

Managing Your Career in the US

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Disclaimer

- All of the information presented in this presentation is strictly the opinion of the author.
- This info is being presented to help you manage your career better, and is intended for educational use only.

**What is Career
Development? Do I
need to do it?**

Career Development defined

- The art of managing your career to a successful outcome
- The catch is to define “successful outcome” for yourself
 - Compensation?
 - Retirement age?
 - Title?
 - Status in society?
 - Other definition?

I've studied at a top school and graduated with high honors (top of my class, etc). Doesn't that give me career success?

The Value of Education

- In the US culture, education is the “door opener”
 - Myth: More educated = more power
 - Reality: Education is the theory, *work and life* is the practical application of your education
- Once employed, you must prove yourself everyday; “How do I contribute?”
- Education is necessary for
 - Functional expertise
 - Critical thinking skills

The Value of Education

- Education is the tool to help you achieve success – use it!
 - It is a hammer, not a trophy!
- Your college education is that baseline that gets you into the job, but if you cannot turn the theory into practical use, you will not be able to advance your career

**What do I need in order to
be successful in my career
once out of school?**

Experience and Career Progression

Focus your skills on impactful strategies, corporate cultural change agent, generalist, "making BIG things happen"

Diversification
GM

Focus your skills on strategic thinking, cross-functional influence, role modeling, "out of the box" results

