

Career Success Plan

FOR CWC

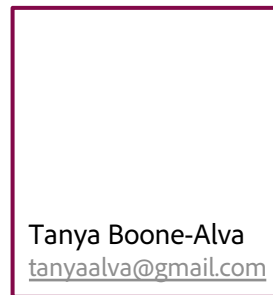
Leveraging Technology for Career Success

Presenter



Thesha Sims, Sr. Strategic Enterprise Customer Success Manager, has been with Adobe for over 13 years leading projects, managing teams, and designing solutions. For the past two years, she has advised senior leaders at higher education institutions (public and for-profit) on designing effective strategies for their online learning platforms. Focusing on sustainable practices to deliver value, she's passionate about developing leaders and leveraging good data to drive decisions. Thesha is an CWC member and has presented "Increase Your Digital Literacy" to attendees at the 2014 Newport Beach State Conference. She also conducted an all-day District II training in October 2014 titled "Technology is Your Friend." As an advocate of life-long learning, Thesha is currently working on her MBA in Leadership at Dominican University.

Special Guest



Tanya Boone-Alva has 20+ years experience in education, technical writing, and developing best practices for both traditional and matrixed organizations. Currently she teaches Math and Art at Credo High School in Rohnert Park. Her true "North Star" is to support and improve systems by providing essential connections between departments within an organization. Leveraging her talents, she becomes the glue that strengthens and builds organizational excellence, facilitates identification of common language and systems, and develops instructional tools to drive change and maximize learning.




Agenda North Star

Know Your 'Why'

Chart your Path

Are you Equipped?

Call To Action



“While it may seem like career mapping is most useful for the most entry-level people in the company, that’s far from the truth. In fact, according to a recent LinkedIn study, **47% of American workers between 35 and 44 years old are ‘career sleepwalkers,’** meaning they’ve lost the bigger picture of how they want their careers to develop and may not have any idea of their goals. That’s why **career mapping is just as useful for employees in the middle (or toward the end)** of their careers as it is for the greenest new hire.”

