

BEYOND TALENT

MASTERING CAREER MANAGEMENT
IN TODAY'S RAPIDLY CHANGING
LANDSCAPE



TAKE YOUR CAREER TO NEW HEIGHTS



**ABOVE
THE RIM**
EXECUTIVE COACHING

By Greg Johnson

www.abovetherim.us

AGENDA

Changing Corporate Environment

Why Talented Professionals' Careers Stagnate

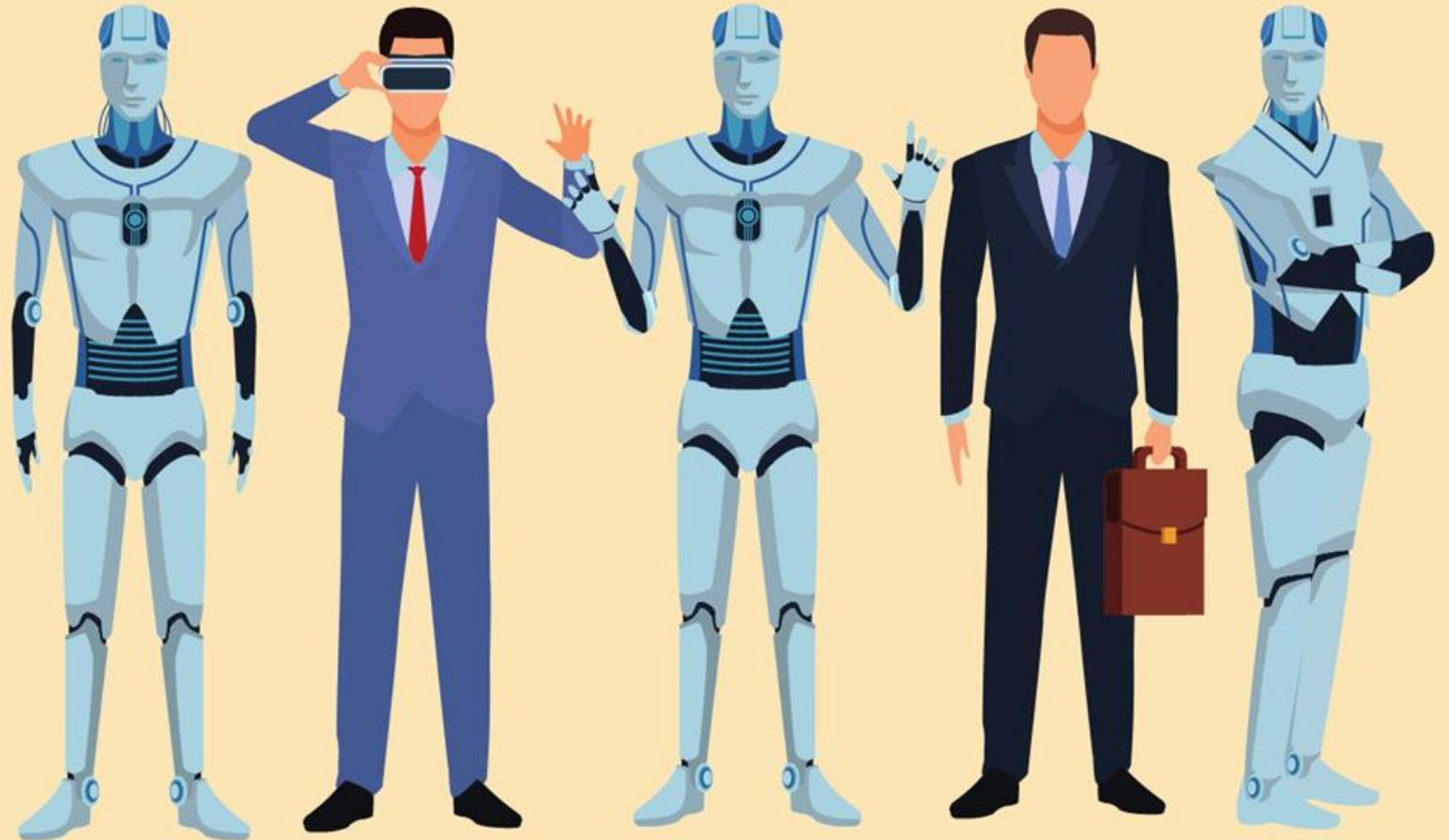
Three Strategies to Navigate & Excel

Tracking
Success
Stories

Building Your
Reputation

Strategic
Planning

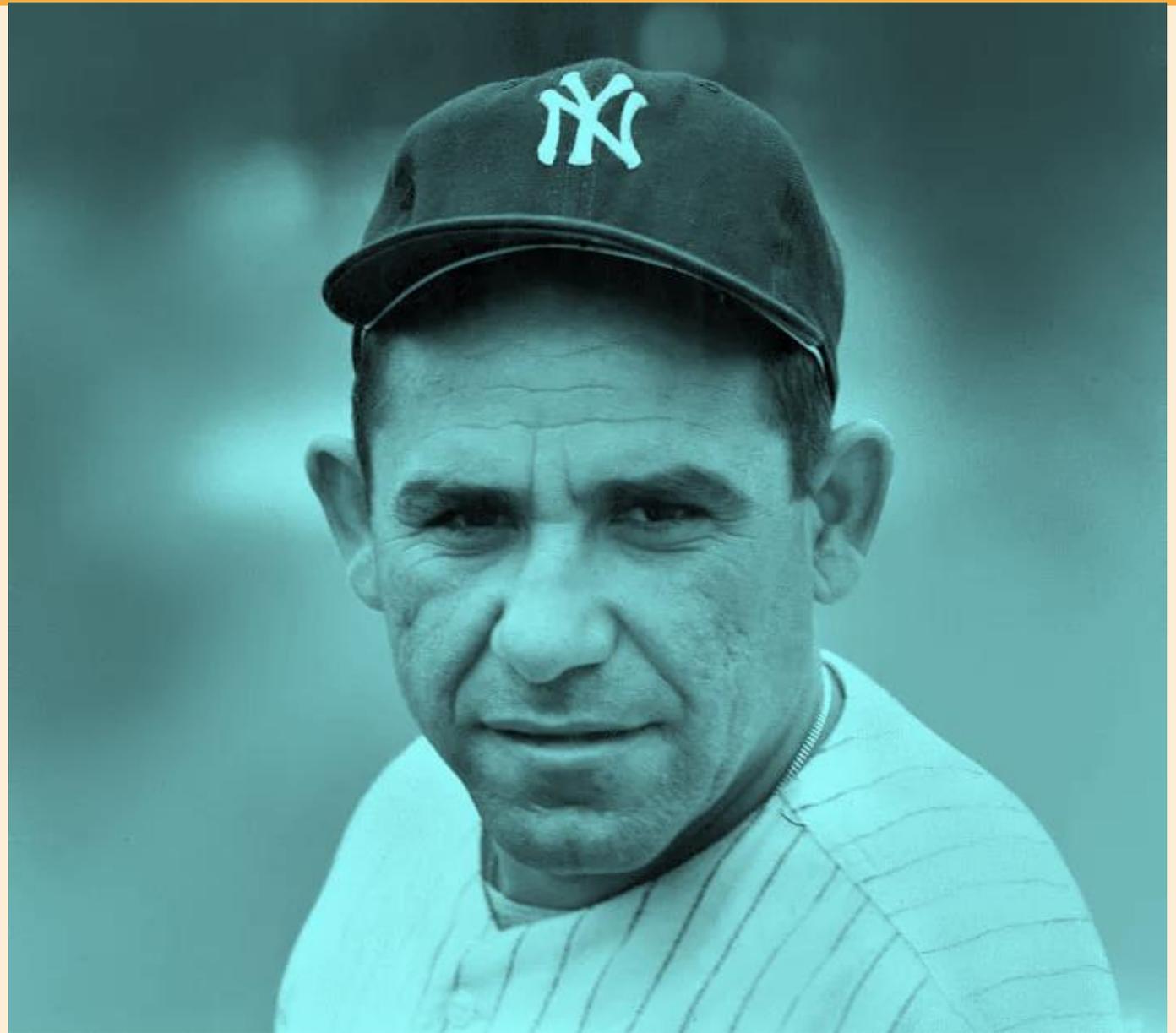
CHANGING CORPORATE ENVIRONMENT



Changing Corporate Environment



“The future
ain’t what it
used to be”
- Yogi Berra



“In the midst of chaos,
there is also opportunity”
— Sun Tzu

What Is The Key to Next Job or Promotion?



CAREERS STAGNATION



Why Am I Not Getting Promoted?

Leadership Doesn't Know You Exist



Leadership Doesn't View You In An Elevated Role



Leadership Doesn't View Someone Else In Your Role



Leadership Doesn't See You Stretching Yourself



Why Talented Professionals' Careers Stagnate



Non-Strategic
Job Search

Just Focused on
the Job
Description



Lack of
Motivation
and Passion

Nose to the
Grind-Stone
Mentality



Two Kinds of Workers – Two Job Cycles

Sustainers

Achievers

Sustainers

- Hard Work
- Education
- Technical Skills
- Merit Is Its Own Reward
- Do It On Their Own
- Fair World Mentality



Typical “Plateaued-Job” Cycle



Achievers

- Work Hard
- Negotiated World Mentality
- Use Non-technical Skills
- Give without expectation
- Actively Seek Recognition



Ideal “Career-Growth” Job Cycle



TRACKING SUCCESS STORIES



Review - Why Am I Not Getting Promoted?