Leadership
Director

Focus your skills on people skills, business, influence

Judgment
Functional, Ops or Business Manager

Adding of people responsibilities

Influence
1st Time Manager

Delivery
Mature Contributor

Focus your skills & abilities to contribute functionally

Reflection
Learner

Demonstrate your ability to learn & adapt

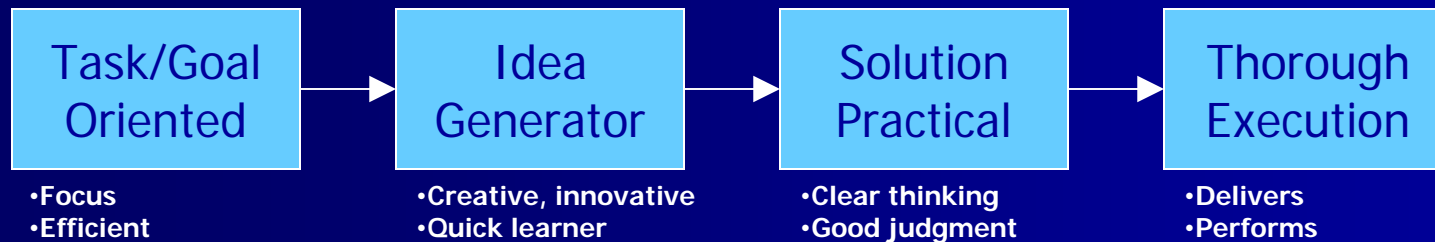
Absorption

Time

Corporate Ladder

Path to Success

Technical Side – Core skills in functional area

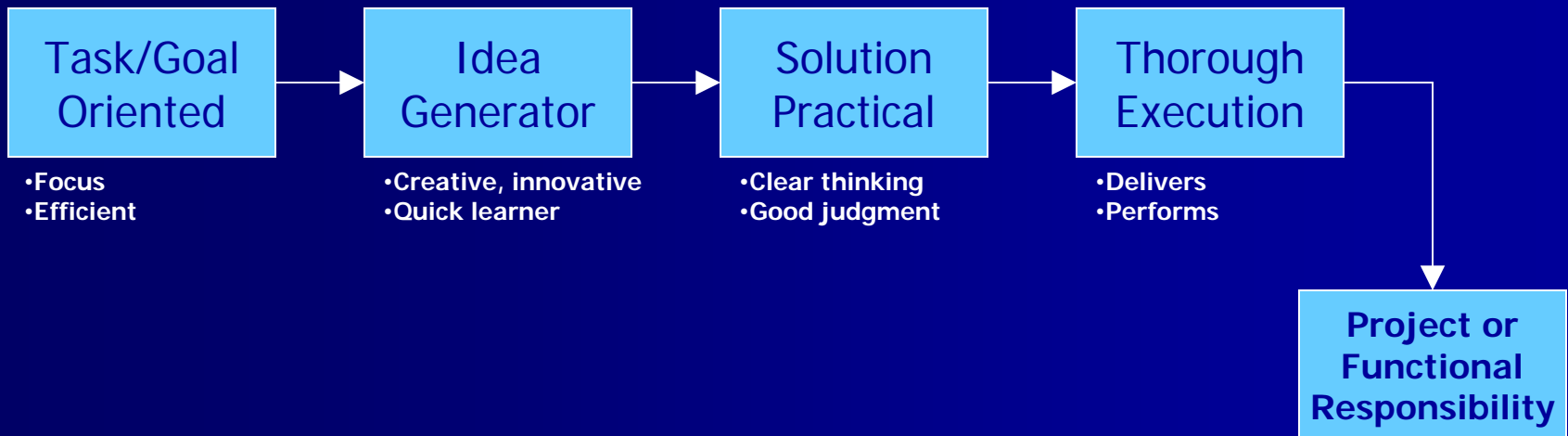


Myth: "If I do a great job and work long hours, I will become a Vice President and General Manager."

Reality: You become an excellent **individual contributor**.

