



Unit 3 Assignment

Networking Plan

This networking plan reflects my personal journey toward meaningful, purpose-driven leadership. It outlines career paths that align with my values integrity, innovation, and helping others while leveraging decades of experience in fintech, law enforcement tech, and strategic growth. Through this plan, I've built a clear roadmap to expand my influence, give back through mentoring, and pursue opportunities that truly matter to me.

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Section 1: Career Options

Career Option 1: Continue and Scale Current Role – Growth Strategy in RFID Solutions

My primary career goal is to continue in my current role while scaling the organization into a nationally recognized leader in RFID technology, expanding beyond law enforcement into adjacent markets such as government logistics, healthcare, and commercial asset tracking. With our current success in public safety, I see a tremendous opportunity to leverage that credibility and expertise into broader applications. This involves building out strategic partnerships, recruiting and developing a larger, more specialized team, and expanding our service offerings to address complex asset management needs in multiple industries.

Staying in this role provides a strong foundation. I already have deep relationships in the field, a clear understanding of operational needs, and hands-on experience helping agencies implement and manage RFID systems. My role would shift more toward strategic development setting vision, leading growth initiatives, and mentoring leaders within the company to take on expanded responsibilities. I would also focus on creating scalable processes, expanding our technology infrastructure, and identifying emerging sectors where RFID can solve real operational problems.

This path aligns closely with my core values: integrity, innovation, leadership, and helping others through technology that works. It allows me to continue doing meaningful work while challenging myself to grow the company into a diversified, agile, and respected organization. By 2026, I envision us not only as a dominant player in law enforcement but as a recognized force in RFID solutions across multiple verticals.

Career Option 2: Director of Management Strategy in Government or Nonprofit

Transitioning into a public sector leadership role such as a Director of Technology Integration, Evidence Policy Strategist, or Management Strategy Executive would allow me to drive impactful, systems-level change in how evidence and asset management programs are deployed across jurisdictions. In this role, I could directly influence policy, streamline technology adoption, and advocate for sustainable, accountable practices across agencies.

My professional background uniquely positions me for this type of leadership. I bring together a rare combination of fintech experience, enterprise sales strategy, and operational insight from years of working alongside law enforcement and public safety agencies. Earlier in my career, I worked on some of the first check imaging and

cash management technologies used by banks and even the Federal Reserve. This fintech foundation gave me a deep appreciation for compliance, data integrity, and high-stakes accountability all of which translate seamlessly into the demands of government oversight and public trust.

With the increasing complexity of both digital and physical evidence systems, there is a growing demand for leaders who can bridge communication between vendors, agency leadership, and IT departments while navigating evolving compliance standards. Roles in this space often involve managing grants, developing data governance protocols, and setting scalable frameworks that enhance transparency and cross-agency integration. A 2022 RAND Corporation study highlighted the crucial role of public-private partnerships in improving law enforcement efficiency further validating this as a space where my hybrid background can bring lasting value.

This path would not only keep me at the forefront of agency innovation, but it also aligns with my desire to give back through public service leveraging my private sector success to improve systems, support ethical standards, and drive mission-focused change in high-impact environments.

Career Option 3: University Instructor or Leadership Coach

Teaching organizational leadership or coaching professionals in leadership transitions is a career path I've become increasingly interested in, especially after returning to school to finish my degree. With real-world experience across sales, business development, and executive decision-making, I'm uniquely positioned to bring grounded, practical lessons to students and mid-career professionals. Whether it's in a university setting or in a corporate leadership development program, I could focus on teaching ethics, strategic planning, change management, and communication areas I've lived firsthand.

According to the U.S. Bureau of Labor Statistics, postsecondary education roles are expected to grow by 8% between 2022 and 2032. At the same time, there is a rising demand for executive coaching and leadership development in private sector organizations especially among millennials stepping into leadership roles. I see this as an opportunity to both teach and continue learning. This path supports my passion for mentoring and helping others find clarity in their personal and professional goals, a theme that has shown up repeatedly throughout my leadership journey.

Career Option 4: Founder/Consultant – Business and Technology Advisory

Launching a consulting firm that supports organizations with RFID integration, asset tracking, and workflow efficiency is a natural progression in my career. With a foundation in the electronics industry and more than three decades of experience across a wide range of businesses, I've developed a strong understanding of how

systems, people, and processes align for sustainable growth. From selling and servicing electronic bank equipment to implementing some of the earliest check imaging systems at the Federal Reserve, I've consistently been at the intersection of technology and operational transformation.