Leadership Doesn't Know You Exist.



Leadership Doesn't View You In An Elevated Role.



Leadership Doesn't View Someone Else In Your Role.



Leadership Doesn't See You Stretching Yourself.



What Should I Do About It?

Identify Your Accomplishments!



Discuss Your Accomplishments – Get Feedback!



Document Your Accomplishments



Assess & Look for Opportunities to Improve!



What Are The Benefits?

Stakeholders Know Your Value – Improved Security!



You Seize "Ownership" of Your Value!



Increased Opportunities Inside Your Organization!



Increased Opportunities Outside Your Organization



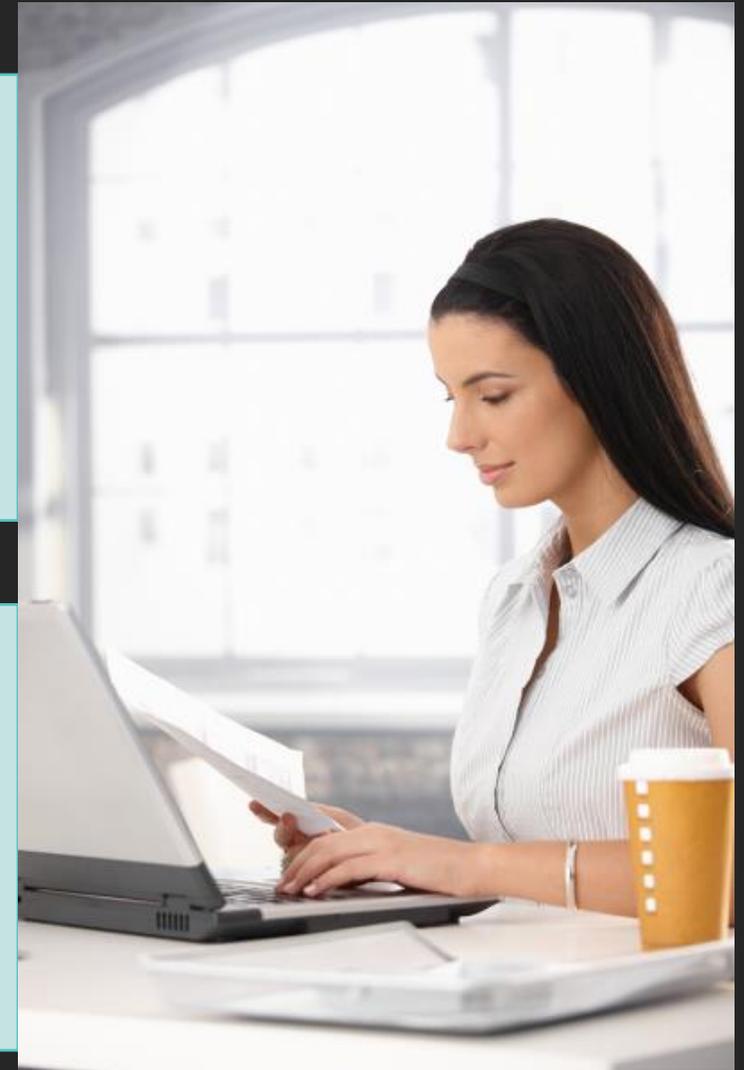
Identifying Accomplishments – Review

When To Review

- End of Every Quarter
- At Completion of Projects
- Prior to Performance Review
- Calendar It!

