

EMNA Career Development Orientation

Managing Your Professional Journey

Prepared for EMNA Incoming 2024 Cohort

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MENDOZA COLLEGE OF BUSINESS

GROW
THE GOOD
IN BUSINESS™

Topics

- Introduction
- Why engage in Career Development Coaching?
- What prompts people to engage?
- How might that manifest for you?
- What additional resources are available?
- How do I engage?

Career Development Contact Information

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Patrick Farran

Executive Coach / Management
Consultant



My Journey

- 2 career pivots
- Employed by 6 companies/organizations
- Multiple job titles, levels, and functions
- Founded 2 companies, including my own advisory practice
- Decades of service to NFPs
- Partnered with hundreds of organizations and thousands of individuals across many sectors and geographies
- Have coached/advised hundreds of working professionals, start-up founders, and executives

Starting Your Journey: Your Intention(s)

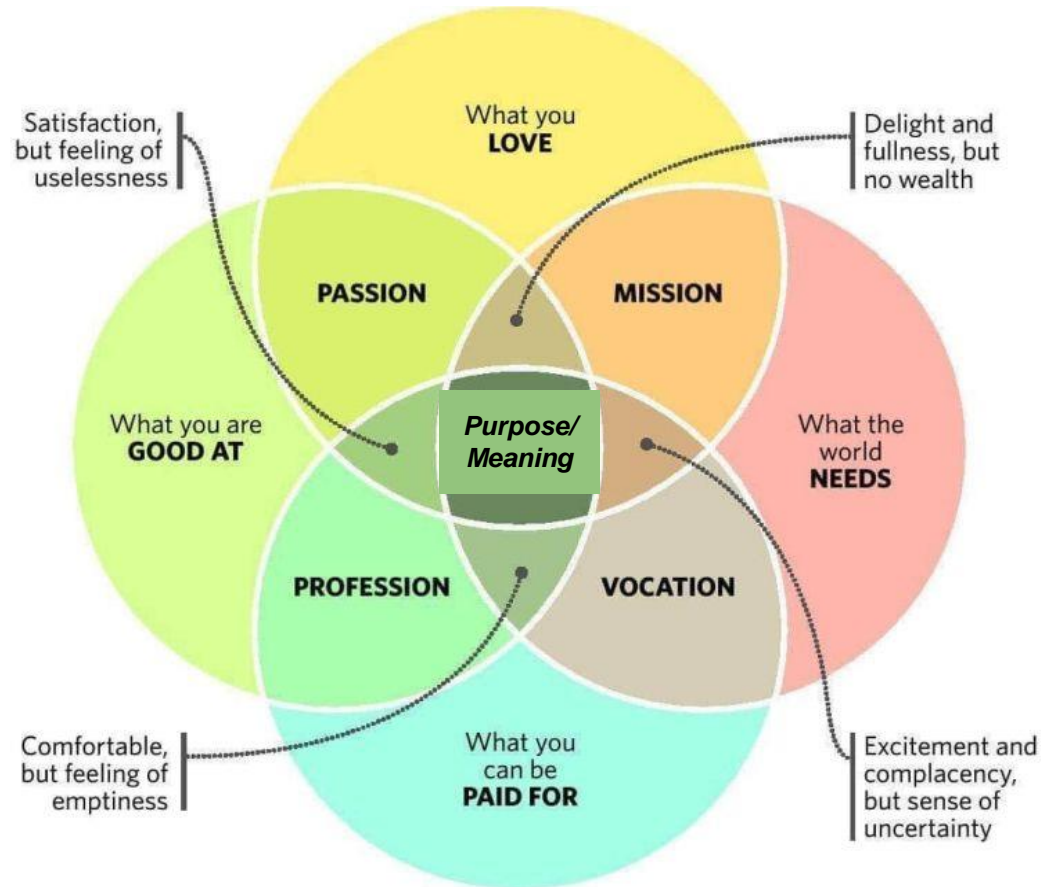
- What is your intention?
- Set your intention
- Write it down and re-visit it over time

Western adaptation of
Japanese concept Ikigai
“a reason for being”

What inspires you to get out of
bed every day

It’s a journey

Find and refresh your
“portfolio”



Why engage in Career Development Coaching?

Career Development \neq **Job Placement**

Why engage in Career Development Coaching?

1:1 Personalized professional planning and skills development to manage continued growth & success in your career

What prompts people to engage?

e.g., “Critical Mass;” “A feeling;” “A goal;”
“Finding My Purpose”; Financial Forcing
Mechanism

e.g., Opportunity comes along; Conversation
with a colleague; Disappointing event; General
(dis)Engagement

e.g., Orientation; Executive Integral
Leadership; Specific Class; Conversation
w/Classmate or Faculty



How that might manifest for you?

“It’s time to move up!”

“I feel stuck”

“I’m ready for a shift...”

“I’m a founder, thinking about my next chapter. . .”

“When I started, I thought X, now my eyes have been opened to Y. . .”

“I’ve had this idea for a startup for a long time. . .”

This elective really piqued my interest in. . .

“I’m an experienced veteran transitioning to a civilian leadership role. . .”

How that might manifest for you?

“My LinkedIn profile is not up to snuff.”

“How best can I network with the ND community...”

“I need to update my resume.”

“I need help advocating for promotion /compensation.”

“I have a difficult conversation coming up with my boss.”

“I’d like to get more sophisticated with searching for opportunities.”

“I have an opportunity to take on a new assignment at work and not sure it’s a good move.”

When to engage?

- Early
- Maybe often
- Even if you think you may not need to

Coaching Support

Tactical Support

- Resume Refresh
- Cover Letter Review
- LinkedIn Profile Revamp
- Networking Help
- Interview Prep
- Salary Benchmarking
- Offer Negotiation

Advantage: Fast & Focused



Strategic Support

- Career Mastery Coaching
- One-on-One Advisory Support
- Integrative process of discernment, clarifying messaging, targeting, and networking

Advantage: Comprehensive & Competitively Superior



My Commitment to You

- Confidentiality
- No judgment zone
- Space to grow
- Structure when you need it
- Accountability
- Resources & experience
- Tender or tough love

Additional Resources

Job Boards, e.g.,

- Handshake, main specialty masters job board
- CareerShift: setup customer searches and alerts in your field of interest

Mentoring/Access

Irish Compass: Alumni volunteer mentors across industry/fields

- ND-specific job boards for Mid/Senior opportunities

Alumni Association Directory

- Search by company, job function
- Useful for direct personal contact info

LinkedIn

- Large ND Alumni population
- Perfect for identifying contacts



What's next?

Welcome email from me

To include:

- a link to schedule coaching or touchpoints at your convenience
- links to additional career development resources



Patrick Farran

EMBA / EMNA Coaching Session

🕒 30 min

📄 Web conferencing details provided upon confirmation.

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Select a Date & Time



July 2024



SUN	MON	TUE	WED	THU	FRI	SAT
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

Time zone

🌐 Eastern Time - US & Canada (11:41am) ▾

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