Path to Success

Technical Side – Core skills in functional area

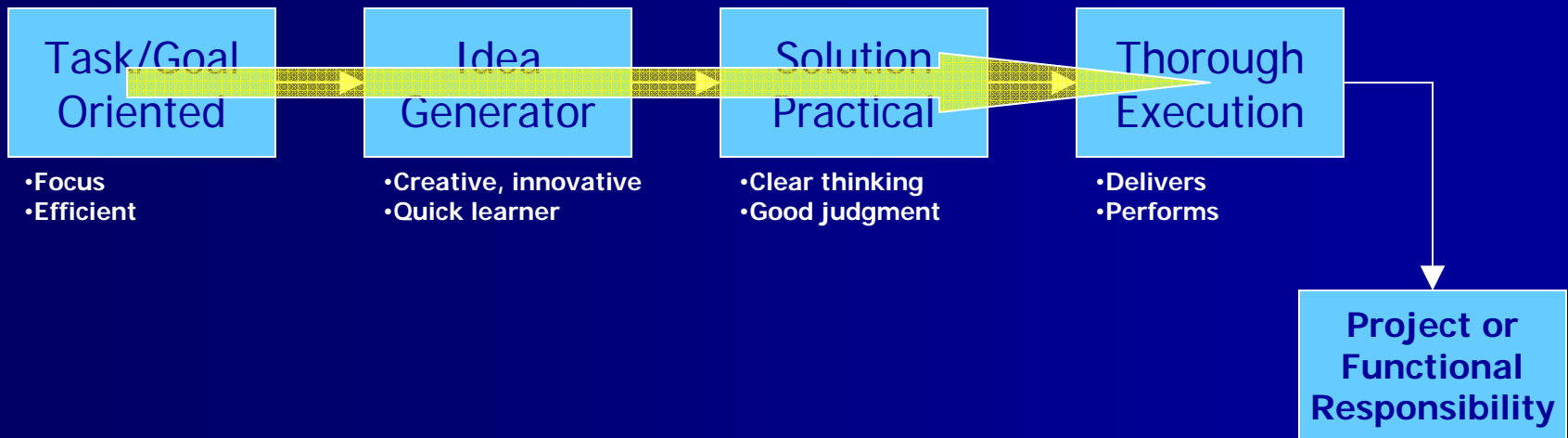


Leadership Side – People skills

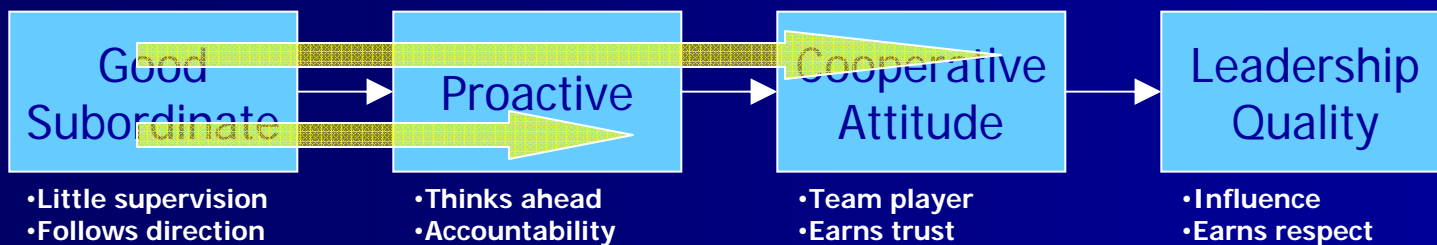


Path for Most People

Technical Side – Core skills in functional area

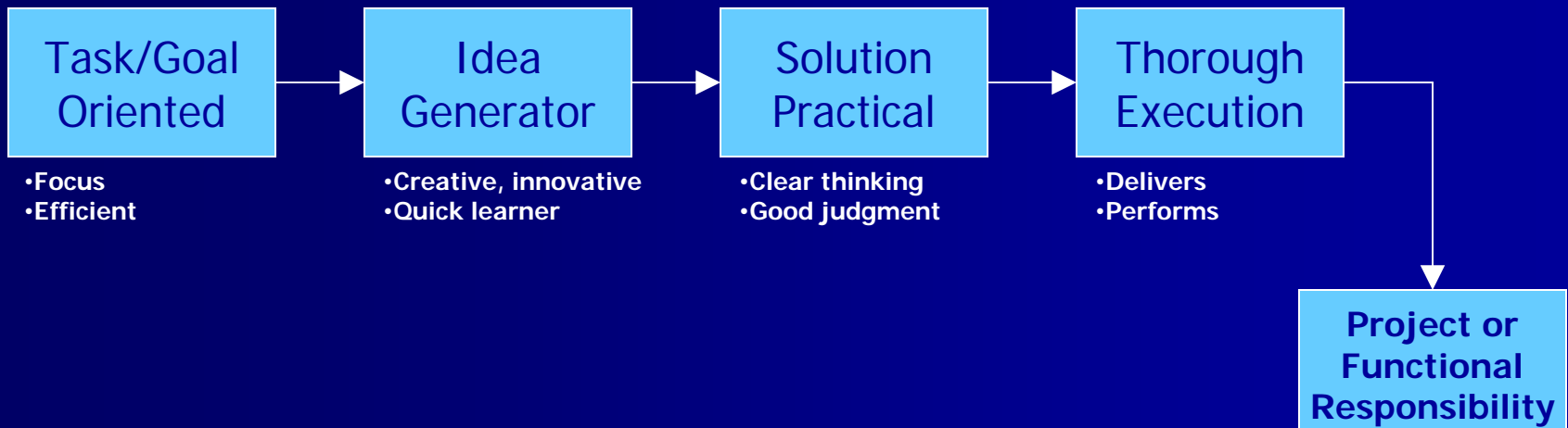


Leadership Side – People skills

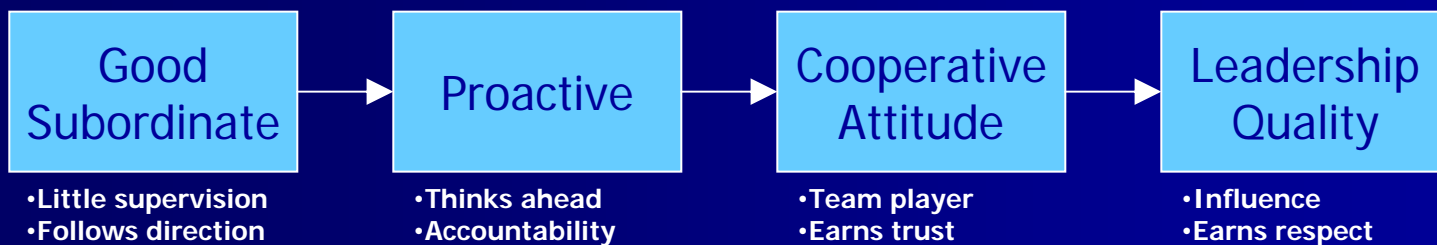


Path to Success continues

Technical Side – Core skills in functional area



Leadership Side – People skills



Path to Success

Business Side – Financial skills



Path to Success

- Once you have **technical** (also called **functional** or **operational**), **leadership**, and **business** skills & experience, you have all of the necessary fundamentals for a faster climb!
- All three are necessary knowledge and experiential ingredients for a successful career in management