What To Review

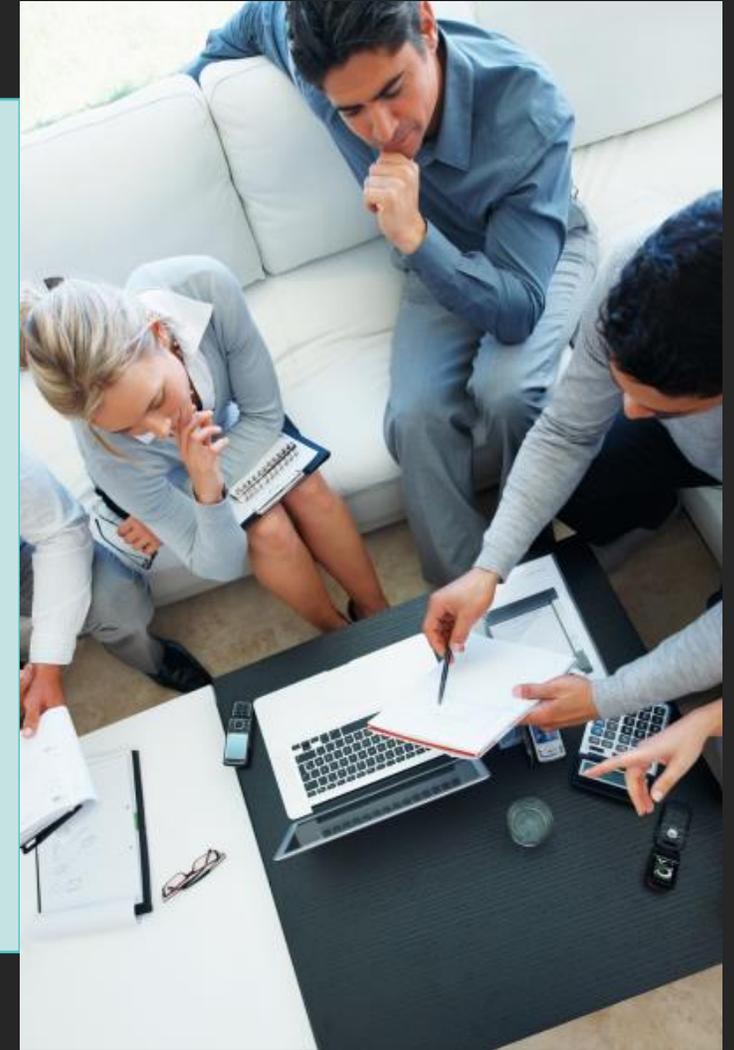
- Current Projects
- Completed Projects
- Recurring & Ongoing Tasks
- Previous Performance Reviews
- 90 Day Plan



Accomplishments – Review & Discuss

Current Projects

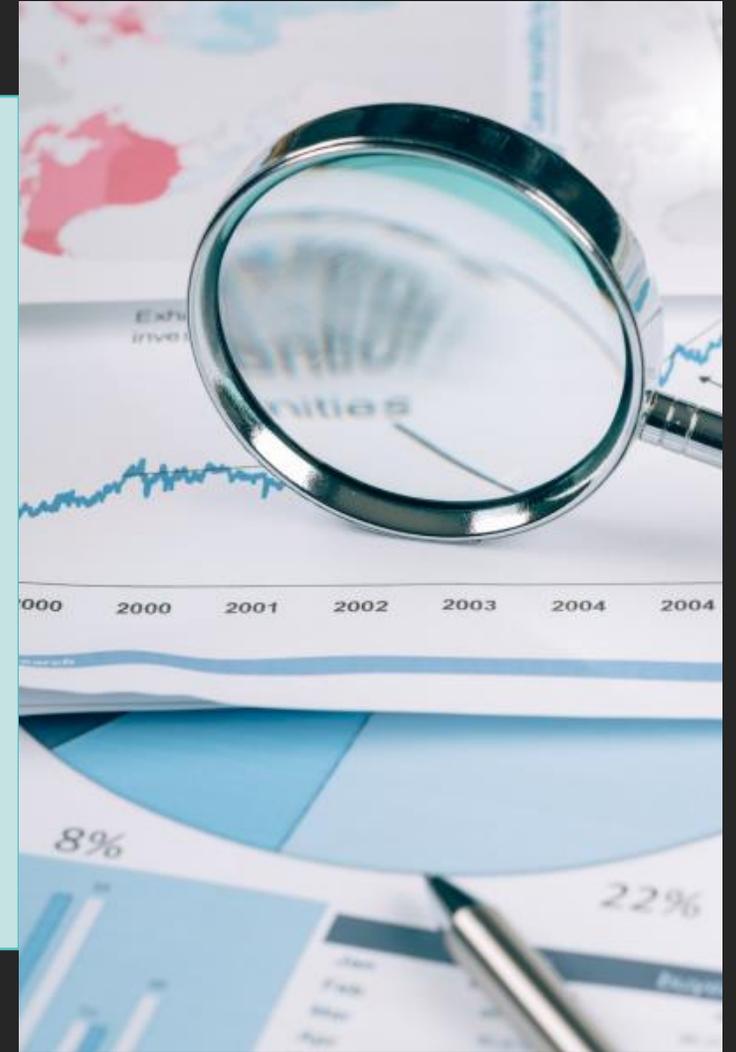
- Time Management – On Time or Delayed?
- Budget – Under, On or Over?
- Stakeholders:
 - Communication?
 - Deliverables?
 - Obstacles
 - Solutions



Accomplishments – Review & Discuss

Completed Projects

- Time & Budget Performance
- Business Impact
 - Adoption Rate?
 - Downstream Decision Impact?
 - Time Improvement or not?
 - Cost Reductions or not?
 - Revenue Increases or not?



