Super-Charge Your Career!
How to Generate Energy, Knowledge, Skills and Impact for a Lifetime of Professional Success!

Piedmont Technical College
Continuing Education and Economic Development
October 20, 2015
PIEDMONT Technical College

Your goals. Our mission.
Why Are We Here?

- To consider the influences that will effect the skills required in the workplace of the future
- To understand how an intentional skills development process works
- To begin to construct a personal development plan, for ourselves and/or our employees, to help each of us “close the gap” and build new skills that will **ADD VALUE** and make us more marketable into the future
Welcome!

- Facilitator Introductions
  - Lisa Bartanus

- Participant Introductions

- Zeetings:
  - www.zeetings.com/lisabam

What Do You Think?

- Does continuing to develop your professional skill set make a difference as you progress in your career?
  - Yes, DEFINITELY!
  - Yes, somewhat
  - No, not really
  - Not sure
Who Cares?

- Why does it matter if I possess new skills in the future?
- What if I don’t?
- What difference does it make?
- What is the value or benefit of learning new skills?
You’ll FLIP for Success

- Forethought
- Leadership
- Influence
- Positivity
You’ll FLIP for Success

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Six Drivers of Change

1. Extreme Longevity
2. Rise of Smart Machines and Systems
3. Computational World
4. New Media Ecology
5. Superstructured Organizations
6. Globally Connected World
Ten Skills for the Future Workforce

1. **Sense-making:** the ability to determine the deeper meaning or significance of what is being expressed

2. **Social intelligence:** the ability to connect to others in a deep and direct way, to sense and stimulate reactions and desired interactions

3. **Novel & adaptive thinking:** proficiency at thinking and coming up with solutions and responses beyond that which is rote or rule-based
Ten Skills for the Future Workforce

4. **Cross-cultural competency**: the ability to operate in different cultural settings
5. **Computational thinking**: the ability to translate vast amounts of data into abstract concepts and to understand data-based reasoning
6. **New-media literacy**: the ability to critically assess and develop content that uses new media forms, and to leverage these media for persuasive communication
7. **Transdisciplinarity**: literacy in and ability to understand concepts across multiple disciplines
Ten Skills for the Future Workforce

8. **Design mindset:** the ability to represent and develop tasks and work processes for desired outcomes

9. **Cognitive load management:** the ability to discriminate and filter information for importance, and to understand how to maximize cognitive functioning using a variety of tools and techniques

10. **Virtual collaboration:** the ability to work productively, drive engagement, and demonstrate presence as a member of a virtual team
<table>
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<th></th>
<th>Extreme Longevity</th>
<th>Rise of Smart Machines and Systems</th>
<th>Computational World</th>
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What Does It All Mean?

1. The skills you currently possess will not see you through to the end of your career
2. If you think you are going to coast to retirement, re-read #1, above
3. Each of us MUST become even **MORE PROACTIVE THAN EVER** about our own professional development
4. Each of us MUST be committed to lifelong learning regarding new technology
5. Each of us MUST be open to learning how to be more effective in a global economy
Better Get Moving!
You’ll FLIP for Success

- Forethought
- Leadership
- Influence
- Positivity
What Do You Think?

- Whose job is it to make decisions and focus on career skills development for an individual?
  - Manager/Supervisor (Leader)
  - The Employee (Self)
  - BOTH the Leader and the Employee
  - Other
Leadership

- As a Leader, as a Manager or Supervisor of others, it is **YOUR RESPONSIBILITY** to help develop others and help them progress professionally.

- As the world changes at a rate faster than ever, the acquisition of new skills to continue to **add value** to the organization is MORE CRITICAL THAN EVER!
You’ll FLIP for Success

- Forethought
- Leadership
- Influence
- Positivity
Influence

- Your ability to help influence others to take the stress from a threat and turn it in to a challenge to learn something new or do something different will lead to job success.
You’ll FLIP for Success

- Forethought
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https://www.youtube.com/watch?v=GXy__kBVq1M
Positivity

“I have a great opportunity for you to learn a new skill”
How Did You Get This Far?

- How did you get this far in your career?
  - Blind Luck
  - Pure Accident
  - Drew the Short Straw
  - Had no Choice; Daddy Cut Off My Trust Fund
  - Intentional Effort
How Did You Get This Far?
Intentional Effort

Step 1
Step 2
Step 3
Step 4
Step 5
Intentional Effort

Step 1

- Unconsciously Incompetent
- Consciously Incompetent
- Consciously Competent
- Unconsciously Competent

Step 2
Intentional Effort

- How can we be intentional about planning career development steps that will take us, and/or our employees, to the next level?
Intentional Effort

How can we *plan to learn* new skills that will help us address the challenges of:

- Extreme Longevity
- Rise of Smart Machines and Systems
- Computational World
- New Media Ecology
- Superstructured Organizations
- Globally Connected World
The opportunity or challenge I could undertake to make the biggest impact on my career would include new:

- Skills
- Certifications
- Degrees
- Experiences
Intentional Effort

What are the skills, certifications, degrees, and experiences I need in order to **ADD MORE VALUE** to my organization?

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<tr>
<td>MS Office</td>
<td>ASQ Certif.</td>
<td>Associate’s Degree</td>
<td>Team Building</td>
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<tr>
<td>Computer Prog.</td>
<td>SHRM Certif.</td>
<td>Bachelor’s Degree [BA/BS]</td>
<td>Problem-Solving</td>
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<tr>
<td>Lean Mgt./Supervision</td>
<td>APICS Certif.</td>
<td>Master’s Degree Certificate or Diploma</td>
<td>Working Effectively with Others</td>
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<td>Maintenance</td>
<td>MSSC/SCMC</td>
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<td>Job Shadowing</td>
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<td>CNC Prog.</td>
<td>Covey</td>
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<td>Career Planning</td>
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<td>PLCs</td>
<td>SSYB/SSGB/SSBB</td>
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<td>Managing Large Projects</td>
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<td>MS Project</td>
<td>Forklift</td>
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<td>Managing Budgets</td>
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<td>Minitab</td>
<td>Customer Service</td>
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# Intentional Effort

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<td>Travel Abroad, Lead Kaizen Teams</td>
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**SAMPLE**
Now What?

- I **DEFINITELY** know at least 2 things I need to do or implement as a result of this discussion!
  - Agree
  - Disagree
Broadening My Horizons

My biggest opportunities for growth are related to:

- Working with different people from different departments, technical backgrounds, or cultures
- Working with data
- Learning and developing competency with new technology or media
- Getting comfortable with change
Intentional Effort

What are the skills, certifications, degrees, and experiences I need in order to **ADD MORE VALUE** to my organization?

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Intentional Effort

What are the skills, certifications, degrees, and experiences my employee needs in order to *ADD MORE VALUE* to my organization?

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Supercharging My Career

- I feel inspired to leave this session and put into action something we learned or discussed!
  - Agree
  - Disagree
Commitment to Action

- As a result of this session, what are you going to do differently?
- How can you change or improve the way you develop and grow your skills so you can be more effective on the job?
- How can you share some of these ideas and concepts with your co-workers, peers, supervisor, or friends and encourage them to take action?
Closing/Evaluation