

* Career Navigation Strategies

Presented by:

D. Mark Haynes - Scrum Master, Agile Coach

Ann Arbor, Michigan
(734) 474 3303

Providing IT Services for over 20 years for:

- ☐ Project Management, Quality Assurance, Software Estimation & Process Improvements
- ☐ Agile/Scrum, Rational Unified Process (RUP), & Waterfall methodologies
- ☐ Logistics, Health-care, Insurance, Automotive, Telecommunications, Marketing & Financial applications

dmarkhaynesconsulting@
gmail.com

- ❖ Biologist
- ❖ Software Developer
- ❖ Quality Assurance Analyst
- ❖ Project Leader Development
- ❖ Project Leader Testing
- ❖ QA Manager
- ❖ Test Coordinator
- ❖ Project Manager
- ❖ Process Improvement Manager
- ❖ Scrum Master
- ❖ Coach - Mentor - Trainer
- ❖ Software Estimation Expert
- ❖ Author
- ❖ Speaker

***You are what you Do**

*Assessing Opportunities

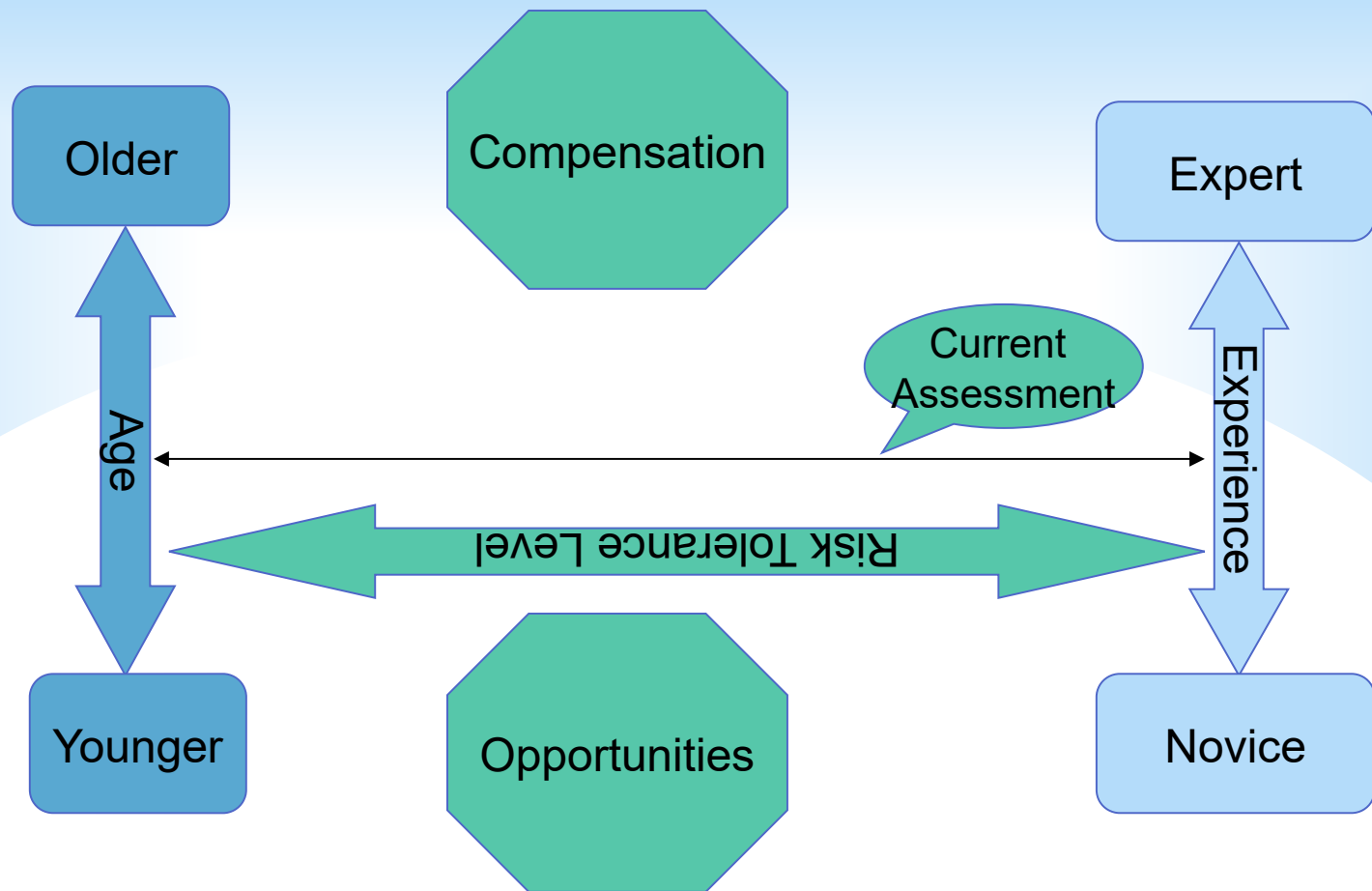
- *Consider several techniques:

- *Return on Investment - Ratio comparing the gain (loss) relative to cost. Modified by risk and value of future money

- *Game Theory - The science of strategy with interacting choices of rational actors produce optimal outcomes

- *My model (based on both) for evaluating new opportunities

*ROI vs Game Theory



* Compensation vs Opportunities

*Assess Opportunities

*Compensation:

- *Hard benefits - salary or hourly rate
- *Soft benefits - health care, flex hours, tuition reimbursement, liberal vacation, free coffee

*Opportunities:

- *Short term - Skills with tools & techniques
- *Long term - Advancement, future compensation, stability, & future projects

*Reward vs Opportunity

*Yes, But what about...

