Strategic Early Career Planning

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The hierarchy of planning

Strategic goal(s)

Tactical actions
Paving the path of your career
Paving the path of your career
Paving the path of your career

“Look, Ma...no hands!”
Strategic Planning

• Who am I?

• Where do I want to be & what do I want to do?

• How might I get there?
Getting you there: key tactical actions

- Research & observation
- Planning
- Managing
- Developing
- Participating
Key tactical actions

• Research & observation
  - Literature, workshops, mentors, colleagues
• Planning
• Managing
• Developing
• Participating
Key tactical actions

- Research & observation
- Planning
  - All aspects of your career
- Managing
- Developing
- Participating
Examples of planning tools

- Semester on a page
- Career trajectory diagram
Key tactical actions

- Research & observation
- Planning
- Managing
  - All aspects of your career
- Developing
- Participating
Key tactical actions

• Research & observation
• Planning
• Managing
• Developing
  - Your teaching, your research, your personal skills
• Participating
Key tactical actions

• Research & observation
• Planning
• Managing
• Developing
• Participating
  - As a citizen of your Dept., institution, professional groups,
  - As a citizen: locally, globally
Another key notion

Academics as intellectual entrepreneurs
What actions & characteristics do you associate with entrepreneurs?

- Risk-takers
- Leaders - take charge
- Creative
- Marketing
- Motivated/driven
Entrepreneurs & Academics

Differences:
- No single product, no single audience
- No large rewards
- No loss of paycheck
Realization: You have the privilege of driving the boat!
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• Drive carefully, strategically
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• Drive carefully, strategically
• Take responsibility for your privilege
Realization: You have the privilege of driving the boat!

- Drive carefully, strategically
- Take responsibility for your privilege
- Enjoy the ride!