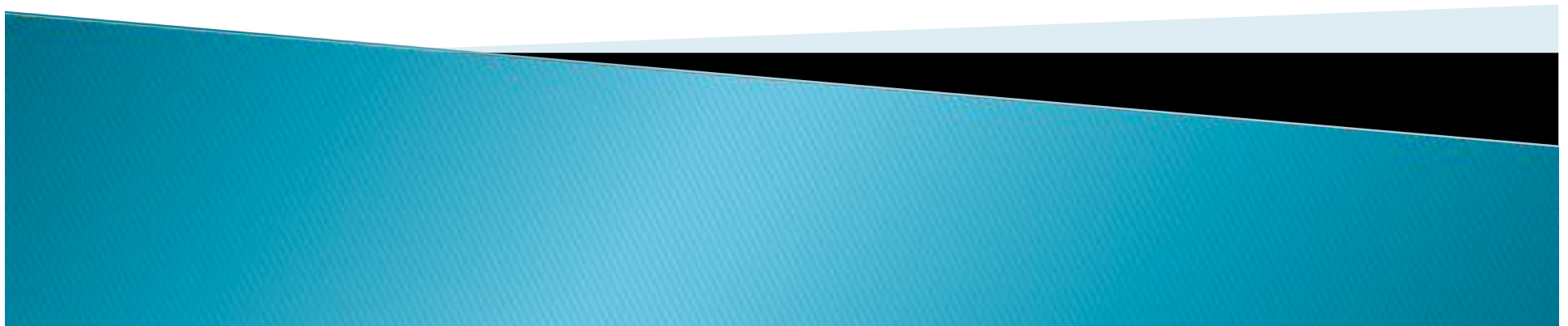


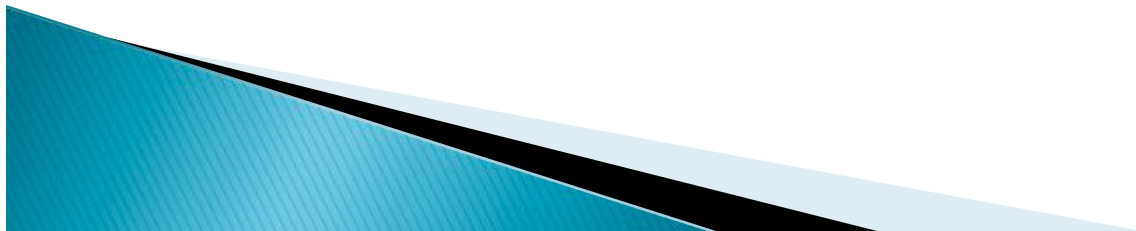
Managing Your PM Career

Philippa Penfold



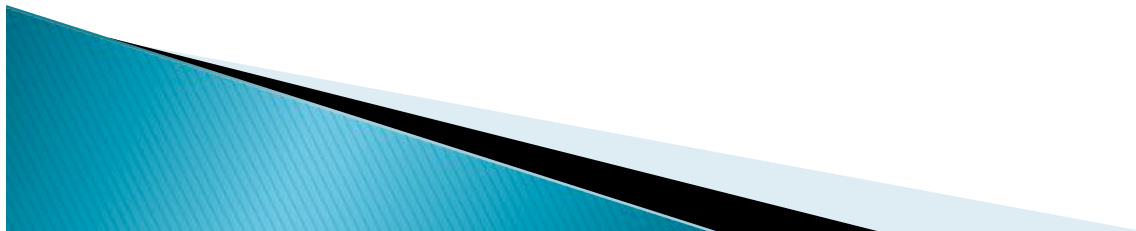
Agenda

- ▶ Our Objective
- ▶ Seeing into the future
- ▶ What are KSA's?
- ▶ Knowing and addressing your gaps