Beyond my technical expertise, I bring a history of building businesses from the ground up. My leadership at Tipton was a defining chapter helping scale the company from a small office to a successful regional operation. Later, my work in reviving C&A Associates after the devastating Denham Springs flood in 2016 reaffirmed my ability to stabilize and grow organizations under pressure. These experiences taught me not only how to execute but how to lead people through uncertainty, restructure processes, and create new revenue streams in difficult environments.

As a consultant, I would support not only law enforcement agencies but expand into logistics, healthcare, and municipal operations anywhere that RFID and smart tracking solutions can bring value. This path allows me to apply my broad knowledge and entrepreneurial spirit while staying hands-on with emerging technology. I envision offering advisory services, project management, operational audits, and strategic guidance for companies seeking real transformation not just implementation.

Career Option 5 (Unthinkable): Corporate HR Manager

Although I have the skills for a Corporate Human Resources Manager position such as team leadership, strategic planning, communication, and performance management it is not a role that excites me. HR focuses heavily on internal personnel processes, compliance, and organizational culture from an administrative lens, whereas I thrive in external-facing, strategic, and mission-driven roles. While I respect the importance of HR, the slower pace and internal politics associated with some corporate HR environments would be a poor fit for my energy, passion, and experience in dynamic sales and leadership roles.

This role would technically match my leadership training and business acumen gained through the Organizational Leadership program, but it lacks the fieldwork, public safety relevance, and strategic problem-solving that energize me. Choosing this as my "Unthinkable" option helps clarify what matters most to me—serving others through innovation, purpose, and external impact.

Updated Framing of Your Career Intentions:

Career Option 1: Continue and Grow in Current Role – Strategic Leadership in Law Enforcement Technology

This remains my primary career path, grounded in my current role leading innovation and operational excellence in the RFID and public safety technology space. My goal is to evolve from tactical execution into a broader strategic leadership role shaping product direction, driving

cross-functional alignment, and mentoring the next generation of leaders within the organization. With over three decades of industry experience and deep-rooted client relationships, I'm positioned to elevate both the company's impact and internal leadership culture. This option allows me to stay aligned with my core values of integrity, purposeful innovation, and service while continuing to scale influence and organizational reach in a familiar yet evolving space.

Career Option 2: Organizational Rebuilder – Turnaround Leadership or Strategic Advisory Role

I am deeply motivated by the challenge of revitalizing underperforming or crisis-impacted organizations. This path would involve stepping into a leadership vacuum either as a turnaround executive or strategic advisor to restore operational clarity, build morale, and chart a new course for growth. My experience leading C&A Associates through the aftermath of the 2016 Denham Springs flood, combined with my history of stepping into interim executive roles, has proven my ability to navigate high-stakes environments. This role aligns with my strengths in vision-setting, team mobilization, and translating complex problems into focused, strategic solutions. It would allow me to apply my leadership in a transformational context with measurable impact.

Career Option 3: Mentor, Teacher, Coach – Leadership Development or Adjunct Faculty

Over the years, mentoring emerging leaders has become one of the most fulfilling aspects of my work. This option channels that passion into a professional pathway whether through university-level teaching in organizational leadership, delivering corporate leadership development workshops, or providing executive coaching. With practical experience in business growth, ethical leadership, and organizational change, I can offer real-world insights that bridge the gap between theory and application. This career direction not only satisfies my desire to give back and continue learning but also leverages my communication skills and leadership philosophy in meaningful, people-centered environments.

Career Option 4: Consultant or Solo Advisor – RFID Strategy and Evidence Management Solutions

Starting an independent consultancy would enable me to package decades of expertise into a flexible, high-impact offering. I envision supporting law enforcement agencies, public sector clients, and commercial organizations with RFID strategy, implementation planning, and workflow optimization. This model gives me control over my time and projects while allowing me to stay hands-on with innovation and policy alignment. I would offer services such as strategic audits, technology advisory, and partner development—bridging the gap between operational needs and scalable, user-focused technology solutions. This career path honors my entrepreneurial roots and keeps me connected to the systems and communities I've served throughout my career.

Career Option 5 (Unthinkable): Corporate Human Resources Manager

Although I possess many of the competencies required for a Corporate HR Manager role such as team development, communication, and organizational alignment this path does not energize me.

