

Become the Architect of Your Career

ACE Virginia Network Annual Conference

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The *Success* Associates

Introductions

Connie - former President, Southwest Minnesota State University
Emerita, Virginia Network Board (Former Chair), Sr. Leadership Seminar

Kathy – former Director with higher education background in Virginia twenty
years: William & Mary; Radford University; VA Tech

Met as participants in the VA Network Senior Leadership Seminar; friendship and
successful collaboration for over 15 years

Learning about you and your leadership journey

*The*SuccessAssociates

Leadership Architect Card Sort

Leadership/Human Resource Development Tool

- Developed originally by the Center for Creative Leadership; now owned by Korn-Ferry, an international management consulting firm. Available for purchase independently
- Enables the development of leaders; uses human resource strategies to conceptualize positions; effectively recruit new employees; and develop talent within organization

Skills + Knowledge + Abilities = Competencies

38 Competency Cards: Each has a definition

- Ensures accountability
- Action oriented
- Manages ambiguity
- Attracts top talent
- Business insight
- Collaborates
- Communicates effectively
- Manages complexity
- Manages Conflict
- Courage
- Customer Focus
- Decision Quality
- Develops Talent
- Values Differences

Competencies - Continued

- Directs work
- Drives engagement
- Financial acumen
- Global perspective
- Cultivates innovation
- Interpersonal savvy
- Builds networks
- Nimble learning
- Organizational Savvy
- Persuades
- Plans and aligns
- Being resilient

Competencies - Continued

- Resourcefulness
- Drives results
- Demonstrates self-awareness
- Self-development
- Situational adaptability
- Balances stakeholders
- Strategic mindset
- Builds effective teams
- Tech savvy
- Instills trust
- Drives vision and purpose
- Optimizes work processes

Factors

Factor One = Thought

- Understanding the business/organization
- Making complex decisions
- Creating the new and different

Factor Two = Results

- Taking initiative
- Managing execution
- Focusing on performance

Factors - Continued

Factor Three = People

- Building collaborative relationships
- Optimizing diverse talent
- Influencing people

Factor Four = Self

- Being authentic
- Being open
- Being flexible and adaptable

Leadership Architecture Card Sort

DEMONSTRATION



Using the skills and competency knowledge

- Write professional/executive summaries and resumes
- Self development in building new skills, new knowledge, new competencies
- Acquire experience with skills related to competencies
- Identify possible and new career steps through position descriptions
- Improve interviewing in job search by providing examples
- Build self esteem
- Gain confidence

Comments, Questions, Discussion

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Please provide feedback on the session by scanning the QR Code. Thank you!

