CIE/DFW Young Professional Seminar
Leadership & Career Development

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Career path is rarely planned !!!

Develop or corrective efforts can be planned !!!
<table>
<thead>
<tr>
<th>STAGE</th>
<th>KEY CAREER ELEMENT</th>
<th>INDIVIDUAL RESPONSE</th>
</tr>
</thead>
<tbody>
<tr>
<td>1920-1960</td>
<td>The POSITION</td>
<td>Remain in one job</td>
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<tr>
<td>1960-1980</td>
<td>The PATH</td>
<td>Grow and advance within one’s organization</td>
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<tr>
<td>1980-2000</td>
<td>The PUSH</td>
<td>Rethink, retrench, and realign in response to organizational actions</td>
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<tr>
<td>2000-</td>
<td>The PERSON</td>
<td>Become a career entrepreneur; grow within a profession</td>
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</tbody>
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Value Chain

• Reward & recognition related to result delivery
• Satisfaction of personal objectives
• Knowing & improving of status

• Growing & sustainable operation
• Efficient use of facility/investment in place
• People for execution
• Results

Shareholders

• ROI efficiency
• Profitable & growing business
• IP

Employees

Customers

Personal brand name (capability & creditability)
Career Opportunity Pattern

- Born
- Graduation
- Education
- 1st Job
- Professional Career
- 2nd Skill Set
- Multiple Skill Sets
- Breakthrough from continuous improvement
- Retirement
Career Development

- Proper mindsets & hard work pays off
- Be realistic on situation & yourself
- Paranoid survive
- Focus on development process and not results
- Explore multi-disciplines
- Develop self-discipline to change yourself

- Monitor macro environment, don’t miss the major lifecycle & trend
- Pay attention on networking & visibility
Time of huge opportunity !!!

Don’t layback !!!

Take charge & accountability of yourself, constantly expand your capability & resume !!!
Discussion