

# Become the Architect of Your Career

ACE Virginia Network Annual Conference

Friday, June 10, 2022



Connie J. Gores, Ph.D.

Kathryn Jordan, Ph.D.



---

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

Connie J. Gores, Ph.D.

Email: [connie@thesuccessassociates.com](mailto:connie@thesuccessassociates.com)

Cell: 434-426-7167

Kathryn Jordan, Ph.D.

Email: [Kathy@thesuccessassociates.com](mailto:Kathy@thesuccessassociates.com)

Cell: 540-250-5598

[www.thesuccessassociates.com](http://www.thesuccessassociates.com)

---

The *Success* Associates

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

