

Career Plan

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Paper 6

Organizational
Leadership
OGL 498:
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Section 1: Career Vision

My long-term vision for my career includes learning, being an enterprising leader with a job that challenges me and aligns with my values, and inspiring and helping others. Looking back at my thematic analysis, learning exhilarates me, feeling satisfied and challenged with the company I work for and job that I am doing motivates me, and inspiring people to accomplish what they didn't think possible inspires me.

Throughout the next 22 years, I will continue pursue courses of study that challenge me and expands my knowledge because that makes me happy and contributes to the growth of my career. As I do today, I will have a well-paying job with meaningful work that aligns with my passion, expertise, and experience that values family, loyalty, honesty, quality relationships and work-life balance that results in recognition and promotion.

I will work my way up through the ranks to Director and Vice President as an enterprising leader because I am passionate about leading and directing people; helping them to achieve success. "I have often stated that I consider leadership to be somewhat of an art form with scientific principles applied. I do not feel leaders are born. I believe that they emerge and are developed throughout real life experiences, as I am a perfect example. I believe that leadership development starts at a very young age and is a function of how one deals with the daily trials and tribulations of life and growing up. I see this as the basic foundation and basis for leadership development." (Pro-Seminar I: Key Learnings, Organizational Leadership) Leadership and management are crucially different and there are vital functions that each role plays, but in order to be effective you cannot have one without the other. I will strive over the coming years to master both leadership and management as an organizational leader.

My core values have changed over the years as I have matured personally and professionally. "I am more motivated by freedom, growth, and work-life integration than advancement. However, advancement, position, and salary still drives me. My outlook today is about work satisfaction and professional commitment. In my opinion, I

am more of a hybrid; which is reflective of being moderately organizational. As stated in the textbook, Career Management and Work-Life Integration, “There are many people in professions who continue to connect their careers strongly with an organizational identity.” (Hall, p. 12) I am one of those people who desire and prefer the organizational path. However, this does not hinder my desire to define my role, boundaries, and balance as I continue to navigate through life and my career.” (Career and Life Orientation Index, Discussion Topic 5).

When I retire from Corporate America in 2036, I will have a protean career as a consultant providing Information Technology PMO startup and sustainment consulting services globally; working for my own company. My consulting company will allow me to have a flexible schedule – working remotely. And, when I am requested to be onsite with a client, both my husband and I will travel together. After a long assignment completes, I will take extended time off before I start a new project or accept a new client. I work well autonomously and excel at self-direction. At my company, I will be the one in charge, I will have much more freedom with a high degree of mobility, work satisfaction, and professional commitment.

I plan to be more involved with the community and inspiring others through my books and speaking engagements. In this respect, my Career and Life Orientation Index scores for family focus, value-expression, and community involvement will increase and while organizational orientation decreases; resulting in a protean career.

Section 2: Long-Term Strategy

My goal is to continue to do what I love in my chosen profession to the best of my ability, while I strive even harder to be the best wife, friend, and person I can be in my personal life. As a career professional with 18 years of experience, I have developed the following mission and purpose statement to lead me through the next 22 years and beyond. (Mission Purpose, Discussion Topic 6).

My mission, “I am better today, than I was yesterday. I strive to be better tomorrow than I am today.”

My purpose, “My life’s journey is to live life with integrity and empathy and be a positive force in the lives of others; helping people find hope after loss, serve as an inspirational leader using my gifts of intelligence, charisma, and serial optimism, live a fun, full, joyful balanced life, constantly striving to be the best version of myself—in my job, with my health and fitness, with my relationships with family and friends, and with my emotional, mental, and spiritual well-being.”

In 22 years, I will be 65. Right now, I envision cutting back on my work, but I don’t want to stop working altogether. I will retire from corporate America as a Vice President of a Portfolio/Program/Project Management Office. I will join the consulting arena on a part-time basis; working as a W9 independent consultant representing my company, Integrix Consulting. I will provide Information Technology PMO startup and sustainment consulting services globally. By this time, I am an accomplished author and motivational speaker. (Good to Great Connection, Discussion Topic 6)

I aspire to be a Vice President of a PMO because “I prefer to be the number two person to the top person in organization. The top spot requires a strategic decision maker and needs someone they can trust in the number two spot as their adviser – that is me!” (Thematic Analysis, Social Helper, Paper 4). To achieve my goal, over the coming years I will continue learning, growing personally and professionally, and helping others.

