PROFESSIONAL DEVELOPMENT AND PERSONAL GROWTH

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

Stacey Lewis, Port of Long Beach    Sue Dvonch, 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!
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