Welcome
Michael Pelletier
Managing Your Career
An Employer’s Perspective

Overview

• To speak or not to speak
• It takes more than good technical skills
• My opinion MIGHT be interesting, collectively the guidance will be useful
• Opportunities to influence your career progressing from your resume to wherever it is that you want to be
Getting in the Door

• Resume
  – Long doesn’t represent more or better experience
  – Typos, poor grammar, get it proof read
  – Make sure it’s concise and targeted

• Networking
  – Network your way into the organization

Getting in the Door

• Interview
  – Internal and External candidates
  – Be sure you’re on-time, dress for success, know who you are going to speak with
  – Practice. First interviews in a while can be bumpy, you do get better at them
  – Come prepared with questions
  – Know about the company – do the research
OK, you’re in! - People

• Mentors
  – Find one
  – “You never get anything in the work world that someone doesn’t want you to have.”

• Build relationships
  – You work harder for those people you have a good relationship with
  – Ensure those around you are successful

OK, you’re in! - Execution

• Have a plan
• Be Flexible
  – Between departments, especially before you hit management
  – International experience

• Take Risks
  – Jump on opportunities when they present themselves
  – Don’t wait to be asked. Stick your hand up!
  – Be visible and promote yourself
OK, you’re in! – What else?

• Do your existing job to excellence
  – Work hard
  – Be an expert in something
  – Be a good communicator
• Keep your skillset fresh
  – Courses and conferences
• Be open to criticism
  – There’s usually something behind it

Summary

• Have a plan
• Get in the door
• Be flexible
• Focus on the fundamentals
  – Relationships
  – Relevant skillset
• Do excellent work
• Take risks and show initiative
• Enjoy the Journey and be Successful!
Thanks

• For your attention
• To ISPE for the opportunity
• The Lonza Portsmouth Leadership Team for their time

Don’t forget about the networking thing...

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