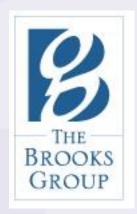
Career Transitions: Capitalizing on Your Leadership Competencies By

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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.

- 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

- 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.

- 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

- 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

- 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

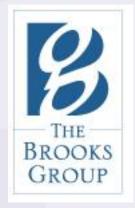
Building Your Leadership Brand

- 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 by Paul T. Skiem, MBA, LCS



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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