After graduation, I will take some time off from my formal education so I can shift my focus to pursuing writing classes and professional Program and Portfolio Management certifications, as both align with my profession. I will pursue a master’s degree in executive management. Immediately following graduation, I will apply for the Program Management certification through the Project Management Institute and begin studying for the exam. While I have been managing programs for many years, helping organizations achieve their strategic goals; having the certification is a qualification

many employers prefer, if not require. The same goes for the Portfolio Management. While possessing an undergraduate degree and/or graduate degree is required, it is not the only educational qualification employers want in today's world. The formal education demonstrates that I have foundational knowledge, core business disciplines, analytic capabilities, decision-making and leadership skill sets. The certifications demonstrate that I have practical, tactical, and strategic skill sets. Bundled with an established, successful, proven career in Information Technology, Portfolio, Program, and Project Management, and business – I am the ideal Vice President candidate. As a result, continuing my education and learning is critical to my professional success but also to my emotional, mental, and spiritual well-being.

While I continue to pursue my educational and learning goals, I will pursue my work-life goals because it is important to be to continue to grow personally and professionally. I will accomplish these goals by continuing my career with Honeywell, taking on more responsibilities, and striving for a promotion as a Director. When it is time, (I don't know when) I will pursue leadership opportunities else where; my ideal organization and company focuses on helping people to improve their lives. For example, a few key words or phrases I would look for in a vision and/or mission statements include, "we are driven with purpose to champion client's goals with passion and integrity", "we respect and appreciate diversity of our employees, clients, and company", "we challenge the norm to strategically create value", "we champion employees' strengths, guide their development, and invest in their long term success". The culture at said company believes in their employee's long-term success, empowering them with education, tools, support and services to manage their career, health, and well-being. The company will align with my core values of family, quality relationships, loyalty, honesty, and work-life balance.

As part of work-life goals, I will institute my network plan immediately and remain committed to developing my network. I realize the importance of having a strong network especially as my career becomes more and more advanced. I will follow the professional network detailed action plan that I developed as part of Paper 5. The plan includes (1) reestablish professional relationships, (2) join executive network

group, (3) volunteer at PMI Phoenix Chapter, (4) maintain relationships with recruiters, and (5) attend local Women of Whisperview (WoW) leisure activities. While these goals seemed more aligned with professional growth; they help me personally because of I have work-life integration. I will work for a company that aligns with my values which contributes to job satisfaction and enjoyment. Thereby carrying over into my personal life and growth because I am able to enjoy life outside of work with my family and friends. Having a professional network, contributes to developing new relationships with people and getting to them beyond what they can do for. I am a people person who enjoys close relationships with others.

Helping others in everything I do. “I get joy from sharing my life experiences with others (1) as a means of therapy, and (2) to help others grow, to helps others feel as though they are not alone, to help others learn from my mistakes and to motivate them to accomplish great things despite their circumstances.” (Identities Exercise, Discussion Topic 1) My purpose statement is about being an inspirational leader, a positive force, helping people to find hope after loss. Helping others is part of who I am; it’s an innate trait. “Helping people find hope after loss means to me ... loss of a loved one, loss after divorce or breakup, loss of self-worth, loss of a job, loss of financial stability ... etc.” (Purpose Statement, Discussion Topic 5). While being a professional is a life role, I have other roles that I want to develop that are in direct alignment with helping others such as being author and motivational speaker to share my story and inspire others.

I have always wanted to write an autobiography. Writing my Life Story as part of this course made me realize that I want to expand my story into an inspirational book. I will continue to contribute to my life story. I will research publishers or find someone that can lead me in the right direction. I truly enjoy writing stories and have a few ideas for books about women and dating, gym “rats” and behaviors, a compilation of my mother’s music telling a story in her words. To hone my writing skills and gain experience, I will take creative writing classes and take on small writing assignments as there are several websites that pay writers to write articles. Then taking my story, experiences, and wisdom on the road as an inspirational speaker -- is another role I will pursue, but not in the next four years, this is more of a 7-10 year goal.

