Playing Field…but I’m dressed for soccer, why am I standing in a football stadium?

- What IT professionals do will be fundamentally different in 3-7 years
- Where do you go to change or enhance your skills and credentials?
- Who can you talk to when there are so many different avenues to go down?
Your career development starts with YOU!
Cornell Leadership Development Academy

Step 1: Turning Point

Step 2: Harold D. Craft Leadership Development Program

Step 3: Building Teams & Leading Change

Step 4: Developing Facilitation Skills

Step 5: Leading Cornell
IT Leadership Curriculum

**ITLP**

- “Leadership can be learned; in fact, it has to be learned. There are very few born leaders.” – Peter Drucker
- Program Themes
  - Leadership and management
  - Leading and managing people and change
  - Delivering service and results
  - Leading and learning in fast forward
- 3 Concurrent Tracks
  - Workshop
  - Applied Learning
  - Individual Development

**TLP**

- Leadership is not a title but a mindset
- Program Themes
  - Enhancing personal effectiveness and taking control of future development
  - Leading without authority in order to create results
  - Building organizational effectiveness
  - Building out a tool box
- 4 Concurrent Tracks
  - Workshop
  - Individual Development
  - Applied Learning
  - Leadership Community
Creating relationships and partnerships
Change management
Shift from service provider to service broker/partner
Process streamlining/process improvement
Project management
Cornell IT Career Framework

Why is leadership important as the landscape changes?
IT Career Framework

- Implement a staff development and career development program to encourage and facilitate staff self-development
- Build and develop management and leadership capacity within IT@Cornell to meet future IT needs
- Establish a process to support and facilitate career development opportunities across IT functions

- Two paths:
  - Technical
  - Managerial
Know Your Values
Link Your Major & Your Career
Research Career Options
Identify Your Skills
Learn About Yourself
Know Your Values

How do you get a handle on your career?

Work with your supervisor!

- Stretch assignments
- Job rotations
- Job shadowing
- Training
- Mentoring
Questions or Ideas?
Links and Resources

- Office of the CIO [http://www.it.cornell.edu/](http://www.it.cornell.edu/)
- Organizational Effectiveness for Faculty & Staff [org_dev@cornell.edu](mailto:org_dev@cornell.edu)
- Career Development & Succession Management [https://www.hr.cornell.edu/life/career/career_services.html](https://www.hr.cornell.edu/life/career/career_services.html)
- [https://www.hr.cornell.edu/life/career/staff_career.html](https://www.hr.cornell.edu/life/career/staff_career.html)