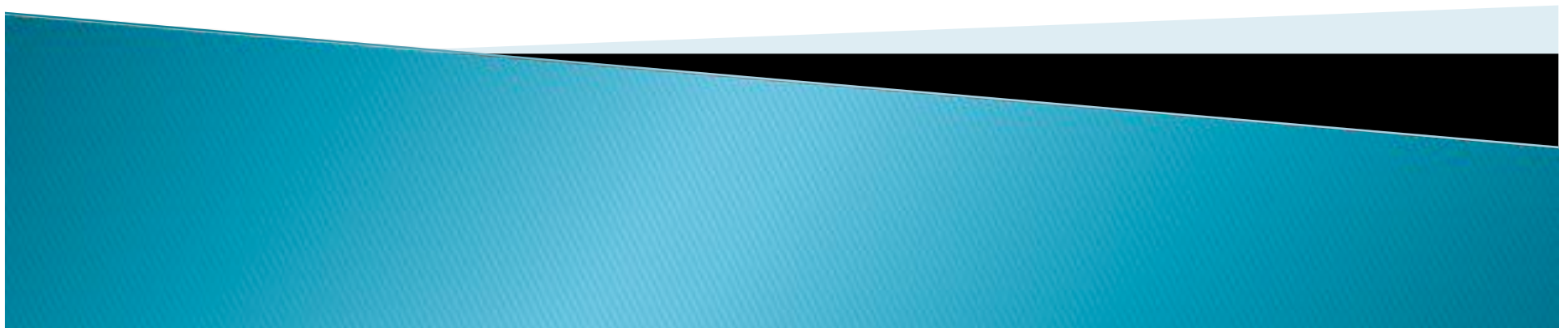


Our Objective

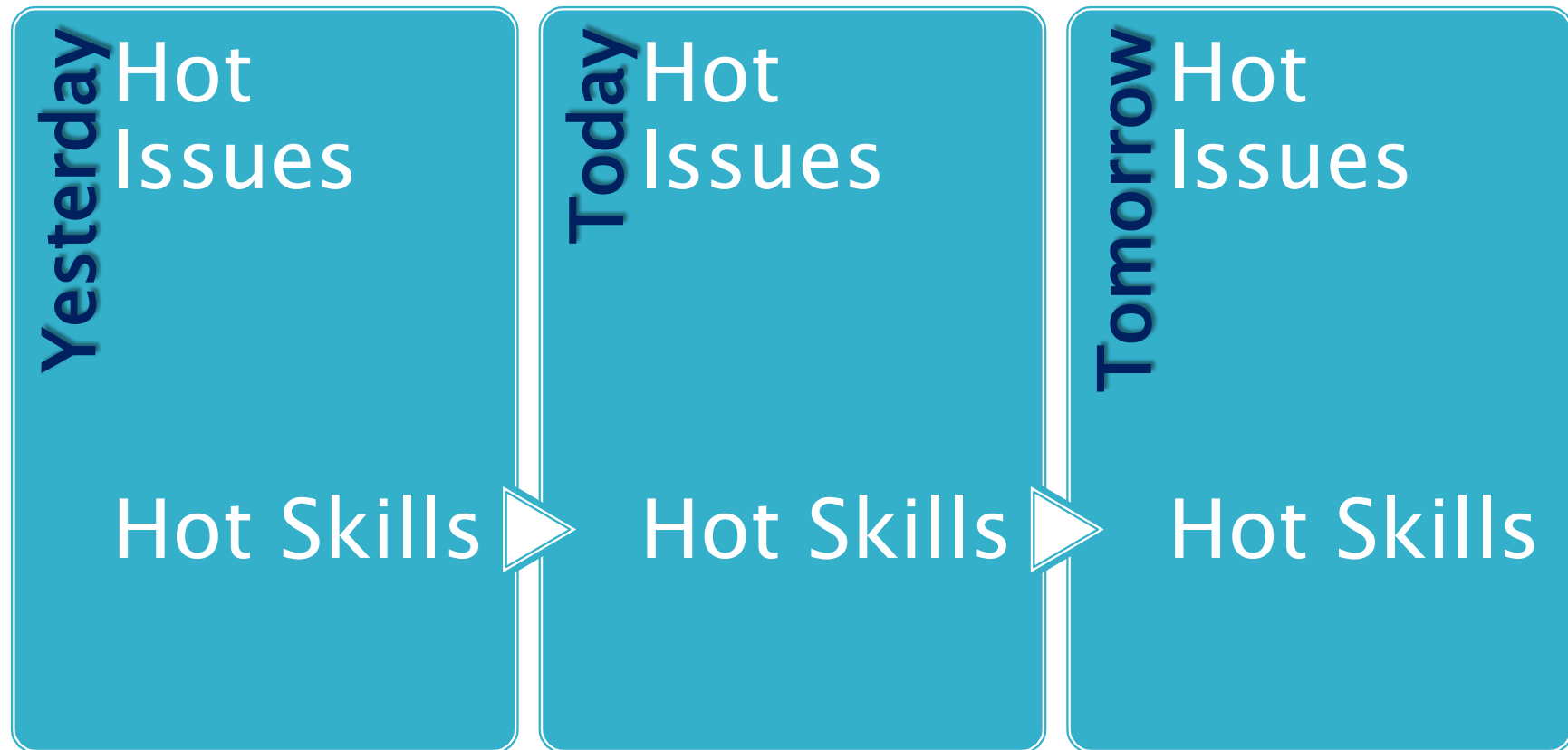
**Tomorrow's in-demand KSA's +
your KSA's +
what you want to do
= your ideal job tomorrow**