Section 3: The 2 – 4 year plan

I have created a detailed project schedule with a Gantt chart that includes the following goals that I am passionate about accomplishing.

- Organization Leadership BA Completed (12/2015)
- PgM Certification Received (3/2016)
- PfMP Certification Received (6/2016)
- Executive MBA Degree Completed (8/2018)
- BHAG Brenda's Life Story is Published (2/2019)

My selected goals and project schedule is structured based on a two – four year timeline, which includes specific milestones, action items, sub-tasks as well as task-related interdependencies. Milestones are identified in blue text and the critical path (tasks with zero slack) are identified in red text. The interdependencies between tasks can be identified by reviewing the predecessors and successors. I set the project schedule baseline, which will enable me to track progress and actual data against the baseline.

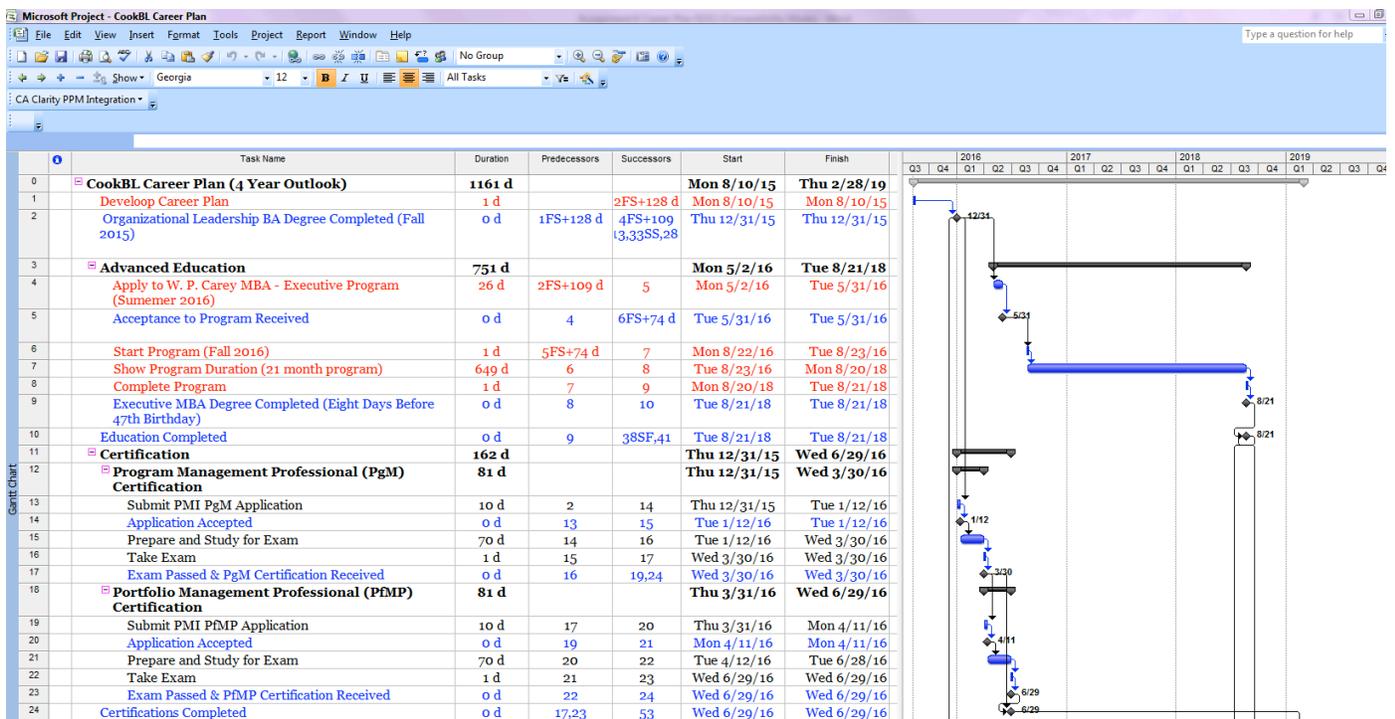
My goal is to graduate with a BA in Organizational Leadership in December 2015. Following graduation, I will focus on preparing for professional Program Management (PgM) and Portfolio Management (PfMP) certifications. According to my timeline, I will finish a couple weeks after I start the 21-month Executive MBA Program in August 2016. In addition to preparing for my certifications, I plan to take a couple creative writing classes at a local community college – estimating they are 10 week classes. While it may seem a bit aggressive, I plan to sign-up to write a few articles to gain practical experience while I am in MBA School. I have committed to working on continuing to write my life story by spending 5 hours per week (less than one hour per day). I have set the deadline to have my book done by August 21st, 2018 the same week I plan to graduate with an Executive MBA – just eight days before my 47th birthday. Following graduation and the completion of my life story, I will begin the process of