The administrative and compliance-heavy nature of HR, along with the internal-facing scope of the role, does not align with my strengths in strategy, innovation, and external impact. While I respect the importance of human resources in any organization, it lacks the pace, creativity, and mission-driven focus I thrive on. Including this option in my framework reinforces what I value most: dynamic leadership, strategic growth, and helping others through systems that work.

Career Decision Matrix

Legend:

- High (H) = 5 points
- Medium (M) = 3 points
- Low (L) = 1 point

Life Theme	Current Role	Rebuilder	Teacher/Coach	Consultant	HR Manager (UT)
1. Integrity	H (5)	H (5)	H (5)	H (5)	M (3)
2. Helping Others	M (3)	H (5)	H (5)	M (3)	L (1)
3. Leadership	H (5)	H (5)	M (3)	H (5)	M (3)
4. Innovation	H (5)	H (5)	M (3)	H (5)	L (1)
5. Purposeful Work	H (5)	H (5)	H (5)	H (5)	L (1)
6. Flexibility	M (3)	M (3)	H (5)	H (5)	L (1)
7. Trustworthiness	H (5)	H (5)	H (5)	M (3)	M (3)
8. Family Balance	M (3)	L (1)	H (5)	H (5)	L (1)
9. Continuous Learning	M (3)	H (5)	H (5)	H (5)	M (3)
10. Meaningful Relationships	H (5)	H (5)	H (5)	M (3)	L (1)

CTCP (Summary Score)

Career Option	Total Points
Current Role	42
Rebuilder	45
Teacher / Coach	46
Consultant	44
HR Manager (Unthinkable)	18

Career Matrix Reflection Questions

1. How has the Career Decision Matrix helped your career development decisions?

The Career Decision Matrix brought clarity to how my personal values and themes align with specific career paths. I've always known that integrity, leadership, and helping others matter deeply to me, but seeing them weighted against each role allowed me to visualize which options truly fit my purpose. For example, while staying in my current role felt natural, it became clear that both mentoring and consulting align just as strongly with what I value. The process pushed me to see beyond traditional roles and recognize that I can still lead and make an impact even outside the typical executive lane. It's been a helpful validation and an eye-opener at the same time.

2. Which career option(s) do you feel are worth researching more and pursuing as you begin to think about your networking plan?

The two career paths that stand out for further research are Mentor/Teacher/Coach and Consultant/Strategic Advisor. Both scored extremely high and align closely with my long-term goals of making a difference and working more flexibly. The teaching or coaching path connects directly to my desire to give back, share leadership lessons, and stay connected with future generations of leaders. Consulting, on the other hand, allows me to stay in the game strategically while shaping systems I've worked with my whole life. I can already see how building out my network in those areas will help me test the waters and start making small moves in that direction.

Section 2: Challenges and Opportunities

Top Three Challenges (Next 1–3 Years)

Challenge 1: Navigating Industry Shifts and Tech Expectations

As law enforcement agencies adapt to rapidly changing technologies, including cloud solutions and AI-enhanced systems, I anticipate increased pressure to deliver more integrated, flexible, and secure solutions. Staying ahead of vendor competition and maintaining credibility will be essential. This challenge requires me to continually learn, build strategic alliances, and guide my team through evolving expectations while also influencing agencies that may be resistant to change.

Challenge 2: Strengthening My Local Network

While I have a strong national network, my local professional circle is less robust, which can be limiting when looking to pivot, collaborate locally, or speak at events. Building this presence will require intentional time investment and effort, especially given my travel schedule. I'll need to seek opportunities to engage with local business chambers, professional groups, or leadership organizations. One thing I plan to do in to strengthen this area is join a Toastmasters group.

Challenge 3: Clarifying the Next Phase of My Career

With over three decades of experience and a leadership track record, defining what “next” looks like is both exciting and overwhelming. Whether I continue growing where I am, begin mentoring, or launch a consultancy, each path requires planning. This challenge centers on narrowing my focus while staying open to growth. It’s not about capability, it’s about clarity and direction.

Top Three Opportunities

Opportunity 1: Mentor and Teach Emerging Leaders

My experience, especially during the last few years of completing my degree and mentoring peers, positions me well to coach emerging leaders. Whether that’s in the classroom, through workshops, or corporate development, I see a growing need for seasoned professionals who can guide others with real-world insights. I’ve realized this passion while helping others and I want to build on it.