- *Assess Risks - dysfunctional management vs the unknown
- *The current Job - you know the players, the rules & have an established network
- *Future Opportunities - unknown work conditions & no personal history
- *Age - as you grow older, consider:
 - *Trading opportunity for compensation
 - *Trading challenges for stability
- *Experience - as you gain more skills, consider:
 - *Maximizing compensation on current skills
 - *Expand your current expertise

*What are your Parameters?

Three Considerations

- *Job Search
 - *Fine-tune your approach
 - *Improve your skills
 - *Research Opportunities
- *Market Place
 - *What jobs are in demand
 - *What skills are in demand
- *Job Skills
 - *Assess your current skill
 - *What skill do you need
 - *Obtain skills



Think Strategy, Act Tactically

*Short Term Changes

- *Small incremental changes
- *Focus on specific skills
- *Transition skills within your current Job & assignment
- *Transition career within your current organization
- *Carry your sandbox with you

A few things to keep in mind

* Job Search

- * Unemployed - spend 6 hours a day
- * Employed - spend 2 hours a day
- * Make 25 contacts a week
- * Shoot for 3 interviews a week
- * Fill up your pipeline with job search activities
- * Metric - # final interviews, not Job offers

* Is It a Job or a Hobby?

*Career Tools

- *Skills Assessment
- *Cost of Living Calculators
- *Leverage Social Media
- *Job Boards
- *Interest Assessment

***Consider using career tools**

* 10 Best Job Search Websites

- * Best Overall: Indeed
- * Runner-Up, Best Overall: Monster
- * Best for Employer Research: Glassdoor
- * Best for Remote Jobs: FlexJobs
- * Best for Experienced Managers: The Ladders
- * Best for Startup Jobs: AngelList
- * Best for Connecting Directly With Recruiters: LinkedIn
- * Best for Up-to-Date Listings: Getwork
- * Best for Recent College Graduates: Scouted
- * Best for Hourly Workers: Snagajob

* The Balance Careers Website

*The Job Search

- *Fine-tune your job search strategy
- *Job markets by location
- *Improve interviewing skills
- *Rework Resume, Cover letters & job search documents
- *Networking
- *Explore Opportunities

*Fish Or Cut Bait

*The Market Place

- *What job are you targeting?
- *What jobs are in demand?
- *Search Articles & Blogs
- *Survey Job Boards
- *Ask Professionals

*What job do you want?

*Market Based Skills

- *What skill sets do you need?
- *Pick a job category and investigate what you need
- *Identify the common set of job requirements:
 - *Education - Degree, Certifications, knowledge base
 - *Survey common skill sets - technology stack
 - *Identify must-have skills vs nice to have skills
 - *Ask Professionals what they think

*What Do You Want?

*Soft Skills

- *Are you coach-able
- *Able to build relationships
- *An effective Communicator - written & verbal
- *Possess critical thinking skills
- *Able to demonstrate problem-solving & diagnostic skills
- *Able to provide creative solutions

*A Work In Progress

*Hard Skills

- *Technology stack
 - *Experience with technology & specific tools
 - *Experience with the application of techniques
- *Support tools that augment the technology stack
 - *Development Framework
 - *Library management tools
 - *Requirement Management tools
- *Domain knowledge - where the technology is applied
- *Professional disciplines:
 - *Agile Frameworks vs Waterfall
 - *Coding techniques

*Plan - Practice - Focus

Build an Engineering Workbook

- *Engineering Workbook can help you:
 - *Research and build technical proposals;
 - *Practice skills or experience with tools
 - *Study for certification exam
 - *Prepare for interviews
- *Use as source material for your resume
- *Layer on sections as you need them

Condense your notes for easy Reference

Develop Your Technical Skills

1. Help research and build technical proposals
2. Record lessons learned from your experiences
3. Practice estimation skills
4. Assess the current task you're performing
5. Repeat for each assignment you have done
6. Repeat for each job you've held

Build an Engineering Workbook

* Workbook: Project Work

1. Describe the task - What was the problem
2. Describe the solution
3. Identify Application (features)
4. Identify Business Domain knowledge
5. Identify skills used
6. Identify tools used
7. Identify accomplishments (be specific)

* Track Every Assignment

Workbook: Personal Estimation Process

1. Identify the Task
2. Estimate Complexity - T-shirt size (small, medium, large)
3. Estimate time to complete in hours
4. Track the actual time - start, stop & gaps
5. Reassess complexity
6. Identify root causes of differences

Estimate Every Assignment

Workbook: Research & Interview

1. Identify the topic or interview question
2. Record your answer or interview response
3. List alternatives or your new response
4. Record your notes

Improve your interview skills