

*ICADTS Young  
Scientist Symposium:*

***How to Develop  
your Career Path  
and/or Leadership  
Potential***

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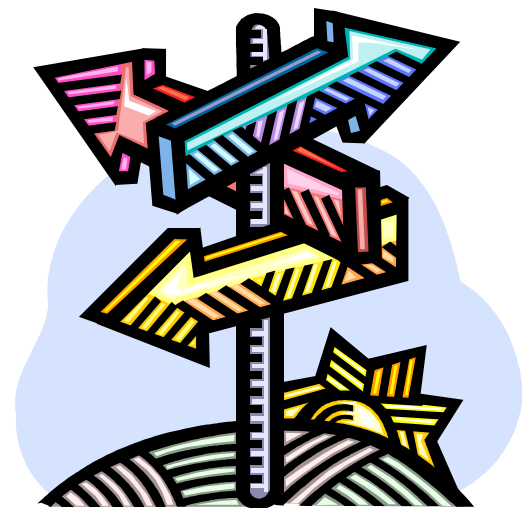


**T2010 Conference**  
Oslo - Norway - 22. - 26. August 2010



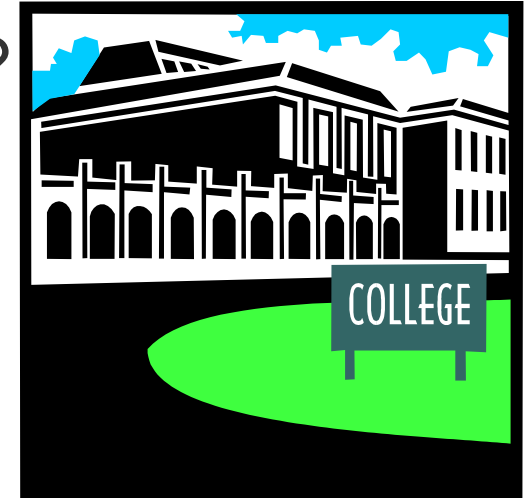
# School

- Choosing an undergraduate program.
- Choosing a postgraduate program.
  - Do you need a graduate degree to get your dream job?
  - What field do you want to work in?
  - Are you very familiar with the field?
  - Is there someone particular you want to work with?
  - Is geography/family an issue?



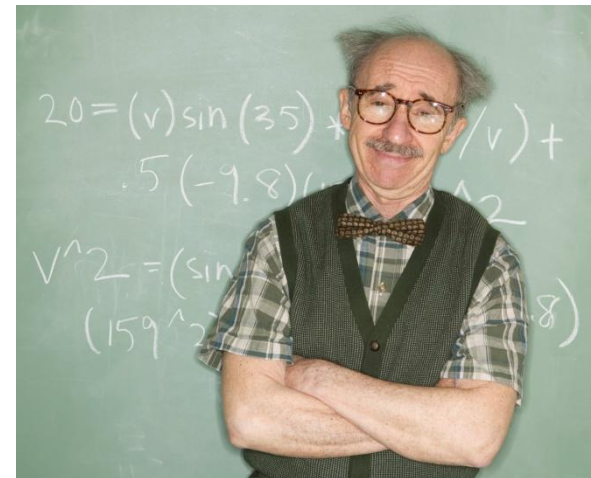
# School and After

- What should you be doing while you are in school?
  - Join professional organizations.
  - Attend meetings and conferences.
  - Badger your mentor to introduce you to her/his colleagues.
  - Intern, shadow
- Where should you start your career?
  - Academia, Non-profit,
  - Government, Private



# Academia

- Pro:
  - Intellectually rewarding
  - Independence of thought
  - Opportunity for discovery
  - Rich environment
- Con
  - Low entry level salary
  - Hierarchical structure
  - Bitter politics
  - Tenure track
  - Funding, funding, funding



# Non-Profit

- Pro:
  - Spiritually rewarding
  - Following your beliefs
  - Focus and drive
  - Giving back to your community
- Con
  - Salaries and benefits are low
  - Single issue focus
  - Who are you working with?
  - Funding can be unpredictable
  - Goals can be slow to achieve



