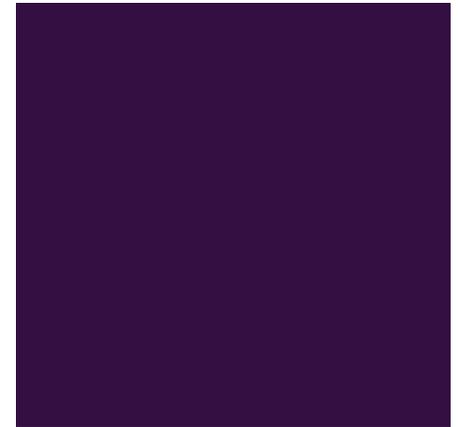
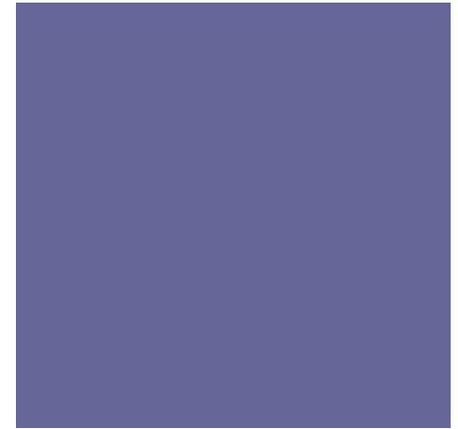
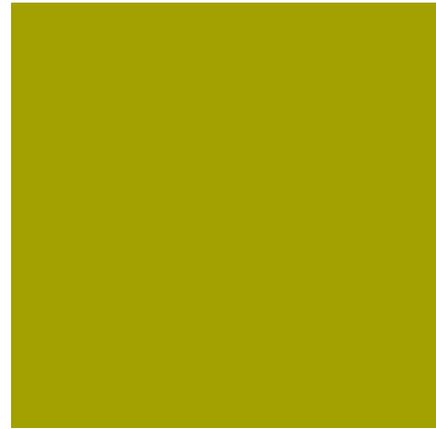




Flexible Career Planning

SC GMIS/PMI Summit 2017
April 19, 2017



Facilitated by:
Kendell Scott Moore, PMP
Transformation Program Manager
Staples, Inc.



A Quote...

“Successful careers are not planned. They develop when people are prepared for opportunities because they know their strengths, their method of work and their values...”

Peter F. Drucker – Managing Oneself



A Few Myths...

Careers follow a natural linear progression.

1

You should focus first and foremost on climbing the ladder.

2

You must go into management to further your career.

3



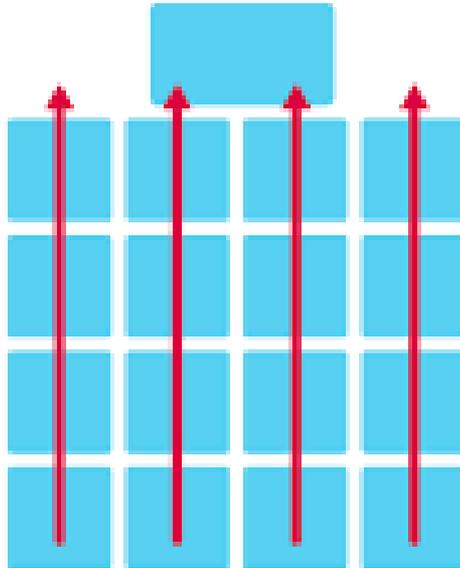
Myth...

1

Careers follow a natural, linear progression.

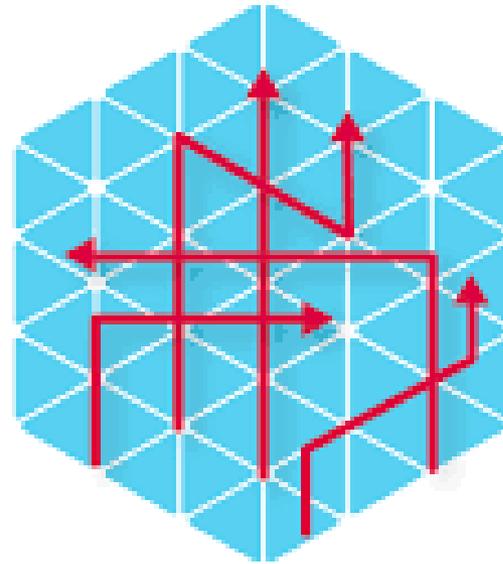


Ladder Progression



Examples of linear career paths

Lattice Pathways



Examples of more varied paths for growth and development



Recommendation...

1

Be open to functional opportunities that will allow you to leverage your core strengths and collective experiences to make an impact that will bring growth and development.



Myth...

2

You should focus first and foremost on climbing the ladder.



The Talent Triangle



- ◆ Strategy and Communication
- ◆ Analysis and Presentation
- ◆ Leadership
- ◆ Governance Relationships
- ◆ Stakeholder Management
- ◆ People Management
- ◆ Subject Matter Expertise
- ◆ Operational Effectiveness



Recommendation...

- 2** Seek opportunities that may or may not initially present as a promotion but will allow you to gain valuable experience and expertise.



Myth...

3

You must go into management to further
your career.





Recommendation...

3

Focus first and foremost on being a leader. The characteristics of a leader will add much more value and bring long term reward.



In Summary...

1

Be open to functional opportunities that will allow you to leverage your core strengths and collective experiences to make an impact that will bring growth and development.

2

Seek opportunities that may or may not initially present as a promotion but will allow you to gain valuable experience and expertise.

3

Focus first and foremost on **being a leader**. The characteristics of a leader will add much more value and bring long term reward.



Your **FUTURE** is created by
what you do **TODAY** not
tomorrow...