

Aligning Your Future with Your Organization's Future

	<i>Organizational Strategy – Your organization's approach to being UNIQUE, VALUABLE, & HARD TO COPY</i>
<i>Your Career Strategy – Making yourself UNIQUE, VALUABLE, & HARD TO COPY</i>	• <i>LOW-COST POSITION</i> • <i>CONTINUOUS PRODUCT/SERVICE INNOVATION</i> • <i>UNDERSERVED MARKETS</i>

Sample Values and Aspirations

<i>Personal Development</i> • <i>Am I learning?</i> • <i>Is the work challenging?</i> • <i>Am I bringing my best to the job?</i> • <i>Do I value the people with whom I work?</i>	<i>Professional Development</i> • <i>Does my job (opportunity) fit my longer-term plan</i> • <i>Is my personal portfolio expanding</i> • <i>Am I marketable internally? Externally?</i>
<i>Personal Balance</i> • <i>Can I be a great friend and family member?</i> • <i>Is my family thriving? Am I thriving?</i> • <i>Can I do the job and stay fit both physically and mentally?</i> • <i>Am I having fun?</i>	<i>Financial</i> • <i>Do rewards meet or exceed my effort?</i> • <i>What short- or long-term changes are expected?</i>

Identify Your Team

		Networking Phases		
		ASSESS <i>Future role & your current capabilities.</i>	PLAN <i>Identify OTJ, Learning, or Mentor Solutions</i>	DEVELOP <i>Execute your plan. Track progress.</i>
Co nt ac t Ty pe	ROLE EXPERT <i>Those familiar with your target role.</i>			
	ADVISOR <i>Those who know you and/or your job.</i>	<Your Manager>	<Your Manager>	<Your Manager>

Prepare to Network

<i>What I learned about the person I'm meeting with.</i>	
1.	3.
2.	4.

<i>Get ready to share my career history.</i>	
1.	3.
2.	4.

<i>What are my preliminary career aspirations?</i>	
1.	3.
2.	4.

Prepare to Network (cont'd)

What do I want to accomplish with this person? What do I want to learn?

1.

2.

What questions do I ask? What points should I make?

1.

5.

2.

6.

3.

7.

4.

8.

Prepare to Network (cont'd)

<i>Anyone else I should speak with?</i>	
1.	3.
2.	4.

Send an Agenda in Advance!

Formal & Informal Mentors

After the Meeting

<i>What did I learn from this dialogue?</i>	
1.	3.
2.	4.

After the Meeting (cont'd)

<i>What should I do next?</i>	
1.	3.
2.	4.

Send “Thank You” and “What I Learned”!