publishing my book with a goal to have an accepted proposal and contract by February 2019.

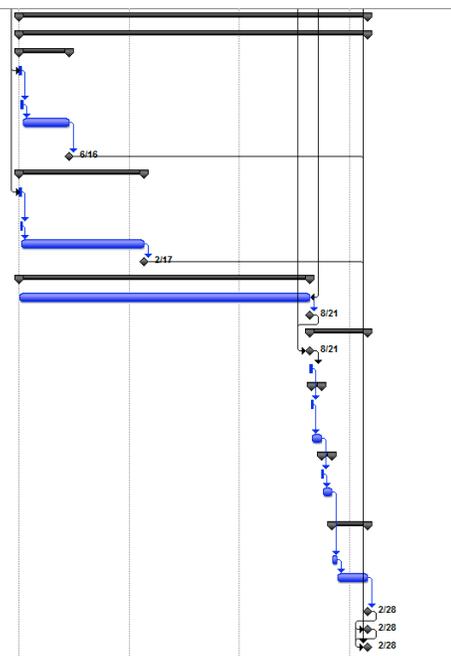
I have attached a PDF version of the MS Project (.mpp) file I created. In addition, I took two separate snapshots and inserted them as pictures for easy viewing.



CookBL Career Plan Schedule.pdf



25	⊖ BHAG	1032 d				Thu 12/31/15	Thu 2/28/19
26	⊖ Best Selling Author	1032 d				Thu 12/31/15	Thu 2/28/19
27	⊖ Education	150 d				Thu 12/31/15	Thu 6/16/16
28	Identify Two Creative Writing Classes at Local Community College	5 d	2SS	29		Thu 12/31/15	Wed 1/6/16
29	Apply & Sign Up for Creative Writing Classes	5 d	28	30		Wed 1/6/16	Tue 1/12/16
30	Complete Creative Writing Classes (Assume 2/10Wk Classes)	140 d	29	31		Tue 1/12/16	Thu 6/16/16
31	Writing Classes Complete	0 d	30	54		Thu 6/16/16	Thu 6/16/16
32	⊖ Practical Experience	371 d				Thu 12/31/15	Fri 2/17/17
33	Identify Websites That Offer Creating Writing Opportunities	5 d	2SS	34		Thu 12/31/15	Wed 1/6/16
34	Sign-up For Writing Assignments	1 d	33	35		Wed 1/6/16	Wed 1/6/16
35	Write Articles for Six Months to One Year	365 d	34	36		Thu 1/7/16	Fri 2/17/17
36	Practical Experience Completed	0 d	35	54		Fri 2/17/17	Fri 2/17/17
37	⊖ Autobiographical Life Story	860 d				Thu 12/31/15	Tue 8/21/18
38	Work On Book - Dedicate 5 Hours / Week	860 d	10SF	39		Thu 12/31/15	Tue 8/21/18
39	Life Story Completed - Must Complete By Deadline	0 d	38	41		Tue 8/21/18	Tue 8/21/18
40	⊖ Publish Book	172 d				Tue 8/21/18	Thu 2/28/19
41	Pursue Traditional Publishing Model	0 d	39,10	42		Tue 8/21/18	Tue 8/21/18
42	Identify Writing Category	5 d	41	44		Tue 8/21/18	Mon 8/27/18
43	⊖ Find An Agent (Non-Fiction)	31 d				Mon 8/27/18	Fri 9/28/18
44	Conduct Research (WritersMarket.com and Writers Digest magazine)	1 d	42	45		Mon 8/27/18	Mon 8/27/18
45	Identify Agents	30 d	44	47		Tue 8/28/18	Fri 9/28/18
46	⊖ Develop Book Proposal	31 d				Mon 10/1/18	Fri 11/2/18
47	Purchase Book on How to Write Book Proposal	1 d	45	48		Mon 10/1/18	Mon 10/1/18
48	Write Proposal & Identify Three Sample Chapters & Synopsis of Each One	30 d	47	50		Mon 10/1/18	Fri 11/2/18
49	⊖ Write a Query Letter to Send to Potential Agents	105 d				Fri 11/2/18	Thu 2/28/19
50	Write Query Letter	15 d	48	51		Fri 11/2/18	Tue 11/20/18
51	Contact agents by sending them my query letter (include Book Proposal)	90 d	50	52		Tue 11/20/18	Thu 2/28/19
52	Proposal Accepted and Contract Received	0 d	51	54,53		Thu 2/28/19	Thu 2/28/19
53	BHAG Brenda's Life Story is Published	0 d	52	54		Thu 2/28/19	Thu 2/28/19
54	CookBL Career Plan Completed	0 d	3,24,31,36,5			Thu 2/28/19	Thu 2/28/19



