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Creating Shared Success/ Crossroads in Your Career

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Have You Experienced Any of These Comments Recently?

- There has been a major re-organization; your position has been eliminated.
- We have been bought by another organization, your role will probably remain the same or change.
- You have participated in many strategic planning meetings, in regards to succession planning, where do you want to go? Where do you fit?
- Our downsizing has been completed; you will continue to be a valued employee and also need to inform you that your job responsibilities have been expanded.



Today's Presentation

Current Realities In The Work Place

- Personal Commitment To Excellence In Performance
- Endorses Creation Of Value And Results In Your Responsibilities



WHY???

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Things Are Changing Out There

And Will Continue To Change!!

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The Social Contract In The Free Trade Market

- From US-Based Company Businesses
 - To: US-Based Company Headquarters With Off-Shore Operations
- From: Internal Company Career Path To Achieve Success
 - To: Portability Between Companies To Achieve Career Success
- From: Long Term Company Tenure
 - To: 4 – 5 Year Company Tenure
 - To: Three Lifetime Career Changes



What's Changed?

- Pace Of Change In Uncertain Economy
- Technology
- Flow of Communication
- Quick Decisions
- Business Growth Through Acquisitions
- Business Performance Through Divestures
- Global Cost Competition
- Reengineering & Reorganization
- Self-Management Of Career Path



Self-Managed Career Path

- Accept New World Of Work
- Break Dependence On Old Institutional Ways Of Work
- Create A New Business That Is You
- Take Action to Enable Your Success
- Increase Awareness for New Change



Q5 Introduction

Background & History

- Developed in 1996, modified on an ongoing basis
- Q5 has been called the career success grid, the career reality framework, the leadership success framework...
- Original idea: How can we prevent outplacement? Additional uses have expanded based on input from many
- What is it?
 - Framework for people to think about what it takes to be successful and achieve their goals
 - Framework for organizations to maximize alignment and engagement, and build shared success



Q5 Introduction – “Shared Success”

- Reality has 4 key components
- Sustainable success (and satisfaction) comes from action based on a plan to meet individual and organization needs at the same time



Q1: Inventory Personal Needs

- Do I have a good list of what's important to me now in my life, and what's important to me on the job?
- My interests?
- Values?
- Job motivators?
- Life balance issues?
- Which criteria are most important, and less important?



Q2: Personal Offerings To Employer

- What are my skills and competencies?
- What are my unique work experiences?
- What is my competitive advantage?
- What gives me a leg up on my competition?
- What is my brand?



Q3: Understand Employer's Needs

- What skills or experiences are needed to be successful in this job?
- How do I need to deliver value in the role?
- What are the cultural requirements and values?
- What potential future factors will impact my ability to deliver value?
- How will my performance be measured?



Q4: Understand Employer's Offerings

- What are the most significant “offers” of the firm?
- Do I understand all that this organization has to offer me?
- Which are most critical to my success and satisfaction?



Reality Check

- When do individuals have career risk?
- Were there changes in your organization's needs? In your needs?
- What adjustments did you make?
To meet your needs and those of the organization?



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Exploring Alternative Careers

- Focus on the left side
- Develop job search criteria or “pillars”
- What needs do I want to meet?



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Personal Branding

- Developing and presenting an offer to the market that meets an organization's needs



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Achieving Success on Current Job

- What's my plan to adjust my offer to meet the organization's needs?
- What's my plan to influence the organization's offer to meet my needs?
- What are key opportunities and risk events and what's my plan to build shared success?



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My Development Plan

- Q5 acts like a camera to help understand reality in each quadrant
- Analyze overlaps and gaps
- Develop a plan, and implement it, making adjustments as reality changes



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Your Career Check-Up Process

Do I have a good list of what's important to me now in my life, and what's important to me on the job?
 My interests? Values?
 Job motivators?
 Life balance issues?
 Which criteria are most important, and less important?



What are the most significant "offers" of the firm?
 Do I understand all that this organization has to offer me? Which are most critical to my success and satisfaction?

What are my skills and competencies?
 What are my unique work experiences?
 What is my competitive advantage?
 What gives me a leg up on my competition?
 What is my brand?

How well does my offer meet the job's and organization's needs?
 How well does the job's and organization's offer meet my needs?
 How does this opportunity compare with my last role, and with my best role ever?

What skills or experiences are needed to be successful in this job?
 How do I need to deliver value in the role? What are the cultural requirements and values?
 What potential future factors will impact my ability to deliver value?
 How will my performance be measured?



Questions & Discussion