Seeing into the Future



Seeing into the future



Seeing into the future



Read



Network /
Events



Ask your
Mentor



Seeing into the future

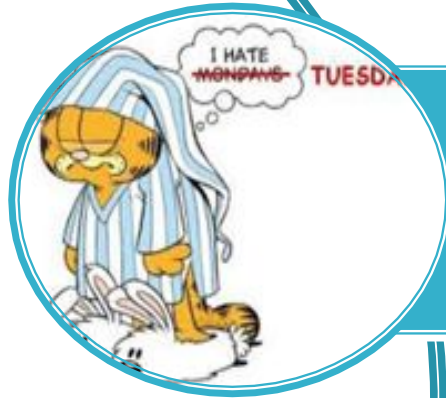


- What jobs do people you admire hold?
- What is their experience and education?



- What trends are you seeing?
- What KSA's are they asking for?

What do you want to do tomorrow?

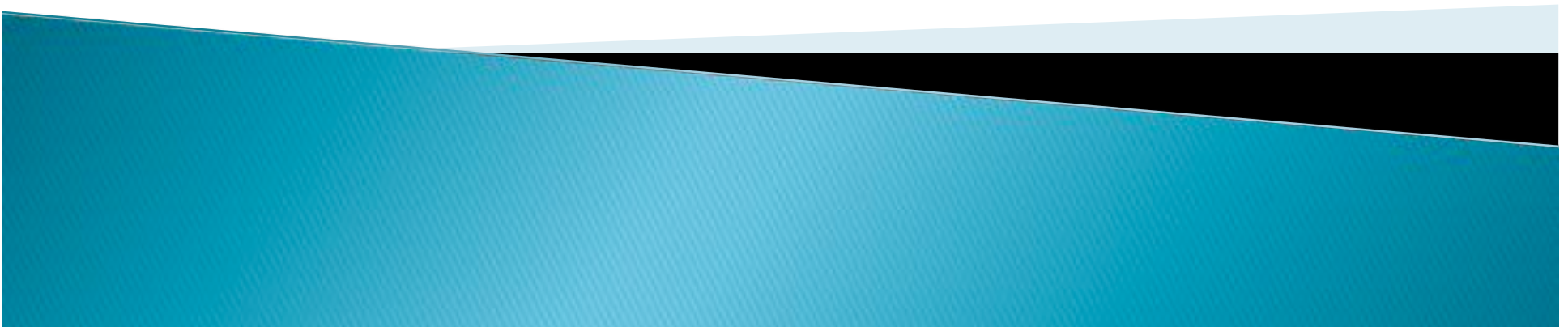


What don't you want to do?



