



Tipping the Career Ladder *Is up the only way to go?*



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This is a preliminary slide deck

These slides will undergo significant revision prior to presentation at the NHRMA conference, Sept. 30, 2009.

For your own copy of the final slides, please leave your business card with Jim Steele at the conference, or e-mail me at jfsteele@georgefox.edu

Careers as stories



- How does the story go?
- Real stories versus Archetypes
- Perceptions about career movement
- Career and identity

Creating career flexibility in your organization



- The mythology of “up or out”
- Workplace demographics and real life
- An alternate model: the career matrix
- Managing in ways that allow career flexibility

An Alternate Model: The Career Matrix



| Pace | Workload | Location/ Schedule | Role |
|-------------|----------|-----------------------|---------------------------|
| Accelerated | Full | Not Restricted | Leader |
| ↕ | ↕ | ↕ | ↕ |
| Decelerated | Reduced | Restricted | Individual Contributor |

Career Choices

Pace: rate of career progression

Workload: quantity of work output

Location/Schedule: when & where work is performed

Role: position & responsibilities

Benko & Weisberg (2007), *Mass Career Customization*, Boston: HBS Press.

Seeking career flexibility



- It's not just my organization, it's me!
- Dialing up and dialing down
- Mapping my career path
- Creating my own story

Creating Your Own Career Matrix



- This is an interactive exercise with handouts provided

For more information

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