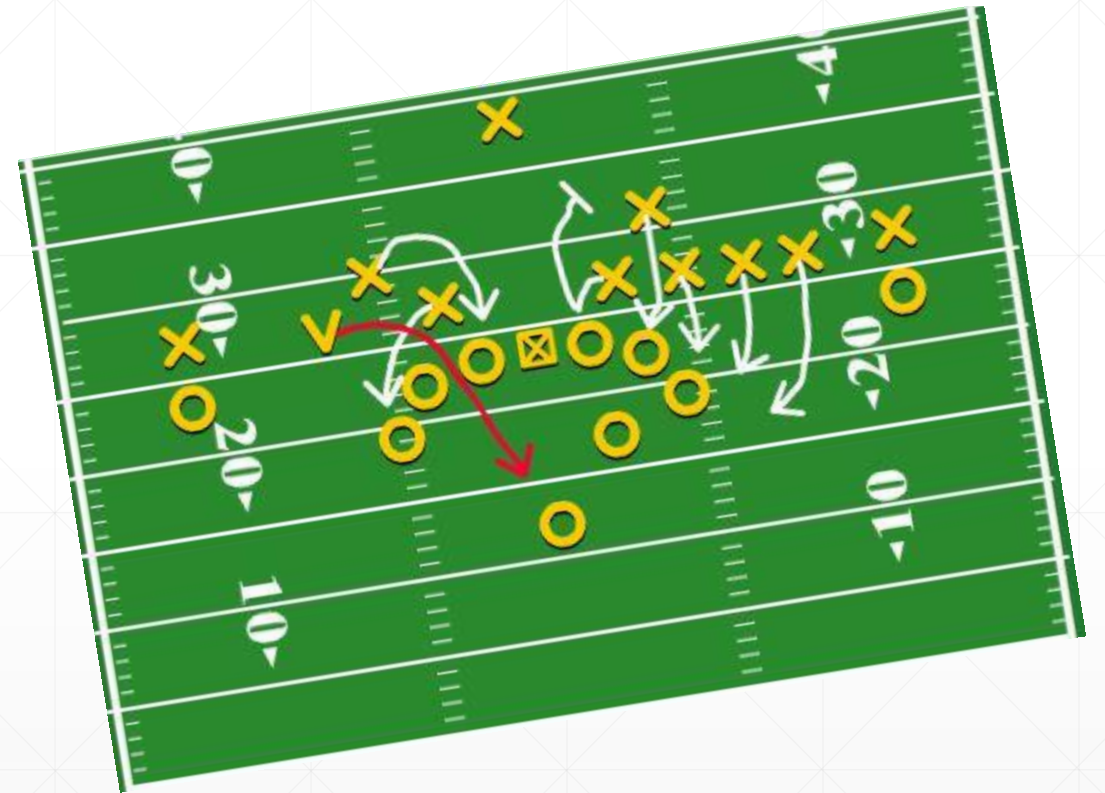


IT Career Development & You

Dan Dwyer, Debra Howell, Michelle Reynolds

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

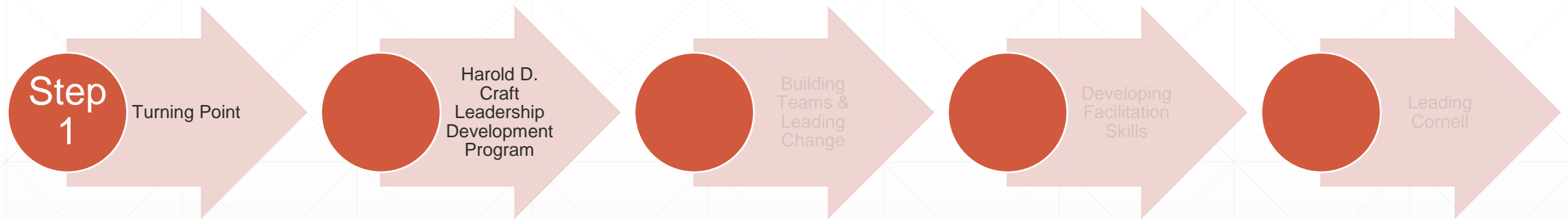
- What IT professionals *do* will be fundamentally different in 3-7 years
- Where do you go to change or enhance your skills and credentials?
- Who can you talk to when there are so many different avenues to go down?





Your career development starts with YOU!

Cornell Leadership Development Academy



IT Leadership Curriculum

Workshop Series
Knowledge - Skills - Application
Strategic Projects
Real-time Learning - Broader View of Business
Individual Development Plans
360° Feedback - Self-assessment - Coaching



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

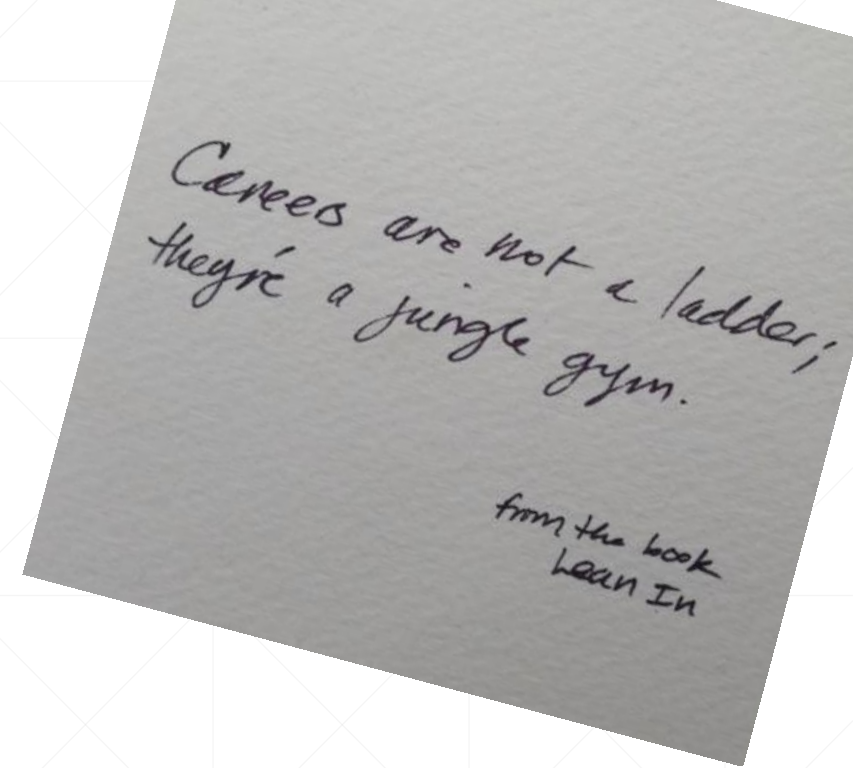
- Creating relationships and partnerships
- Change management
- Shift from service provider to service broker/partner
- Process streamlining/process improvement
- Project management
- Cornell IT Career Framework

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



- Stretch assignments
- Job rotations
- Job shadowing
- Training
- Mentoring

Work ***with*** your supervisor!



How do you get a handle on your career?





Questions or Ideas?

Links and Resources



- Office of the CIO <http://www.it.cornell.edu/>
 - Organizational Effectiveness for Faculty & Staff 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/staff_career.html
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