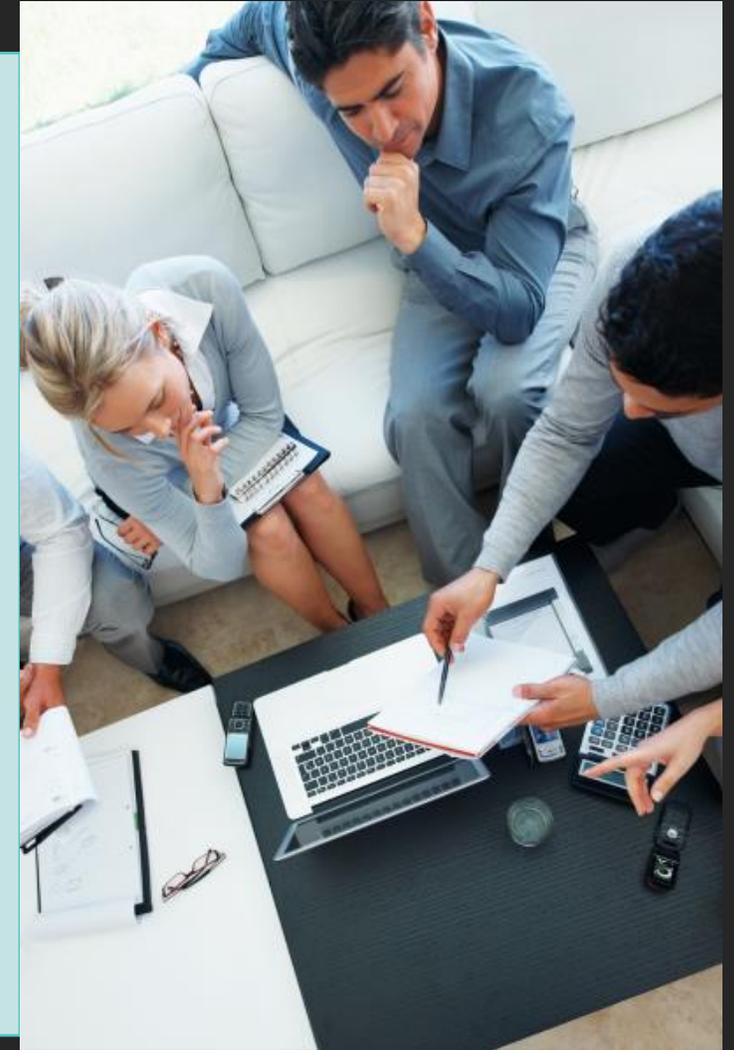
Document Your Accomplishments



Document Your Accomplishments

Current Projects

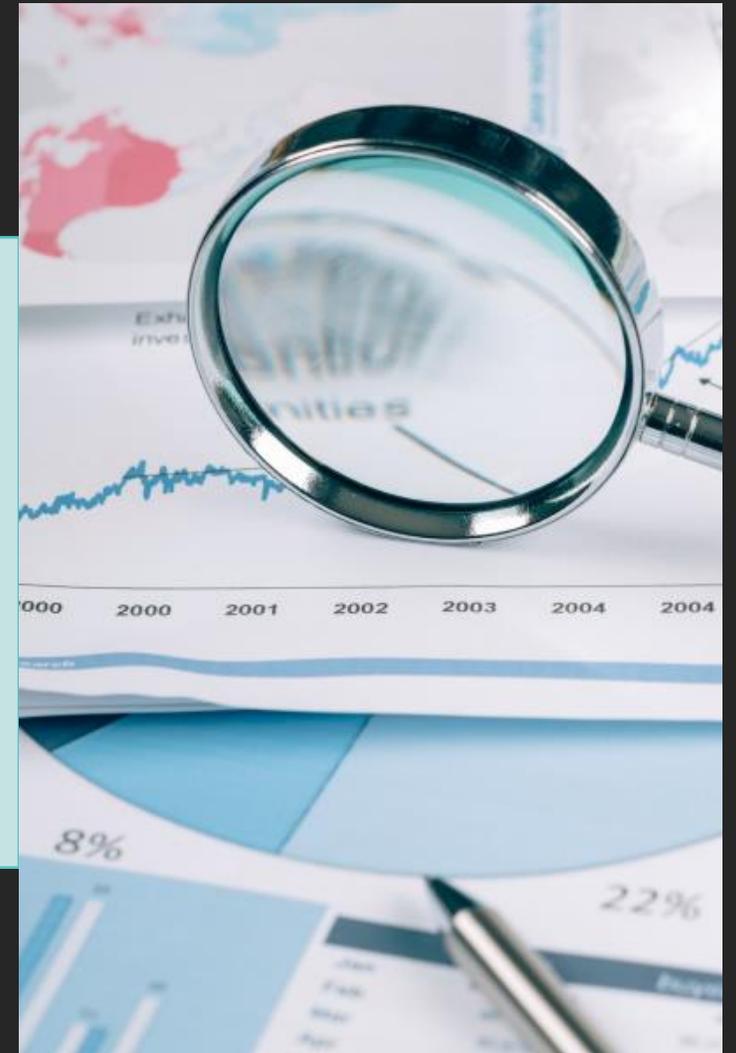
- Write down & Update
 - What are key deliverables?
 - Budget
 - Timeline
 - What are KPI's?
 - What are other performance measurements?



