Using Your Degree for Advancement in Management and Leadership

Walden University Career Services Center
http://careercenter.waldenu.edu
The Walden Career Services Center aspires to be a cutting edge, global career services center preparing our learners to navigate career transition over a lifetime. To achieve this vision, we educate, coach, and advise our learners to proactively manage their careers.
Objectives

• Expanding your career identity through strategic initiatives
• Identifying opportunities to assume managerial and leadership roles
• Living your future story
John Nirenberg, Ph.D.

Program Director, PhD in Management, Walden University

Has held many jobs and several careers. Before assuming his current role, he was the specialization lead faculty member for the leadership and organizational change concentration in the Ph.D. program.

Research interests: intentional organizations, organization cultures, inter-cultural leadership, utopias, social change, community building, emergent forms of leadership, and non-traditional forms of thinking, living, and organizing.

He has consulted with Fortune 500 organizations as well as several national governments. His most recent assignment was working with the Japanese Government scholarship holders from Afghanistan being prepared for the post-war challenges facing civil society in their homeland.

Has lived abroad for almost 10 years, written four books, and climbed Mt. Kilimanjaro.
Henry Brashen, Ph.D.

Program Director, M.S. in Leadership and MS/Human Resources, Walden University and educator for more than 30 years.

Research Interests: Leadership, Intercultural communication, gender communication, conflict resolution, nonverbal communication, online teaching.

Founder of Clear and Effective Communications, a company that helps clients maximize productivity and morale by enhancing leadership performance and internal and external communications.

Worked with various organizations to provide expertise in areas of leadership, succession planning, strategic human resource management, organizational development, executive coaching, research and design methodology, conflict and mediation, and facilitation and training.

Ventriloquist, runner and long distance swimmer
Teresa Rose, Walden Student

- Ph.D., Learning Management, 2013
- MBA, Non-Profit/Public/Organizational Management, 2008
- Transitioned from admin assistant for a bank to HR Director for YMCA
- Serves as adjunct professor teaching online
Leadership vs. Management

• Both Leadership and Management focus on influencing people and working effectively with them to meet organizational goals.

• **Management**: Getting work done through others by planning, organizing, and supervising.

• **Leadership**: Getting work done by establishing direction, motivating and inspiring followers and aligning people with mission, vision, values, goals.
Would you please share with us ways to expand one’s career identity through strategic initiatives?
Expanding Career Identity through Strategic Initiatives

• Identify your personal mission, vision and goals.
  – What do you want to do?
  – How will you do it?
  – What goals and objective do you need to get there?

• Recognize the value of your education.
  – This program is the first step in getting you where you want to go. Embrace it and apply the skills you learn.
  – Develop and utilize key leadership skills in your current job and next job. Leaders do 4 things: Inspire, Direct, Decide, and Act.
  – Recognize that employers are looking for employees who bring the right attitude and the necessary skills to the workplace.
Expanding Career Identity through Strategic Initiatives

• First, realize that every organization is managed and some are led.

• Every profession trains personnel to take their places in the order of things. Few train leaders.

• If you are fulfilled practicing your profession, make your mark as a practitioner. If you want to manage or lead other professionals, have a plan to develop the skills you will need to exercise your leadership vision.
Expanding Career Identity through Strategic Initiatives

• Strategically, take the initiative by volunteering for visible projects that help you develop and exercise your skills. These can be work-related or through social-civic roles. Your education and development as a leader will help you see organizations differently so that you can learn how to leverage that knowledge to build your career.

• Thinking strategically is asking yourself “how can I further the goals of the organization?” Remember, leadership occurs at all levels and when you do well, solve problems, promote everyone’s success, you further your network and the likelihood of your own success.
How can students and alumni position themselves for managerial and leadership roles?
Positioning for Managerial & Leadership Roles

• Revive your imagination and dare to dream
• Develop a plan
• Attend relevant workshops and classes
• Find a mentor and a coach
• Get a sponsor
• Read (use Google Alert and news feeds)
• Join associations such as the International Leadership Association.
• Seek feedback
• Be positive
• Never give up
Positioning for Managerial & Leadership Roles

- Leadership is the development of influence through positive relationships
- Have clear goals but work collaboratively
- Opportunities exist by taking initiative to do what no one else wants to do – volunteer when no one is stepping up, create a study group around an organizational problem, think through challenges and provide suggestions, start a company social club with a civic purpose, get your colleagues involved in community building
What advice would you provide about living one’s future story? Can you share an experience of your own?
Living One’s Future Story

ADVICE:
• Listen
• Ask questions
• Be positive, encouraging, patient, and genuine
• Collaborate
• Never give up

A STORY:
“The greatest accomplishment is not in never falling, but in rising again after you fall.”

Vince Lombardi
What Will Your Epitaph Say?

• Identify your “soul’s code” (Hillman, 1997). What is it you are meant to do?
• Management and leadership are not for egotists, though plenty find their way into such roles. Be a servant of the organization’s vision and mission.
• What does the world look like from the vantage point of the role you want to play? What do you need to do to prepare for that role?
• How did current job holders achieve their success?
• Do not wait to be asked. Pursue. But don’t push. Act as if everything you do matters.
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Tips for Living Your Future Story as a Leader

• Know what you want...
• Know your talents and how to use them
• Build relationships
• Be persistent
• Stay informed
Resources

The mission of the Center for Creative Leadership is to advance the understanding, practice and development of leadership for the benefit of society worldwide:

http://www.ccl.org/leadership/about/index.aspx

International Leadership Association: http://www.ila-net.org/

Linked 2 Leadership: http://linked2leadership.com/#

An annotated list of publications from the Annie E. Casey Foundation Leadership Development portfolio:

http://www.aecf.org/MajorInitiatives/LeadershipDevelopment/LdrshpResources.aspx

Free Downloadable Research, White Papers, Podcasts from Jennifer Miller’s The People Equation: http://people-equation.com/25-free-leadership-resources/
Books


Links to Book Lists

Best Leadership Books of All Time from Inc.com
http://www.inc.com/ss/best-leadership-books-of-all-time

10 Books That Help Leaders Keep Their Skills Sharp from BusinessInsider.com
http://www.businessinsider.com/top-ten-books-every-leader-should-read-2012-12

24 Leadership Books to Read Before You Die from CEO.com
Quick Answers

Type your question in the search box, and click Go.

Looking to advance in your career? Transitioning to a new job? Enhancing your professional development and network? We're here to help you navigate your career journey! We encourage you to set goals and assume active stewardship of your career progress from the very start of your academic program.

The Career Services Center offers

- paths to self-knowledge;
- resources for job opportunities and career information;
- resume and curriculum vita tips;
- guidance on networking and branding;
- strategies to help you prepare for interviews and land the job

http://careercenter.waldenu.edu
Get Connected!

Join our Career Services LinkedIn Group

Follow us on Twitter

Read Walden student successes on our blog

Visit OptimalResume

Access Everything from Our CS Website:
http://careercenter.waldenu.edu

Email:
careerservices@waldenu.edu
"Your time is limited, so don't waste it living someone else's life. Don't be trapped by dogma - which is living with the results of other people's thinking. Don't let the noise of others' opinions drown out your own inner voice. And most important, have the courage to follow your heart and intuition."

-Steve Jobs