Career Transitions: Capitalizing on Your Leadership Competencies

By

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Overview and Agenda

• Phases of Leadership and Leadership Brand
  • From Managing Others to managing the enterprise
  • Your leadership brand

• Career Coaching
  • Competency inventory
  • Career options
  • Cover letter, resume, CV, professional portfolio
  • Employment agreements, total compensation
  • Separation agreements

• Claiming the Corner Office
  • Resiliency
  • Your network and value
  • Talking the Talk

• Questions and Conclusion
Learning Objectives

• Define the six phases of leadership.

• Explore how a career coach can assist as job search strategies change while moving up the ladder.

• Demonstrate how a nurse leader transitions up the ladder to the corner office.
Six Phases of Leadership—1

- Managing self to managing others
  - Requires behavioral or value-based transition
  - Learn new skills, necessary tasks
  - Shift from doing work to getting work done through others
  - Reallocate time
  - “Other directed” work is mission critical
Six Phases of Leadership—2

• Managing others to managing managers
  • Managers are now “pure” managers
    • Must be able to differentiate between those who can do and those who lead.
  • Divest individual tasks, think beyond their function
  • What are the strategic issues that support the business?
  • Tough responsibility is to return people to individual contributor roles.
Six Phases of Leadership—3

- Managing managers to functional manager
  - Competition for resources
  - Blend function strategy with overall strategy
    - Push the future
    - Innovate
  - Penetrate 2 layers to communicate
    - “Skip Level”
  - Manage areas outside expertise
  - Team meetings, more delegation
  - Think & act like functional leader
Six Phases of Leadership—4

- Functional manager to business manager
  - Link between efforts and marketplace
  - Integrate functions
    - Can we do it, will we make $\$, is it sustainable?
  - Major skill and time shifts
    - Widening stakeholder groups
    - Even clearer communication
    - Balance current needs, future goals
    - Thinking time, stop doing
Six Phases of Leadership—5, 6

• Business to group manager
  • Evaluate strategy
  • Allocate capital
  • Ask the right?
  • Create new business managers
  • Portfolio strategy

• Group manager to enterprise manager
  • Long-term, visionary thinkers
  • External sensitivity
  • Outward looking perspective
Building Your Leadership Brand

- Know yourself
  - Personal values
  - Competencies, limitations

- Know how you are perceived
  - Health, wellness
  - Style
  - Grooming

- Polishing your brand
  - Behavior
  - Reputation management
Leadership Brand

• Social media
• Networking
• Publishing, presenting, involvement
Career Coaching
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Coaching Defined

- Leadership
- Career
- Personal
- Health and Wellness
- Who benefits from coaching?
- When do you need a coach?
Competency Inventories

• Everything DISC, Career Anchors, EQ-i, People Best

Career pathways
  Traditional, non-traditional
  Exploring alternatives

Graduate school options

Finding a mentor
Career Coaching Tools

• Cover letter
• Resume (job, governance)
• CV “course of life”
• Professional portfolio
Human Resources Issues

- Employment Agreements
- Total Compensation
- Separation Agreements
Conclusion

• Discussion

• Questions

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