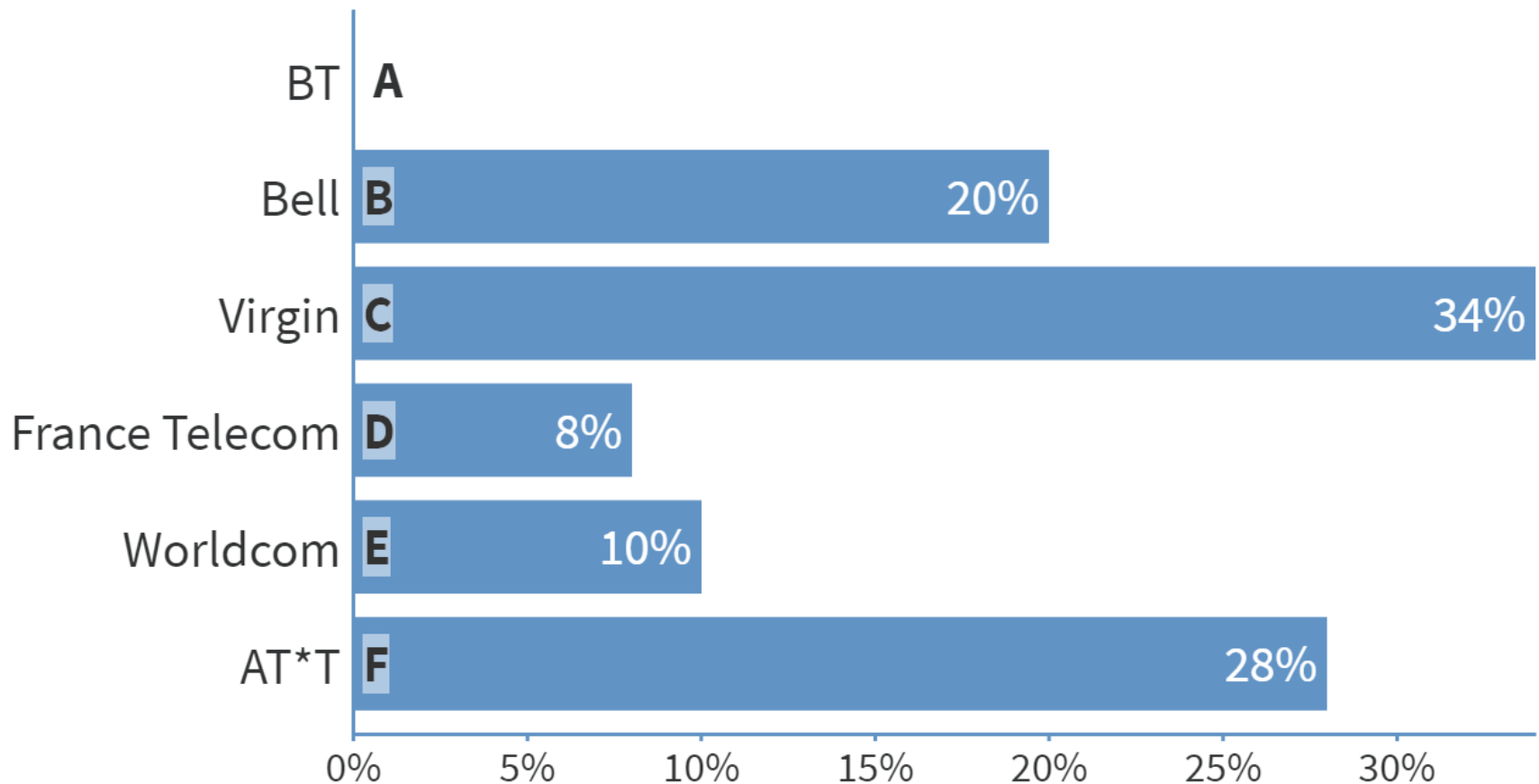
Valeur: Notre objectif est d'être la compagnie la plus profitable et la plus unique dans le secteur de la communication à une dimension mondiale.



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When your needs
are met, you are in
the ZONE!

When they are not...

Ouch!





Needs

Esteem	others to be frank and forthright	respect of key individuals
Acceptance	plenty of time alone or in small groups	to feel part of the group
Structure	only an outline plan to follow	a definite plan in place
Authority	a non-directive, democratic environment	to know who is in charge



Needs

Advantage	an environment based on trust	a means of measuring personal performance
Activity	personal control over scheduling	a busy schedule
Challenge	a success-oriented environment	personal challenges
Empathy	an unemotional environment	an outlet for subjective issues



Needs

Change	adequate notice of any change	plenty of different calls on attention
Freedom	a predictable environment	opportunities for individuality
Thought	issues reduced to their simplest form	plenty of time for complex decisions

