

Growing and Advancing Your Career



The Institute of
Internal Auditors

Jaynitsa Paul and Brian Shellito

September 15, 2023

The Atlanta Conference

We each have our own story



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You're the Captain of Your Own Career

- Where/what do you want to be? (e.g., career position/location)
- How will you get there? (e.g., understand the promotion process, expectations, performance metrics, etc.)
- What is your timeline? FY Start (expectation setting) → Mid-year (review/reset) → Year-end (recap)?
- What is the Talent Review Process? What happens during my talent review? Who attends a talent review?

Set Clear Career Goals



Seek Feedback and Adapt

Coach

... talks to you

Coaches provide developmental support

Mentor

... talks with you

Mentors provide guidance to navigate career choices and decisions

Sponsor

... talks about you

Sponsors are typically leaders in senior positions, who use influence to advocate for:
+ visible assignments,
+ useful experiences, and
+ relationships to become promotion-ready



Overcome Obstacles and Learn from Failures



Recognize and Celebrate Your Individual Successes



Manage Work-Life Balance



Emotional



Physical



Career



Social

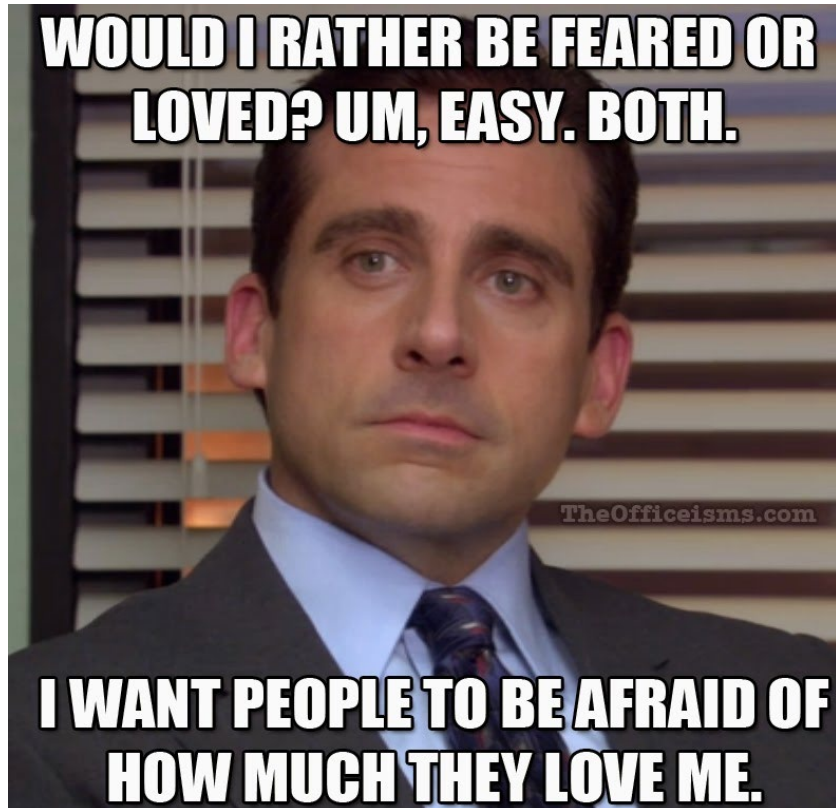


Financial



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Elevating Impact

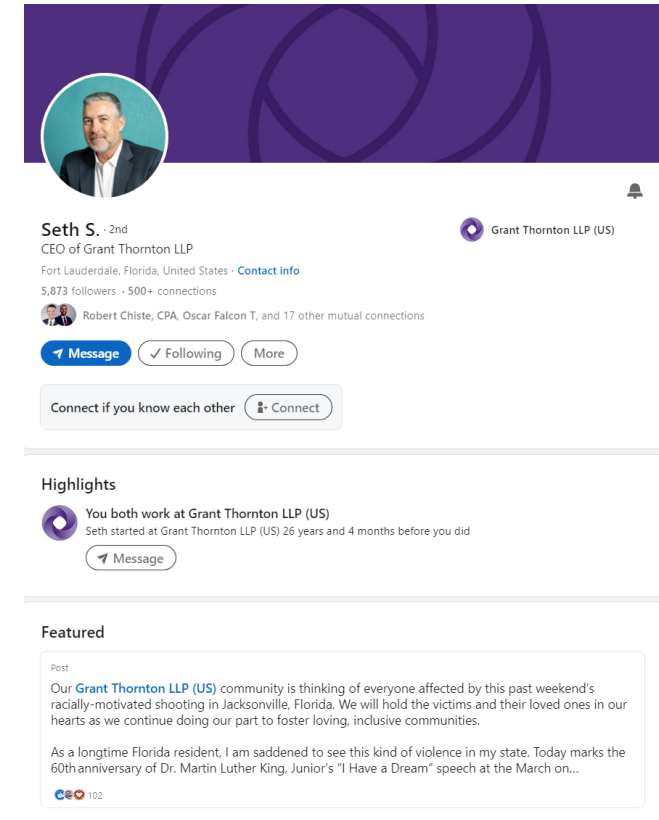
Professional Image and Branding



What Makes a Great Online Profile

Creating a memorable brand requires thoughtful design.

1. Professional photo (color or black & white)
2. Optimized headline – Your title followed by three keywords associated with your business function, service line, or specialties.
3. Summary – Don't regurgitate your resume. As with your value proposition, think about how you want people to see you. If you were to meet someone at a networking event, what would you say?
4. Website links – include links to your company website
5. Simplified LinkedIn URL – e.g., <http://linkedin.com/in/janedoe>
6. Work history – Your complete work history including key responsibilities
7. Awards, certificates, education – Include your credentials



Advantages of Networking

Job
Opportunities

Share ideas,
advice, and
support

Gain industry
knowledge

Be a resource
for others

Strengthen
existing
relationships

Personal
Development

Raise your
profile



GT CLEARR Values

Collaboration
Ask for help, give help
We work well together



Excellence
Find a better way every time
We never get complacent

Respect
Listen and understand,
be forthright
We create honest relationships

Responsibility
Use influence wisely
We own our actions

Leadership
Have courage and inspire others
We challenge each other
to be the best we can be

Agility
Think broadly, act quickly
We thrive in change



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Questions?



Thank You



Jaynitsa Paul, CPA, Senior Manager

Grant Thornton Risk Advisory

Email: Jaynitsa.paul@us.gt.com

LinkedIn: <https://www.linkedin.com/in/jaynitsapaul/>



Brian Shellito, Director

Grant Thornton Risk Advisory

Brian.Shellito@us.gt.com

LinkedIn: <https://www.linkedin.com/in/brian-shellito-779b216/>