Path to Success

- Trend is to have at least two areas of functional experience
 - Sales and/or Business Development
 - Marketing
 - Production or Manufacturing
 - Service
 - Research & Development, or Engineering
 - Finance
 - Human Resources
 - Information Technology or MIS
- If you wish to be General Manager, sales experience is the most critical!
- Secondly, any job that gives you experience in front of a customer will help your career!

Success = Management? Management = Success?

- By default, most of you will assume that “making it into management” means success
 - When you lack a definition of success for yourself, you will use the default definition *which may not be right for you*
- What happens if you're climbing the ladder of success only to find out later that you were climbing on the wrong wall? - *Stephen Covey*

Choosing Technical Ladder as a Route of Career Success

- Perfectly viable choice for most scientists and engineers
- Natural fit because of our preference for things and not people
- If chosen, then do this to the best of your abilities!
- People skills are still required!
- If your company doesn't have one, take the leadership role to define it.

Breadth vs Depth

- Choose breadth or depth
 - Breadth is great for management route
 - Requires lots of experience, knowledge and sensitivity in other functions; generalist
 - Depth is great for functional expertise
 - Requires niche position; specialist
 - Either one is good for career; choose one
- Both still requires social and networking skills to be successful

Breadth

- Start your career in one function
- Move to other function(s) to gain more experience
- Good for management route
- Strong emphasis on people skills
- Goal is to climb the corporate ladder




Career success is achieved by leading people to completion of business goals across org

Depth

- Start your career in one function
- Stay in one to build experience within
- Great for individual contributor role
- Strong emphasis on knowledge skills
- Goal is to become a technical expert

Career success is achieved by sharing and utilizing expert knowledge to complete business goals in one function



R&D Marketing Manufacturing Sales
HR Finance Legal IT
Project Mgmt Strategy Service

**Being an immigrant
Asian scientist or
engineer working here
in the US, what should I
consider?**

Long-term Choice of Country of Residence

- Asian immigrants have a choice of staying in the US or moving back to Asia
- Suggestion: Make decision & plan as soon as possible and execute
- Why?
 - Asia is moving very fast and you can be missing opportunities there now
 - Local talent is growing fast, displacing your value

Option 1: Choosing to Stay in the US for a Long Time

- You must learn to actively manage your career to be successful
 - The rewards can be great!
 - Quality of Life, your kid's life, retirement, etc.
 - The pains and heartaches will also be just as great!
 - Personal change and sacrifices
 - Requires cultural acculturation (learning new values while keeping your Asian values)

Option 2: Choosing to Go Back to Asia Soon

- You should decide & plan soon to get in on the early opportunities in Asia
 - Planning doesn't mean moving now; you must have a plan with time considerations
 - Asia has a great need for talent today
 - Local talent & expertise is raising rapidly, and is cheaper than you!
 - The longer you stay in the US, the harder it will be to re-integrate back into Asia

Option 3: Not Making a Choice

- Not having a plan will delay other plans that can help your career today in the US
- By default, *this option will hurt your career development* due to non-commitment towards your career
- Your decision to stay or go affects your lifestyle & family but also impacts your career actions

Suggested Plan of Attack for Professionals

- Get into any leadership role at work; do you like leadership role?
 - Alternative: Join professional network group and lead
- Discover how you do in leading people and if you like it
 - If you do, pursue management route
 - If you don't, consider individual role

Suggested Plan of Attack for Professionals

- Do a lot of self-reflection on your own capabilities, limitations, interests
 - **Must really understand yourself**
- Understand what you like doing and don't like doing
- Formulate possible jobs that fit your interests and feels right to you
 - Find your niche and be the best you can be in that job for career happiness