# Become the Architect of Your Career

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### 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

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# 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

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## **38 Competency Cards: Each has a definition**

- Ensures accountability
- Action oriented
- Manages ambiguity
- Attracts stop 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

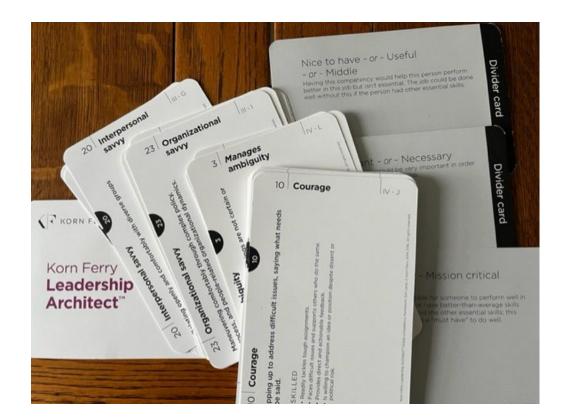
#### Factor Four = Self

- 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

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# Comments, Questions, Discussion

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