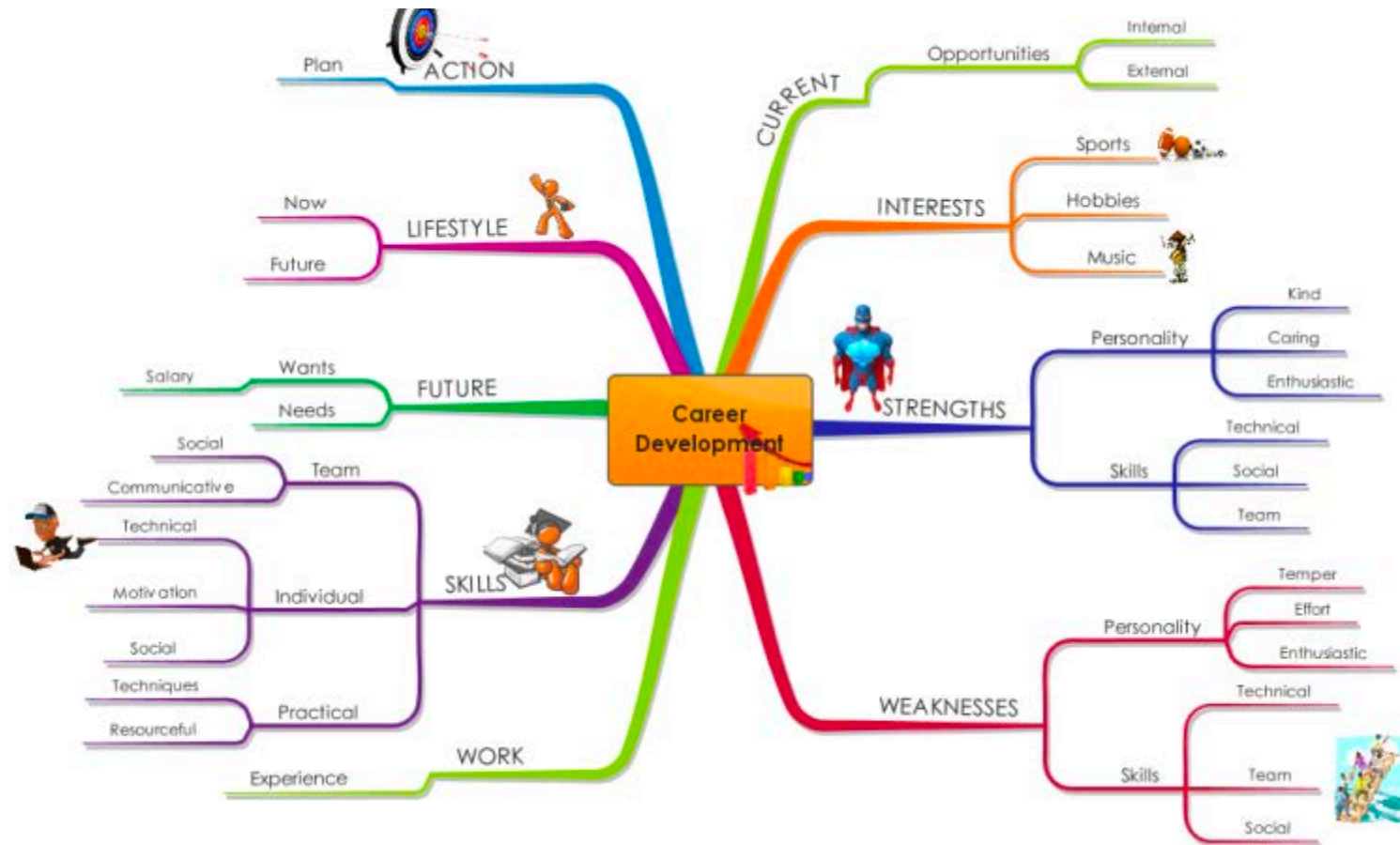
- Fuseworkforce.com

Activity 1: SELF ASSESSMENT

What is your north star?

“I always want to stay focused on who I am, even as I’m discovering who I am.”

- Alicia Keys



Activity 2:

Ignore expectations.

How will you focus your attention?

“The only skill that will be important in the 21st century is the skill of learning new skills. Everything else will become obsolete over time.”

- Peter Drucker

**Chart
Your
Own
Path**

Examples: Thesha's Success Plan

	Q1			Q2			Q3			Q4			
	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sept	Oct	Nov	Dec	
MBA w/ OD	Global Supply Chain & Marketing Management for Value Creation (8 Saturdays)			Leadership for Org Performance & Global Business Environment (Condensed)			Business Analytics/Marketing Research & Managerial Finance (8 Saturdays)			Organization Development Masters*			
Adobe	Account Transitions	Summit Prep & Planning		Adobe Solution Trainings			SBR 2.0 & MSP 2.0 Enablement			GTM Strategy Update	Adobe Solution Trainings		SKO
Skills	Software Engineering/Product Management *Online 5 hours per week			Data Analytics *Online 4 hours per week			Python / Java *Online		Pro Forma				
Health	Yoga												
	Strength												
	Cardio												
Creative	Piano (2 lessons per month + 30 min per day practice)												
	Writing (Thought Leadership articles, creative stories +1.5 hours per day)												
	Enamel projects (8 hours per month)												

Examples: Tanya's Success Plan

	Q1			Q2			Q3			Q4		
	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sept	Oct	Nov	Dec
Education/ Training	Ongoing Professional Development - Waldorf Teacher Training			ICF/ACA Coach's Training			Ongoing Professional Development - Waldorf Teacher Training					
Credo High School	Teaching Number Theory		Teaching Senior Portraiture and Acrylic Painting					Department Lead for Newly Established Learning Center				
	Lead, Directed Studies							Ongoing Track Classes and Main Lesson Blocks in Art and Math				
Skills	Foundational level Mathematics SSU					Foundational level Mathematics SSU					Foundational level Mathematics SSU	
				Internship – Encinitas Learning Center								
Health	Sprint Kayaking						Qigong Meditation					
Creative	Continue oil and acrylic painting – landscapes and portrait, average 1 – ½ hours per week											
	Continue vocal ensemble practice, return to SSU Symphonic Choir in fall 2020											

Activity 3:

How will you invest in yourself?

“It’s never a waste of time or money to invest in yourself, no matter the source. True wealth begins inwards and emits its light outward into everything else, including the people you surround yourself with.

- Will.I.Am

Skills for 2020

Did you know that the most in-demand skills are non-technical?

Critical Thinking

Public speaking

Judgment and decision making

Executive presence

Leadership

Emotional intelligence

Creativity

***Flexibility/adaptability to change is essential in today's market

Tech's Top Picks

Provider	Cost	Offerings	On-Demand	Certification
Harvard Manager Mentor		Articles, Case Studies,	Yes	
Coursera		Individual courses through Masters	Yes	Yes
LinkedIn	Subscription	Wide selection of Business, Technology, and Creative	Yes	Yes
General Assembly	Per Course/Program	Job specific, employment focused skills building (Technology specific)	No	Yes
Udemy	Per Course (Low Cost)	Wide selection of categories	Yes	Unknown
edX	Per Course	Professional online certificate courses	Varies	Yes
Degreed	Free to individuals	Courses, Articles, Podcasts, Videos	Yes	



“Action is the foundational
key to all success.”

- Pablo Picasso

Call to Action



Define your measures of
success



Schedule development &
write it down



Invest in yourself



Thank you!

TURN IN YOUR SURVEY