

Integrated Career Management

Career and Aspiration Aligned

Transition Statistics

- ❖ *25% of all managers make a transition to a new role each year.*
- ❖ *Expect to face a transition every 18 to 24 months*
- ❖ *It takes an average of 6.4 months to move through transition.*
- ❖ *40% of new hires at the executive level don't last 18 months – 60 % at CEO level.*

Survey of 826 HR Directors

- **Failure to build good relationships with peers and subordinates (82%)**
- **Confusion or uncertainty about what the boss wants (58%)**
- **Lack of internal political skills (50%)**
- **Inability to achieve 'CFOs' (47%)**

Career Track

- **Your current role is a down payment**
- **Map out your career based upon aspiration**
- **What is the role you seek beyond this one?**
- **What skills, experience and qualifications will you require?**
- **In what way is your current role positioning you for success in your next one?**
- **In what way might it be lacking?**

Context: Change is the Constant

'When the rate of change outside the organization is faster than the rate of change inside the organization, the end is near!' Jack Welch



Fast Start.....

- *Who is responsible for managing your relationships with everyone in the organization including your boss?*

What does it take to Succeed?

- Make a Plan: By the end of 90 days I want.....
 - ❖ My boss
 - ❖ My peers
 - ❖ My direct reports
 - To feel that something new, something good, is happening.
 - And as a result people are feeling an infusion of new energy and excitement and,
 - I have built a bank account of credibility.

The Plan

- ❖ **Defines: Steps, Schedules, Milestones**
- ❖ **Sets-up: regular updates to review accomplishments & learnings**
- ❖ **....Constantly review and refine next steps**

Reach Agreement on the Plan

- ❖ *Within 30-60 days – you have defined your performance contract with your boss.*
- ❖ *3 – 5 priorities (The Critical Few Objectives).*
- ❖ *Agree on timing and process for feedback.*

Stay Career Ready!

❖ *Take Care of Your Future:*

- 🕒 *Get VISIBLE – inside and out*
- 🕒 *Continue to network actively (stay connected)*
- 🕒 *Stay in tune with industry trends, opportunities*
- 🕒 *Keep résumé up to date*



Resources

- *New Role, New Reality* by John O. Burdett Orxestra Inc. 2000
ISBN 0-9687233-0-6
- *The First 90 Days: Critical Success Strategies for Leaders at all Levels*
by Michael Watkins (HBS Press 2003)
- *Just Promoted: how to survive and thrive in your first 12 months as a Manager* by Edward Betof & Frederic Harwood McGraw-Hill Inc.
ISBN # 0-07-005073-2
- *The Secret Handshake* by Kathleen Kelley Reardon Doubleday,
ISBN 0-385-49528-5
- *Working with Emotional Intelligence* by Daniel Goleman, Bantam
books ISBN 0-553-37858-9
- www.ceoresource.com *The One Hundred Day Survive and Thrive
Action Plan*
- www.IdeaBridge.com *The IdeaBridge White Paper Series: Actual
100-Day Transition Plan*