Document Your Accomplishments

Projects – write down

- Project Name
- Project Goal
- Obstacles
- Actions
- Results



BUILDING

YOUR

REPUTATION



Building Your Reputation

IN YOUR DEPARTMENT



Internal Networking

Build Relationships

- Lunch Together
- Intentional – Planned Interaction
- Strategic Brainstorming

Understand Roles & Interplay

- How do they impact your work?
- How do you impact their work?
- How can you make their life easier?

Building Your Reputation

IN YOUR COMPANY



Internal Networking

Build Relationships

- Lunch Together
- Intentional – Planned Interaction
- Strategic Brainstorming

Understand Roles & Interplay

- Identify stakeholders outside your department.
- How do you impact their work?
- How can you make their life easier?

Internal Networking

Remote Work Situation

- Schedule Virtual Meetings
- Share work / Reports for their feedback
- Always be on camera
- Proactively look for ways to communicate

Internal Networking

Observe Opportunities

- Company Event Planning
- Projects Outside Your Current JD
- Strategic Brainstorming

Professional Associations

- Identify & join Associations related to your position
- Engage to learn best practices and leading trends
- Identify ways to improve your performance

Building Your Reputation

IN YOUR INDUSTRY



External Networking

Industry Association

- Board Or Committee Position
- Networking Events
- Trade Show Participation

Company Brand Ambassador

- LinkedIn Posting
- Other Social Media

External Networking

LinkedIn

- Participate in discussions relating to your industry and function
- Create your own posts relating to your industry and function
- Engage with your existing network regularly
 - Congratulate on milestones
- Strategically continue to build your network

STRATEGIC CAREER PLANNING



Career Mission Statement



Your Career Mission Statement is your North Star to guide your career decisions

Career Mission Statement

Not a Tagline

North Star

Career Purpose

Superpowers

3 to 5 Sentences (Approx 150 words)

Brainstorm the Following:



Career Significance



When Your Career is done:

- What do you want your career to represent
- What do you want to be known for?
- What do you want your Legacy to be?

Career Purpose

- Motivation
 - Why
 - Dream
 - Goal
 - Legacy
- Superpowers
 - What do you do naturally?
 - What do you relish the opportunity to do?



