

Career strategy

Welcome

Welcome to our final virtual workshop in EREA's Pathways to Leadership program.

In this session we're building on the work you've done previously on your leadership purpose and profile to map out a 5 year career strategy.

To make the most of our time together, please populate this workbook with the purpose and profile statements you drafted in earlier sessions before the session. That will allow us to focus our time on your career plan.

"The challenge for anyone interested in making progress is to simultaneously have (1) the confidence to go after what you want and (2) the humility to accept who you are right now and (3) the willingness to cultivate a mindset and build the skills that bridge the gap between 1 and 2."

James Clear, author and habits guru



Yolanda Beattie
Director

Your leadership purpose and profile

In our first workshop, we articulated your leadership purpose by investigating your leadership promise and values.

Recapture that below.

My leadership purpose is...

In our third workshop we articulated your leadership profile. This is your identity and distinctiveness as a leader and was constructed as a statement, or several statements. Recapture these below.

I want to be known for

So I can deliver

For

I want to be known for

So I can deliver

For

Your leadership plan

Crafting a 5-year career plan that brings your purpose and profile to life and guides your actions

Your 5 year career plan is a fluid articulation of the actions you might take to fulfil your leadership purpose and bring your leadership brand to life.

We're going to explore:

- **Alignment check:** How well your current role reflects your purpose and desired profile?
- **Growth edge:** What could you do to craft a role that better reflects your purpose and desired profile (new responsibilities, projects or roles)?
- **Action plan:** What skills, experience and contacts do you need to be successful in those new responsibilities, projects or roles?

“Clarity breeds mastery. And the goals you set drive the actions you’ll take”

Robin Sharma, author

Alignment check

Working in alignment with your purpose and being true to your leadership brand is key to career and personal fulfilment. Let's start with an assessment of how well the key components of your current role deliver against the major elements of your purpose and brand.

Step 1

Start by breaking down your purpose and brand elements into its components. Eg my purpose is:

I help people build fulfilling and flourishing careers and lives by elevating their consciousness, boosting their confidence and connecting them with opportunities.

My leadership brand is:

I want to be known for facilitating powerful conversations, and creating and curating thought-provoking ideas, via high-energy learning experiences that change people

They key components of my purpose and profile are: (1) Impacting careers and lives, (2) Inner work / consciousness focus, (3) Having powerful conversations / sharing ideas that matter, (4) Working with people who are ready to grow.

Step 2

Breakdown the components of your role. These could be KPIs and / or roles and responsibilities. For me, I have 7 key components, see table below.

Step 3

Assess how well each role component fulfils your purpose and profile. I've used a simple traffic light assessment.

Step 4

Explore ways you can shape your role and career to be in greater alignment with your purpose and profile:

- Perfect alignment is not necessarily the outcome - no job is perfect. Which points of misalignment are you happy to accept?
- Which points of misalignment cause the greatest amount of friction for your inner or outer game? Eg
 - What causes the most stress or upset?
 - Where do you feel you're not playing to your strengths?
- How might you recraft those components within your current role?
- What future role might you aspire to that better aligns with your purpose and profile?
- What new skills, experience or contacts do you need to attain that future role? And how will you attain them?

Step 5

Develop an action plan that captures the steps you will take to evolve your current role for greater alignment and attain the skills, experience and contacts for a future role.

Sample: My alignment check

Role components	Purpose and profile elements			
	Impacting careers and lives	Inner work / consciousness focus	Having powerful conversations / sharing ideas that matter	People who are ready to grow
Facilitation				
Business development				
Team management				
Content development				
Future IM/Pact				
Systems improvement				
Administration				

Your turn...

Alignment test

Role components	Purpose and profile elements				

Insights

Which points of misalignment are you happy to accept?

Which points of misalignment cause the greatest amount of friction for your inner or outer game? Eg what causes the most stress or upset? where do you feel you're not playing to your strengths?

How might you recraft those components within your current role?

What future role might you aspire to that better aligns with your purpose and profile? This is your invitation to think big and put a stake in the ground for your leadership potential!

What new skills, experience or contacts do you need to attain that future role? How might you attain them?

Action plan

Be as specific as you can with your action planning.

Actions to take	By when?	Who can support you?	How will you hold yourself accountable?