

AAPA
EXECUTIVE MANAGEMENT CONFERENCE
MAY 9, 2019
RANCHO BERNARDO INN

PROFESSIONAL DEVELOPMENT AND PERSONAL GROWTH

*Staying motivated, making yourself marketable,
and cultivating talent within.*

Stacey Lewis, Port of Long Beach

Sue Dvorch, Shey-Harding Executive Search



PRESENTATION OUTLINE

- ❑ Stacey Lewis, self introduction and perspective
- ❑ Sue Dvonch, self introduction and perspective
- ❑ Meeting the group
- ❑ Starting to think about the topic.

STACEY'S PRESENTATION OUTLINE

- ❑ Internal perspective
 - ❑ Are you ready?
 - ❑ Demonstrate Emotional Intelligence (EQ)
 - ❑ Be Hungry not Humble!

ARE YOU READY?

- Be replaceable
- Leadership actions precede leadership titles
- Be willing to have courageous conversations
- Know your job – and do it
- Keep learning
- Don't expect it, earn it

DEMONSTRATE EMOTIONAL INTELLIGENCE (EQ)

- Self Awareness
- Self Management
- Empathy
- Ability to establish and maintain effective relationships

BE HUNGRY NOT HUMBLE!

- Don't make assumptions! We don't know you!
- Clearly articulate your VISION and PLAN for the position.
- Align your responses to the organization's key initiatives and programs.
- Ask questions!

PRESENTATION OUTLINE

- ❑ Sue's outline/content
 - ❑ Industry Hiring Trends
 - ❑ Marketing Yourself Effectively
 - ❑ What to Consider from the Employer's Perspective

INDUSTRY HIRING TRENDS

- Executive level turnover
- Why conduct national level searches?
 - Advantages?
 - Disadvantages?

MARKETING YOURSELF EFFECTIVELY

- How to present yourself for that next-level job
- What to convey to the HR partner or recruiter and using them to your advantage?
- What does your resume reflect?
- Your online presence

MARKETING YOURSELF EFFECTIVELY

- Your reputation within your own organization?
- Consider how much of a stretch that new position is. Examples of successful outcomes.
- Asking yourself (and others) the tough questions
- What will references (formal & informal) say?
- Ask for feedback from recruiter/HR partner

WHAT TO CONSIDER FROM THE EMPLOYER'S PERSPECTIVE

- Geography, relocation
- Time with current position
- Taking a step back position
- Compensation considerations
- Your assertiveness and follow up