Advancing My Career While Staying Put

October 27, 2016
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Presenter Information

Stephanie Baysinger
Recruiting Specialist, Training & Operations Bain & Company (2011-present)

M.S. Corporate and Organizational Communications

FSL Experience: Pi Beta Phi Regional Team, Recruitment Coach, and Extension Consultant

Tina Rivard
Director, Business Operations Navigant Consulting (2004-Present)

Certified Project Management Professional

FSL Experience: Pi Beta Phi Director, Membership Director, Chapter Operations/Advisors
About The Program

• **Share career perspectives** and experiences from an industry outside of FSL

• Show the **variety of ways to continue to challenge yourself** and develop as a professional, even if you aren’t changing companies or industries

• **Hear personal experiences** of different career paths and help identify some universal concepts that can be applied to our unique paths

• Give you an hour to focus on the elements that have and will have an effect on **your career trajectory**
Job hopping has nearly doubled in the last 20 years

LinkedIn, April 2012
Stephanie’s Career Timeline

2009
- Graduated from Loyola Marymount
  - BA Business, Minor Art History

2010
- Hired Bain & Company

2011
- LDC at Pi Beta Phi
  - Extension at University of Cincinnati
  - Extension at Johns Hopkins

2012
- Bain & Company
  - International Recruiter, 6 month temp

2013
- Pi Beta Phi Regional Team

2014
- Promoted to Recruiting Specialist
- New role as Sr. Recruiter
  - MBA Recruiting

2015
- New role as Training and Operations Specialist
  - Pi Beta Recruitment Coach

2016
- Masters
  - Corporate and Organizational Communications
Tina’s Career Timeline

- Graduated from Villanova
  - Major: Business Admin, Minor: Finance & Education

2004

- Started at Navigant Consulting
  - Consultant

- Joined Pi Beta Phi Regional Team

2005

2006

2007

2008

2009

2010

Promoted Sr. Consultant

Promoted Mgmt. Consultant

Employer Change
Navigant

Promoted to Sr. Manager

2011

2012

2013

2014

2015

Promoted to Director

2016

- New role as Manager, Business Operations

- Pi Beta Phi Director, Membership

- Pi Beta Phi Director, Operations/Advisors
- Embrace your strengths
- Build your network
- Broaden your scope
- Own your professional development
Embrace your strengths

Success is achieved by developing our strengths, not by eliminating our weaknesses - Marilyn von Savant

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**MBTI MYERS-BRIGGS**

- Based on your **preference** in four categories: World focus (E or I), information (S or N), Decisions (T or F) and Structure (J or P)

**GALLUP STRENGTHS FINDER**

- Unveils your top five strengths (out of 34) and helps you in applying them in your life
- Focus is on your strengths, not fixing any ‘weaknesses’

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My Career Timeline

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  - International Recruiter, 6 month temp

- New role as Training and Operations Specialist

- Employer Change
  - LDC at Pi Beta Phi
    - Extension at University of Cincinnati
    - Extension at Johns Hopkins

- Promotion

- New role as Sr. Recruiter
  - MBA Recruiting

- Grad school at Northeastern

- Comm-unication

- Learner
Build your network

• **Instrumental Support**
  - Support that helps you reach your goals
  - Feedback, advice, ideas

• **Psychosocial Support**
  - Helps you survive and thrive
Build your network

MENTORS

• Give you the benefit of their experience, sounding board, offer advice and support
• Two-way street; mentor and mentee both play an important role in the relationship

SPONSORS

• Someone who will advocate for you
• Focus is on your strengths, not fixing any ‘weaknesses’
• Likely have influence and can make change
My Career Timeline

- Graduated from Loyola Marymount
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- New role as Training and Operations Specialist

- New role as Sr. Recruiter
  - MBA Recruiting

- Grad school at Northeastern

- LDC at Pi Beta Phi
  - Extension at University of Cincinnati
  - Extension at Johns Hopkins

- Mentor and Mentee as Pi Phi LDC

- S Found Work sponsor

- Learner

- Comm-unication

- S Attended Pi Phi Leadership Institute
Broaden your scope

- Your life outside of work can (and will) directly impact your career progression
- Engage with new experiences with eyes wide open
- Add that dynamic element to your personal brand

**Missing:** Business, strategic and financial acumen

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- New role as Sr. Recruiter

- Grad school at Northeastern
Own your professional development

“We love you working here, but you need to decide what you need for you. The company will survive if you’re not here...”

Remember: Jobs are owned by the company; you own your career!

— Early Nightingale
My Career Timeline

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2010

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2011

- New role as Training and Operations Specialist

2012

- New role as Sr. Recruiter - MBA Recruiting

2013

- LDC at Pi Beta Phi
  - Extension at University of Cincinnati
  - Extension at Johns Hopkins

2014

- Emailed a corporate recruiter

2015

- Finished masters

2016

- Grad school at Northeastern

- Host a webinar with AFA!

- Started Instagram blog
- Embrace your strengths
- Build your network
- Broaden your scope
- Own your professional development
Questions & Answers
Thank you for Participating
Sources

• Berger, G. (2016, April 12). Will This Year’s College Grads Job-Hop More Than Previous ... Retrieved October 24, 2016, from https://blog.linkedin.com/2016/04/12/will-this-year_s-college-grads-job-hop-more-than-previous-grads