Exercise

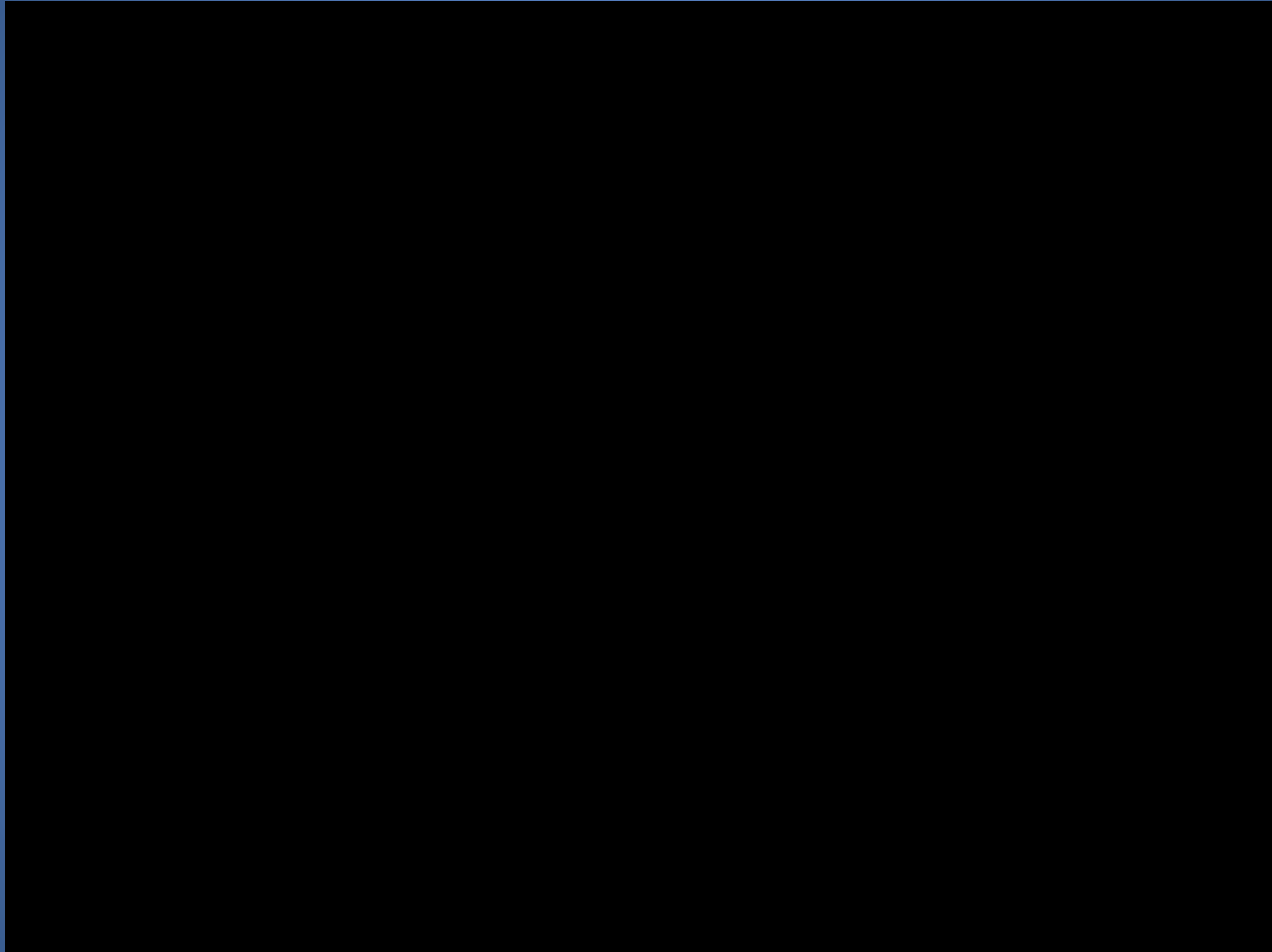
Find a partner:

- Share an experience where one of your needs was not met. How was this experience?
- Identify strategies that will help you know if your needs will be met before accepting a job offer?

Motivation



Inherent
Integrated
Aligned
Imposed
External
Disinterested





How to discover if your needs will be met!

1. Ask your network
2. Ask questions at the interview
3. Check on the internet

Step 4 :

Be accountable



Signature



Accountability

It's the fuel that will get you there!

Be accountable to whom?

- Your boss
- Your peers
- Your mentor
- Someone else's boss
- Your employees
- But not your spouse...



Find a partner



Homework



Identify your next career goal

Where do you want to be in 5-10 years?

What are the gaps in experience, education and network?

- 1) Write a 90 day plan
- 2) Share
- 3) Schedule a meeting in 90 days to follow-up

The four steps to a successful career

1. Define your focus
2. Determine your brand
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What is your best career tip you can give?

My best career tips

- Mentor
- Coach
- Information session
- Psychometric tools – Birkman
- Courage
- Be in the action

Share your experience



Let's stay connected!

- LinkedIn
<http://www.linkedin.com/in/coachdenis>
- Twitter @SolOptiGestion
- Google +
- Courriel denis@bigdashan.com
- Téléphone 613-841-1229

Go for it!