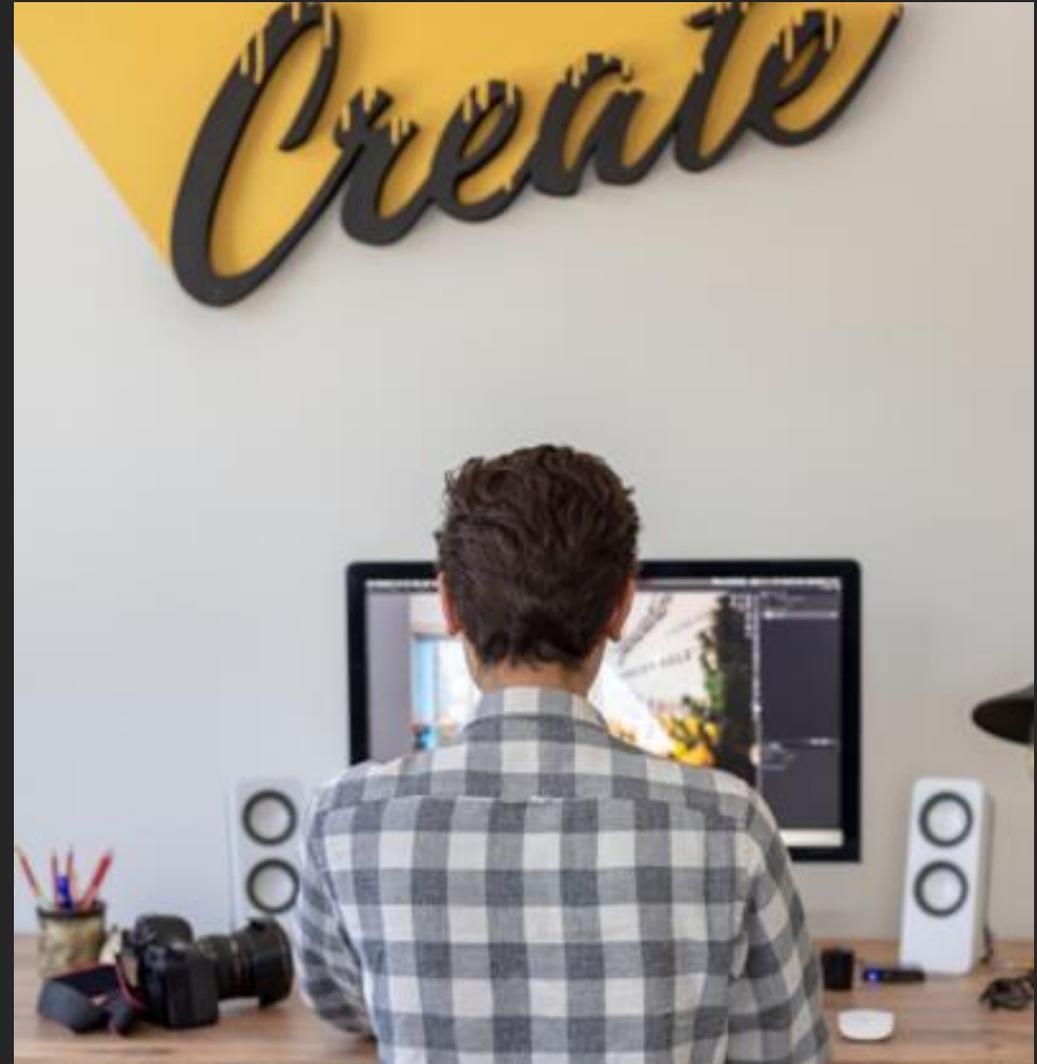
Put It in a Career Mission Statement



- List the results of your brainstorming
- Create a ChatGPT prompt including:
 - Brainstorm
 - Instruction to write a Career Mission Statement
 - Review and Revise

Give It Prominence!

- Design a 1-page Career Mission Statement Document
 - Canva works great
 - Graphically and Visually Pleasing
- Print, Frame & Hang It



MISSION STATEMENT

Above The Rim Executive Coaching (ATR) is passionate about guiding professionals to navigate their career journeys with purpose and excellence.

With the mindsets of "Be Better!" and "Get to" at the core, ATR's mission is to empower clients to maximize their career growth and significance.

Embracing the belief that careers are a continuous journey, significance is defined by meaningful relationships, impactful contributions, and a constant thirst for improvement.

ATR strives to help clients align with organizations that share their core values and interests, fostering a thriving and fulfilling journey.



By leveraging the most powerful and innovative career management tools and strategies, ATR enables clients to play their careers above the rim.



5 Year Plan



Based on your Career Mission Statement, and where you are now, where do you want to be in 5 years?

Strategic 5-Year Career Plan

Begin with your Career Mission Statement in Mind

Ideal Career Snapshot in 5 Years

Identify Gaps

Outline 5-Year Roadmap to Close Gaps

Action Plan for Each Year

Ideal Career Snapshot in 5 Years

- Industry or Type of Industry
- Company or Type of Company
- Position / Title / Level
- Role / Responsibility
- Location



Identify Gaps



What are you missing in terms of knowledge & experience?

Identify Gaps



- Experience Gaps
- Knowledge Gaps
 - Industry Knowledge
 - Function Knowledge
 - Certifications
- Technology Gaps
 - Trade / Role Specific
 - Broad Based
- Relationship Gaps

Certification Gap?



PM Tool Gap

Task trackers of all types



Visualise your work and make it easier to present



Databases to easily find and organize project documents



Trends?



Store



Log in

Register

[Certifications](#) [Membership & Community](#) [Learning](#) [Business Solutions](#) [Explore](#)

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Artificial Intelligence in Project Management

The Future of Project Management: The perfect blend of AI and human ingenuity

The AI Resource Center is your gateway to the future of AI-driven project management.

Boost productivity. Increase project success. Drive value for your organization with generative AI.



5-Year Road Map

What role experience do you need and by when?

What certifications do I need and by when?

What technologies do I need to learn?

Write your roadmap to outline your 5-Year Plan



Create Strategies for Years 1 through 5

Education Goals & Strategies

Professional Association Goals & Strategies

Role Growth Goals & Strategies

External Networking Goals & Strategies

Internal Networking Goals & Strategies

Internal & External Communication Goals & Strategies

Write your 30-60-90 Day Plan



Plot your action & strategies for each of the next 90 days

30-60-90 Day Plan

Based on the first of 3-Months, break it down to 30-60-90 Days.

