



Women In Cable Telecommunications

Career Paths

August 19, 2020



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Career Paths

- Setting Goals
- Building Transferable Skills
- Disruption and Evaluations



Setting Goals: Career Path Plan



Career Path Plan

- This is an essential tool that will guide you and motivate you through your work and personal life
- Prioritizing YOUR success. This is about evaluating your strengths and identifying your full potential.
 - Success \neq Selfishness
 - Success = Achieving with purpose, realizing and performing as your best you



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Setting Goals

- Guide and motivate you
- Develop purpose and builds your brand
- This is not permanent, revisit this plan



Take Out Your Pencils!

- Career Path Plan is unique to each individual
- **Sample Exercise:**
 - Where do I want to be in 10 years?
 - Where should I be in 5 years to achieve that 10 year goal?
 - How can I get to my 5 year goal?

Example Goals



- **10-Year Goal:**
 - Field Ops Director
- **5-Year Goal:**
 - Field Ops Manager
- **How to get to my 5-Year Goal:**
 - Let my supervisor and mentors know about my goals
 - Identify training opportunities that build management skills
 - Do the work! Be an expert in my role and hit goals
 - Finish Bachelor's Degree



Future Proof Yourself!

Transferable Skills: a core set of skills and abilities which can be applied to a wide range of different jobs and industries

Transferable skills can help you either land a role that you do not have the experience or training in (a promotion for example) or allow you to shift your career path to an entirely different field

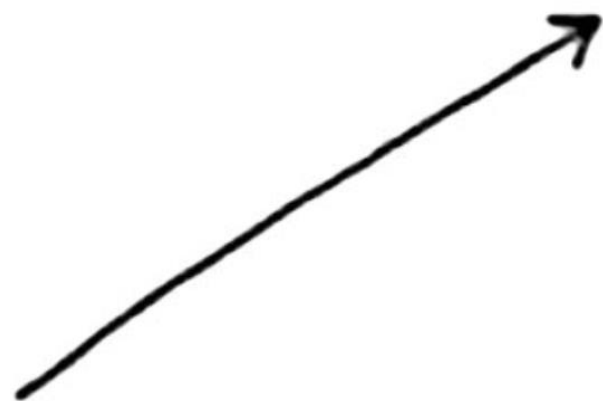
Disruption and Evaluation



- Dealing with uncertainty and disruptions
- Your Career Path Plan is a framework, a guide, not a test
- Become comfortable with being uncomfortable. Use your change tool kit:
 - What can I control or influence?
 - What can I accomplish given the circumstances?



Success



what people think
it looks like

Success



what it really
looks like

Evaluation is Key



- Periodically review your goals and plans
 - What tactics can I add or change to get me to my 5-year goal?
- What are my passions vs. what I am (my skills)?
 - This is a balance that can guide you to continue or change career paths
- Consult with your peers and mentors
 - What activities garner praise? When is your advice sought? Have you been asked to teach or train a specific skill?



Personal Experiences



Angie Crumrine

Manager of Advanced Advertising
Planning & Analytics
Spectrum Reach



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Core Strengths
Are Transferable
To Any Industry
Or Position





Find Your Four Flavors

- What do you enjoy?
- What do you enjoy that others don't?
- What do you think is a fault, that is really a unique asse
- What don't you enjoy?

The road isn't
always visible... but
the journey is still
yours to take.



Personal Experiences



Bobbie Gilbert

Director

Government & Community Strategy

Charter Communications



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Personal Experiences



Molly McKinley

Director
Recruiting
Charter Communications



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Observations



- You are your own boss
- Watch, learn and be patient
- Be present
- Think both vertically and horizontally
- Its is what you know and who you know
- Be resilient

Questions for our guests?



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Upcoming Events



August

- Mentor/Protégé Connect
- Webinar #2: Career Paths
- WICT-GO Mentorship Summer Social

September

- Mentor/Protégé Connect
- Webinar #3: Personal Branding and LinkedIn Tips
- Webinar #4 Managing Up

October

- Mentor/Protégé Connect
- Webinar #5 Executive Presence

November

- Program Wrap-up
- WICT Greater Ohio Year-End Event & Mentor Program Recognition





Thank You for Participating!

QUESTIONS?



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