Section 4: Pro-Seminar Summary Reflection

Looking back, I have thoroughly enjoyed both Pro-Seminar I and II courses. The most valuable aspects overall is the ePortfolio process. While I had the professional website before the course; I now have a true portfolio of all of my work that I am proud to share. In my opinion, these courses provide invaluable life skills for working professionals whether it's blue or white collar. I say life skills because without a professional presence whether on paper or via an ePortfolio – it's difficult to find a job or to get a call back. I can't tell you how many friends and friends of friend's resumes I have developed over the years because they didn't have one, or know how to create it. In my opinion, I think paper resumes will be a thing of the past. I imagine company's requiring an ePortfolio to help differentiate the stellar candidates from the mediocre ones. Sounds harsh, I know, but most professions are extremely competitive and companies are taking much longer during the hiring process to locate and identify the right candidate. It's nothing these days to have 4 to 5 interviews before being made an offer. I believe having a professional ePortfolio sets me apart from someone who doesn't.

I enjoy taking assessments and it was a great experience to take more than one and seeing the similarities across each assessment. I found most of the assessments to be accurate. I would have never been able to articulate my strengths the way the results from the assessments did. When people ask me, “What are your strengths?” I almost want to say, “I don’t know. I’m good at everything.” I’m being facetious, but I don’t see myself as others may see me. I just think my strengths or positive personality characteristics are nothing out of the ordinary. By taking the assessments and seeing the results – I had “aha” moments every single time. “Oh yea, I am good at building relationships, directing and leading, etc.” At the beginning of Pro-Seminar II, I was questioning whether I made the right career choice. I realized throughout the course that my dissatisfaction was more related to not knowing who I was as a professional. Creating my Thematic Analysis was an insightful experience for me. My Thematic Analysis conclusion articulates the powerful impact this course has had on me.

“When I re-read each theme, I realize I knew this information about myself already. Having the data to backup what I already know about myself is instrumental. The biggest takeaway from this entire exercise is increased self-confidence. With all of the assessments, interviews, autobiographic writing, etc. the data has solidified that I have really great themes! All kidding aside, I realize that I am great at what I do, my skillsets are rock-solid and my priorities and values are perfectly aligned.”

At the end of these courses, I know who I am, what I represent and all that I have to offer. Most of all, I know I made the right career choice 18 years ago.

As I continue through my educational and career journey, I will continue to feed my ePortfolio and keep it current. I would be foolish if I didn’t. I had the foundation before these courses, so I am motivated to have an online presence. I have always wanted a portfolio and now I have one that I am proud of.

In closing, I would not change anything about these courses; other than making Pro-Seminar I and II a non-negotiable course requirement for new students.