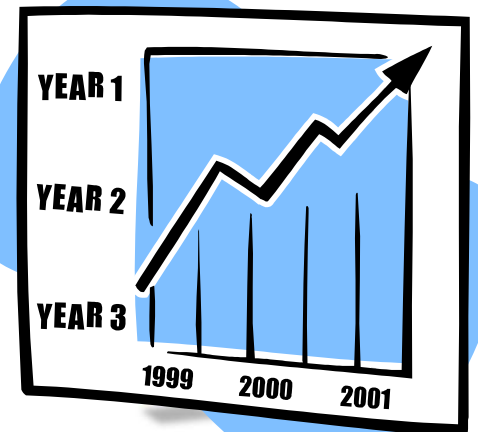
# Government

- Pro:
  - Stable Environment
  - Working for your community
  - Huge resource pool
  - Salaries and benefits are good
  - Portability
- Con
  - Bureaucracy
  - Someone else's agenda
  - Politics



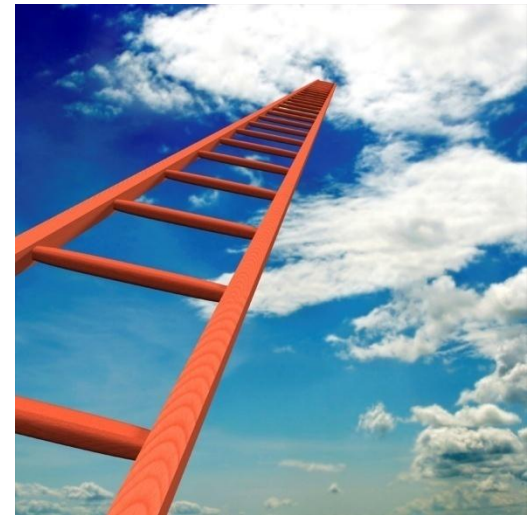
# Private Sector

- Pro:
  - Dynamic environment
  - Salaries and benefits are good
  - Hard work and innovation are rewarded
  - Good resource pool
  - Options
- Con:
  - The bottom line
  - Subject to market forces
  - Pragmatic decision making



# Career Development

- Finding a Mentor
  - First described by Homer as a “wise and trusted counselor”.
  - Someone who takes a special interest in helping another person develop into a successful professional.



# Career Development

- The Ideal Mentor
  - Subject Matter Expertise
  - Structured Access
  - Constructive Criticism and Guidance
  - Intellectual Generosity
  - Contacts and Introductions
  - Emotional and Moral Encouragement
  - A Role Model
- The Ideal Mentor is Not
  - Your best friend, or your Mom



# Career Development

- If your assigned mentor is:
  - Ambivalent, inattentive
  - Inaccessible
  - Insecure
  - Lacks intellectual generosity
  - Lacks mentoring skills
- Fill the Gaps
  - Peer mentoring
  - Dual mentoring
  - Self-Mentoring



# Self-Mentoring

- Read
- Build your own Mentor
  - Find who has all the parts you need: Non-traditional mentors, peers, junior staff, front-line staff, other departments
- Figure out what you have to offer
  - Your time, development, interest
- Solicit criticism of your work
- Recruit partners and collaborators
  - review their work, offer co-authorship
- Proactively meet people
  - Conferences, give posters, ask questions
  - Visit other labs or centers, give seminars
- Find alternative role models
  - Observe leaders in action



# Developing as a Manager

- Demands of Management.
  - Personnel Management
    - Use of Human Resources Department
  - Financial Management Skills
  - Strategic Planning
  - Building a professional Profile
  - Developing as a Mentor



# Leadership Potential

- The Rewards of Being in a Leadership Position.
  - Leverage to achieve your goals
  - Make big things happen
  - The pleasure of seeing people working together
  - Developing your staff
  - Peer recognition and respect
  - Opportunities create opportunities
  - Financial benefits and perks



# Leadership Potential

- The Downside of Being in a Leadership Position.
  - Administrative burden
  - Many people depend on you
  - Your time is not your own
  - Distance from the front line
  - Many accomplishments are vicarious
  - Personnel responsibilities
  - Somebody else always wants your job
  - The buck stops with you



# Guaranteed Strategies for Success!

- Work hard
- Take on assignments - and deliver on them
- Be active in your professional organizations
- Review for Journals or scientific meetings
- Give presentations at every opportunity, regional, national and international.
- Write columns in professional newsletters
- Publish your work
- Collaborate with other scientists
- Volunteer for professional committees
- Network with your peers



# Guaranteed Strategies for Happiness!

- Work at something you enjoy
- Seek out interesting people and projects
- Constantly re-evaluate your situation
- Take charge
- Don't be afraid of change
- Balance your work and your life

