Career Management

Spending a lifetime investing resources to achieve career objectives defines career management. It is a process that needs investments made throughout the working years. Just like an investment strategy of consistently contributing assets to the account, the same is the case for the career management account.

Create a career vision. It doesn't matter if you are new to the workplace or a veteran. It is never too late to make things happen for the outcomes that you desire. The vision will be broad enough to survive changing times but specific enough to be actionable. Look inward to understand what makes you happy in your work. Craft each step of your work career defining how that looks. Commit that vision to paper and refer to it often.

At the heart of career management should be two core components from which to branch out. They are an investment in lifelong learning and a personal network of relationships. Establish objectives in each of these areas that support the career vision.

Lifelong Learning

To prosper companies have to change and grow with the times. The same with people. We do not use the same technologies today to perform our work that we did even 10 years ago. The rate of change is ever increasing. How current we keep our skills and knowledge determines how well we will adapt to each new change. It will also determine your flexibility to move from one industry to another as technology continues to obliterate one industry while giving birth to emerging industries. There are several ways to stay up to date. Continuing education courses, certificate programs, professional journals and magazines, attending conferences and workshops, talking to colleagues, working with colleagues on joint projects, and volunteering in the community to find out what is going on outside your profession are all ways to enjoy learning opportunities.

Personal Network of Relationships

Growing your personal network is a critical asset as we move more and more towards an information and service economy. You have heard the old saying, "it is not what you know but who you know" that makes the difference. You can be the smartest person in your field but in a job hunt with your resume being one of 150 the recruiter has to sift through there are no guarantees yours will stand out. But if you know the recruiter or know someone in the company or even know someone who knows someone in the company that can give you personal recommendation to the recruiter it is more likely that your resume will bubble to the top and gain an interview. The larger the network the more likely it is that you will hear about new opportunities before it becomes common knowledge. Remember that little is accomplished in isolation. Focus on continuing to grow your network throughout your career.

Career management is about maintaining adaptability and employability through a career vision that is supported with a backbone of lifelong learning and maintaining a network of relationships. Good things are likely to happen to those that commit to managing their career.

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