



ENERGY WORKFORCE & TECHNOLOGY COUNCIL

Creating Your Own Development Plan

Dave Warnick- June 23, 2022

Inputs Needed



Career Goals and Aspirations



Gap Analysis



**Options to gain required
knowledge, skills and experience
including flexibility on potential
routes**



**Additional perspectives from leaders
and mentors to understand business
needs/opportunities tied to personal
interests**



Career Goals and Aspirations

What if I don't know exactly what I want to do long term?

You may not have an exact role and/or timeline in mind- (ie "I want to be the CEO in 7 years and 4 months.")

That's Ok- start with looking at things you have enjoyed in the past and maybe even some things that are not as enjoyable to get an idea of the types of roles that may be attractive at this stage. What are you already great at?

Make a list of options based on types of roles.



Visit with incumbents and leaders of those roles to get an idea of whether this is the right match with interests and aspirations



Look at job advertisements to understand responsibilities and requirements



Consider how difficult it would be to close the gaps in knowledge, skills and experience required



Gap Analysis

Requirements

Knowledge, skills and experience required for the role

Preferred requirements

Location, travel and other considerations

What other potential candidates bring

Current

Current knowledge, skills and experience that would be relevant to this type of role

How you would differentiate yourself from other potential candidates

How you would make location, travel and other considerations work

Gaps

What are the gaps that need to be addressed in requirements/preferred requirements for:

Knowledge

Skills

Experience

How necessary are these in order to be the successful candidate for the desired role



Options for Gaps

What are potential options to fill the gaps in each of the following areas:

Knowledge

Skills

Experience

Location/Travel/Other Considerations

Flexible Routes

There can be multiple routes to get you where you want to go. Be open as you explore potential options.

What are you willing to do to realize potential opportunities?

What areas would require you to think or behave differently?

Where would these opportunities come from to fill current gaps?

What else would potentially work?

How would you make these options work for you and key stakeholders?



Additional Perspectives

Current Leader

Feedback from Performance and Career Development Discussions on current strengths and development areas

Potential Growth Roles that may be a good fit

Current business needs, requirements and opportunities

Thoughts on addressing gap areas

Sponsorship

Other Leaders

Additional feedback on current strengths and development areas

Understanding business needs, requirements and opportunities from a different view

Potential Growth roles that may be a good fit

Thoughts on addressing gap areas

Broader organization sponsorship

Mentors

May be internal or external

Individuals who are already where you want to be

Individuals who are great at an area you want to develop

People who will provide you candid and constructive feedback

Individuals who have a broader perspective

Get involved in EWTC committees and events to expand potential external mentors



Create Your Plan



Map out short, medium and long term paths and options for desired long term career goals. What am I going to do in the next 12, 24 and 36+ months to address gap areas?



Explore business requirements/needs, projects, special assignments or covering for others that match your interests that can help accelerate your development and preparation. Be a strong performer.



Engage with key stakeholders (especially your current leader) to get their buy-in and sponsorship in achieving your plan. Expand your circle of influence and credibility. Develop others to take on your current role.



Plan
Do
Check
Adjust
“How Would I Make That Work?”



Questions





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