Build in SMART Goals to achieve your plan

Calendar your action plans

Review and Adjust at the end of each month, - Rolling Plan!



Consider



**Living –
Evolving
Plan**



**Proactivel
y review
and
adjust!**



**Experience
the Growth
&
Significance
!**

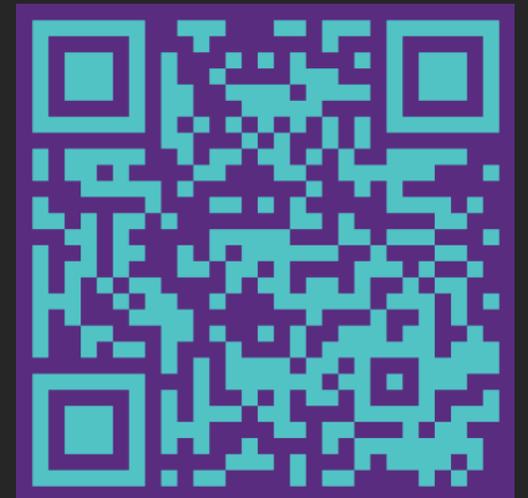
Pro Tip



- For your yearly plan, use actual calendar years. If you start mid-year, use the current year, but understand that the first “year” would not be a full year.
- For your Monthly plans, name the actual months, rather than first, second etc.
- Reviewing, adjusting and tracking progress becomes much easier.

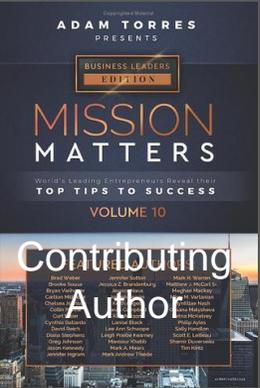
Start Your Future Now!

Scan the QR Code to download your complementary 5-Year Career Plan Template



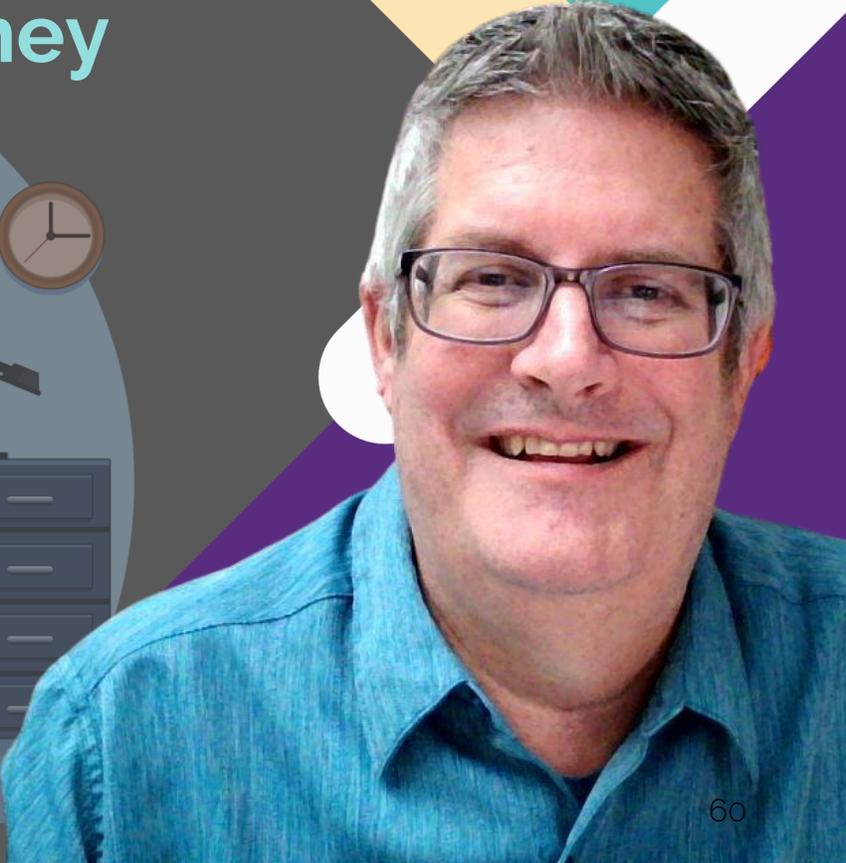
THANK YOU!

NAVIGATE YOUR CAREER WITH SUCCESS & SIGNIFICANCE!



RECOGNIZED BY
MANAGE HR

Better Career Journey



TAKE YOUR CAREER TO NEW HEIGHTS
ABOVE THE RIM
EXECUTIVE COACHING

**Please scan QR code
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