Opportunity 2: Build a Strategic Consulting Practice

The niche experience I’ve built around the Fintech industry and RFID technology, evidence systems, and law enforcement protocols gives me a unique edge. Starting a part-time or full-time consultancy could allow me to influence outcomes across agencies while also having control over my schedule. I already have informal relationships that could evolve into strategic partnerships with the right planning.

Opportunity 3: Align Career with Purpose Over Prestige

At this stage in life, purpose matters more than titles. I have an opportunity to be intentional about aligning my work with my values whether that means leading change in struggling organizations, supporting innovation, or simply helping people be their best. This mindset allows me to evaluate opportunities not just for salary or title but for impact.

Support & Networking Reflections

What type of help are you most likely to need?

All of the above

Explanation: I will need support across all areas: tactical execution, career direction, and emotional encouragement. I’m entering a transitional season in my career where thoughtful feedback, advocacy, and collaboration will be crucial. I’ve learned that I do my best work when I have others to think with, process with, and execute with.

How well positioned are you to get information, advice, and resources?

Okay

Explanation: I have a solid national network of former clients, colleagues, and friends in both law enforcement and the Fintech industry, and I am well versed in technology. However, I recognize that it could be more diverse in perspective particularly when it comes to educators, consultants, or nonprofit leaders. I plan to intentionally expand my circle into those arenas over the next year.

Do you have advocates who can help you make a move or earn assignments?

Yes

Explanation: I've built strong professional relationships over the years with people who trust my judgment and know my work. These individuals would be willing to endorse me, refer me, or even partner with me on projects. I've already received invitations to speak or consult casually, which gives me confidence that those relationships are there and can be nurtured.

Do you have emotional support during times of change?

I have a strong support network to help me

Explanation: I'm fortunate to have a spouse, children, and a few close friends who are emotionally supportive and encouraging. They've seen me navigate career shifts, hard seasons, and major wins. This support system is part of what gives me the courage to try new things and keep moving forward, even when the path is uncertain.

Do you have people who can help you get the job done or provide career/emotional support?

Yes

Explanation: Whether it's technical help, project brainstorming, or motivation when things feel unclear, I have a small but mighty network of people I can lean on. My team, business partners, and trusted friends are all part of my informal "board of advisors." I just need to tap into them more consistently and intentionally.

Relationship Building Preferences

What is your approach to building relationships?

- ☒ Joint or shared work, projects, and committees
- ☒ Going for coffee, lunch, or drinks
- ☒ One-on-one appointments with specific agendas

Explanation: I build the strongest relationships when working toward a shared goal or having a purposeful conversation over coffee or lunch. I'm most comfortable when I can connect authentically and listen actively, rather than large networking events. I find value in slower, meaningful relationship-building.

What is your preferred networking style?

- ☒ Contacting people when you find something valuable for them
- ☒ Arranging to get together at professional meetings
- ☒ Occasional phone calls or emails just to check in

Explanation: I like staying in touch when I have something of value to share, like an article, idea, or opportunity. I also appreciate regular touchpoints with people in my field, especially if we're attending the same event. I'm not one to reach out without a reason, but I'm working on being more proactive and consistent.

Section 2.9: Action Planning

1. What are your goals in developing a professional network? Be specific.

My main goals are to deepen my local network, diversify my industry contacts beyond law enforcement and Fintech, and identify individuals who can help me explore new career possibilities such as teaching, mentoring, and consulting. While I have a strong national network, I want to build relationships closer to home that can offer fresh opportunities, collaboration, or advisory roles. I also want to develop stronger connections with professionals in higher education and nonprofit sectors who can guide me if I decide to transition into a more purpose-driven role.

2. How will a well-developed network of contacts help you achieve your career goals?

A well-developed network will provide insight, guidance, and connections that I wouldn't otherwise have access to. If I decide to move into teaching or consulting, it's likely that those opportunities will come through relationships, not job postings. Trusted contacts can vouch for my skills, open doors to speaking engagements or partnerships, and help me shape a clear path for what's next. At this stage in my career, who I know and how I stay engaged matters more than ever when aligning my work with my purpose.

3. What are some of the characteristics of the people you are looking to include in your network?

I'm looking for people who are forward-thinking, mission-driven, and experienced in areas I'm exploring: leadership development, executive coaching, nonprofit management, and higher education. I value people who are honest, encouraging, and open to sharing what they've learned. I'm also drawn to individuals who have made similar career transitions or have navigated career reinvention later in life. Ideally, these are people who value integrity, service, and adaptability just as I do.

