

Career Strategies for Difficult Times

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NOT a "Today Show" Message

One size fits all
Victim mentality
Clever tactics
Rehash old advice



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Difficult Times

What we hear in the news

Lost Retirement Savings
Disappearing Job Opportunities

What we need to think about

Assurance of income – What can I do now
Opportunities – How can I apply technology
Change – How do I define a new approach

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A Different Approach

1. Who am I, honestly?
What do I want?
Is that realistic; If not, what is?
2. Identify the Value-Added
3. Apply Lean Principles
4. Do It Now! Methodology

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What REALLY Matters?

Skills or Traits

Experience or Learning

Success Drivers

1. Passion
2. Commitment [Can-Do]
3. Self-Fulfillment

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What work is RIGHT for me?

OUR Preferences will define OUR Strengths

OUR Strengths will drive OUR Success

Work Content Vs Job Title

Expectations Vs Job Description

Self-Satisfaction Vs Pay Grade

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YOUR Ideal Job

How would you describe it?

What REALLY matters?

Careful how you answer

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1. Build a Personal Profile

Preferences

Past Satisfiers

Primary Traits and Interests

StrengthsFinder 2.0 by Tom Rath

"Hide not your talents. They for use were made. What's a sundial in the shade?"
-- Benjamin Franklin

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2. Focus on Value-Added

Customer Needs & Expectations

Review each task and material

Does Customer Value = the input cost?

Is the effort to satisfy process or customer?

If process, can it be eliminated or reduced?

Will the customer gladly pay for this?

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3. Apply Lean Principles

View work as a "Process"

Customer, Start and End, Value-added,
Workflow at Macro & Micro levels

Shorten the path from Start to End

Remove NVA steps, diversions, reviews

Document the "Improved" Process

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Resume` or Self-Evaluation

What I've LEARNED from what I've done

What I CAN DO and how I KNOW I can do it

How my strengths are RELEVANT to the interviewer

HONEST Excitement, Enthusiasm & Commitment

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Performance Review / Interview

Do the homework

Listen for key words

(customers, team, analysis, artistic, results, drivers, sustainability, risk mitigation, etc.)

Validate information gathered in advance

Note what I have "Learned"

Commit to what I "Believe"

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4. DO-IT-NOW Methodology

D – **D**irection – of the organization?

O – **O**wnership – of initiative by individual?

I – **I**nitiative – personal contribution

T – **T**asks – action steps to advance effort

N – **N**ew – work in addition to that underway

O – **O**ne – first incremental gain planned

W – **W**rite – writing will clarify, sell and close

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Summary

CANDOR IS KING

THINK IT THROUGH

FIND THE PASSION

“I will find a way to get it done.”

ACTIONS SPEAK LOUDER THAN WORDS

FAILURE IS A LEARNING OPPORTUNITY

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LINKS

Becoming Indispensable

<http://www.ism.ws/pubs/eside/esidearticle.cfm?itemnumber=18979>

Assessment

<http://www.careerkey.com>

<http://www.careerplanning.about.com/od/selfassessment/SelfAssessment.htm>

<http://www.assessment.com/>