4. Where might you come in contact with these people? How will you grow your network / initiate contact with new potential networking contacts?

I plan to attend local leadership forums, alumni events, professional development workshops, and technology conferences. I'll also be intentional about connecting with peers and professors through ASU's professional development channels. LinkedIn will be a tool for outreach and follow-up, especially when I come across articles or events that spark a connection. Initiating one-on-one meetings for coffee or lunch will be a key step in building authentic relationships.

5. Who in your network are you looking to enhance your relationship with? How will you go about enhancing these relationships?

I want to strengthen my relationships with two former colleagues who have transitioned into higher education and nonprofit consulting roles. We've stayed loosely connected, but I plan to reach out with a clear intent to learn more about their journeys and seek advice. I'll also reconnect with former clients and partners who trust my work and might be open to collaboration or mentorship opportunities. By offering my support and showing genuine curiosity, I believe these relationships can grow into something mutually beneficial.

6. How can you leverage your existing network? Might some of your existing networking contacts know others who you should be in contact with?

Absolutely. My existing network includes several well-connected professionals in both public and private sectors. I plan to be more intentional about asking them for introductions and referrals something I haven't always been proactive about. Many of these individuals know my work ethic and character, and I believe they'd be happy to help if I simply ask. I'll also look for ways to add value to their work as a way to stay top of mind and maintain meaningful two-way relationships.

Section 3: SMART Goals & Gantt Charts

Career Goal

Goal:

Continue in my current role while expanding my strategic leadership responsibilities and influence, preparing to either step into a more senior position or guide a struggling organization by Q2 2026.

SMART Breakdown:

- **Specific:** I want to maintain and grow in my current leadership role, aiming to expand strategic oversight, team development, and product innovation, while preparing for potential interim executive leadership opportunities in struggling organizations.
- **Measurable:** Success will be measured by internal promotions, added strategic responsibilities, and feedback from leadership or boards. I will also measure success by contributing to at least one major company initiative or turnaround project.
- **Attainable:** I have over 35 years of experience, deep industry relationships, and a track record of execution and influence. I'm already seen as a trusted advisor by my team and clients.
- **Relevant:** This goal aligns with my values of integrity, purpose, and leadership. It builds on my existing momentum and keeps me focused while staying open to future possibilities.
- **Time-Based:** This goal will be developed and evaluated over the next 18–24 months, with check-ins each quarter to track progress and make adjustments.

Career Goal Gantt Chart (Q2 2024 – Q2 2026)

Timeline	Milestone/Action Step
Q2 2025	Identify growth areas in current role; set leadership goals with supervisor
Q3 2025	Mentor 1–2 team members; lead strategic project
Q4 2025	Attend leadership summit; explore turnaround models
Q1 2026	Take on interim leadership for key internal initiative
Q2 2026	Network with turnaround firms/exec recruiters
Q3 2026	Update resume/portfolio with growth achievements
Q4 2026	Evaluate next move; consider internal or external advancement
Q2 2027	Target transition to new executive opportunity or solidify senior role

Networking Goal

Goal:

Expand and strengthen my local and professional network by building 10 new strategic relationships and attending 6 professional events by April 2026.

SMART Breakdown:

- **Specific:** I want to expand my network by connecting with leaders in higher education, nonprofit, and consulting spaces, both locally and nationally.
 - **Measurable:** My goal is to build 10 new relationships and attend 6 industry or leadership-focused networking events over the next 12–18 months.
 - **Attainable:** I already have a national base and access to several networking platforms and events. I just need to prioritize local opportunities and intentional follow-up.
 - **Relevant:** This goal supports my future aspirations of mentoring, teaching, and possibly consulting. It opens doors and builds support for those career moves.
 - **Time-Based:** I will complete this networking goal by April 2026, with steady progress beginning in Q2 2025.
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Networking Goal Gantt Chart (Q2 2025 – Q2 2027)

Timeline	Milestone/Action Step
Q2 2025	Identify 3 local networking groups or events
Q3 2025	Attend 2 events; reconnect with 3 existing contacts
Q4 2025	Initiate 3 new strategic conversations
Q1 2026	Follow up with new contacts; ask for introductions
Q2 2026	Attend 2 more events; grow LinkedIn engagement
Q3 2026	Join leadership or alumni panel/discussion
Q4 2026	Add 4 new contacts from education or nonprofit sectors
Q2 2027	Reflect and evaluate the impact of new relationships