What do you love doing?

KSA's



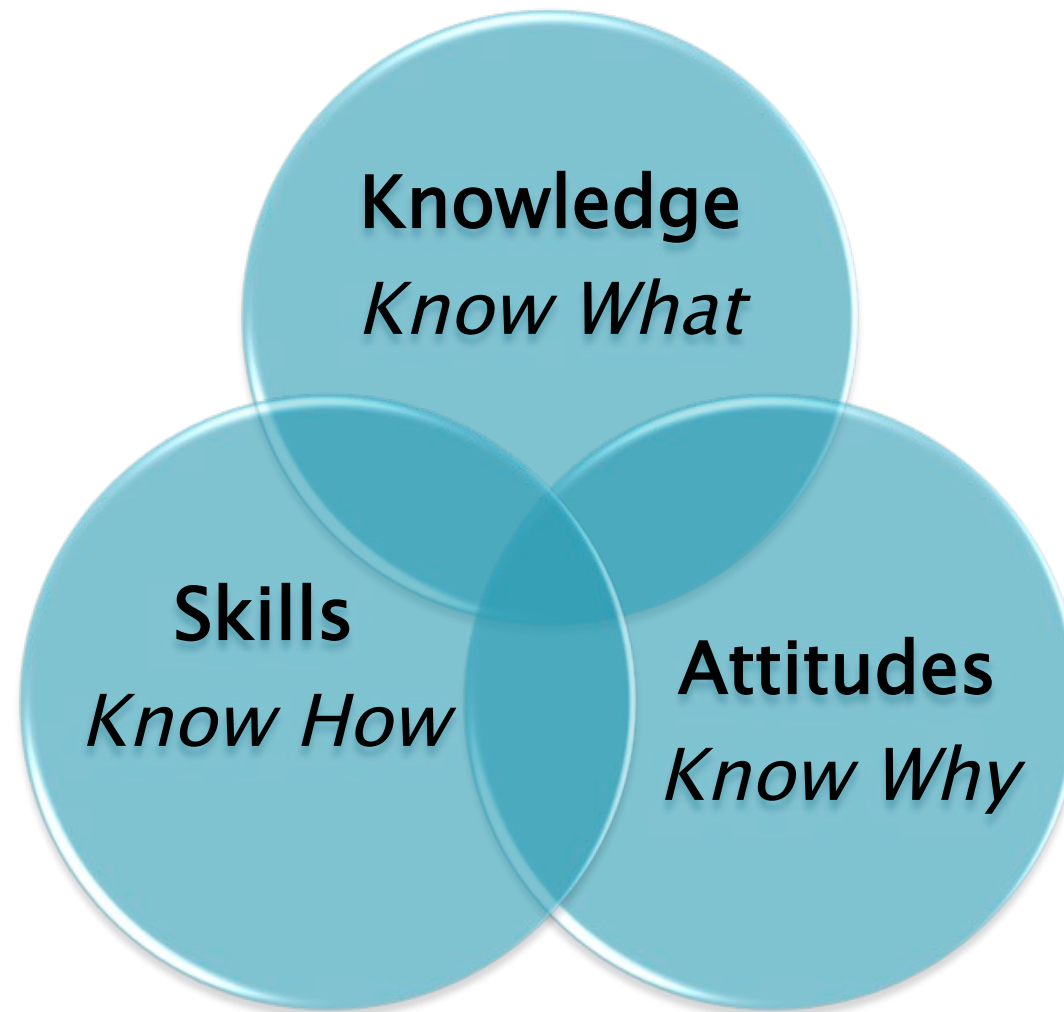
What are KSA's?

- ▶ KSA is short-hand often used by HR, it stands for:
 - Knowledge
 - Skills
 - Attitudes

K+S+A = Competence



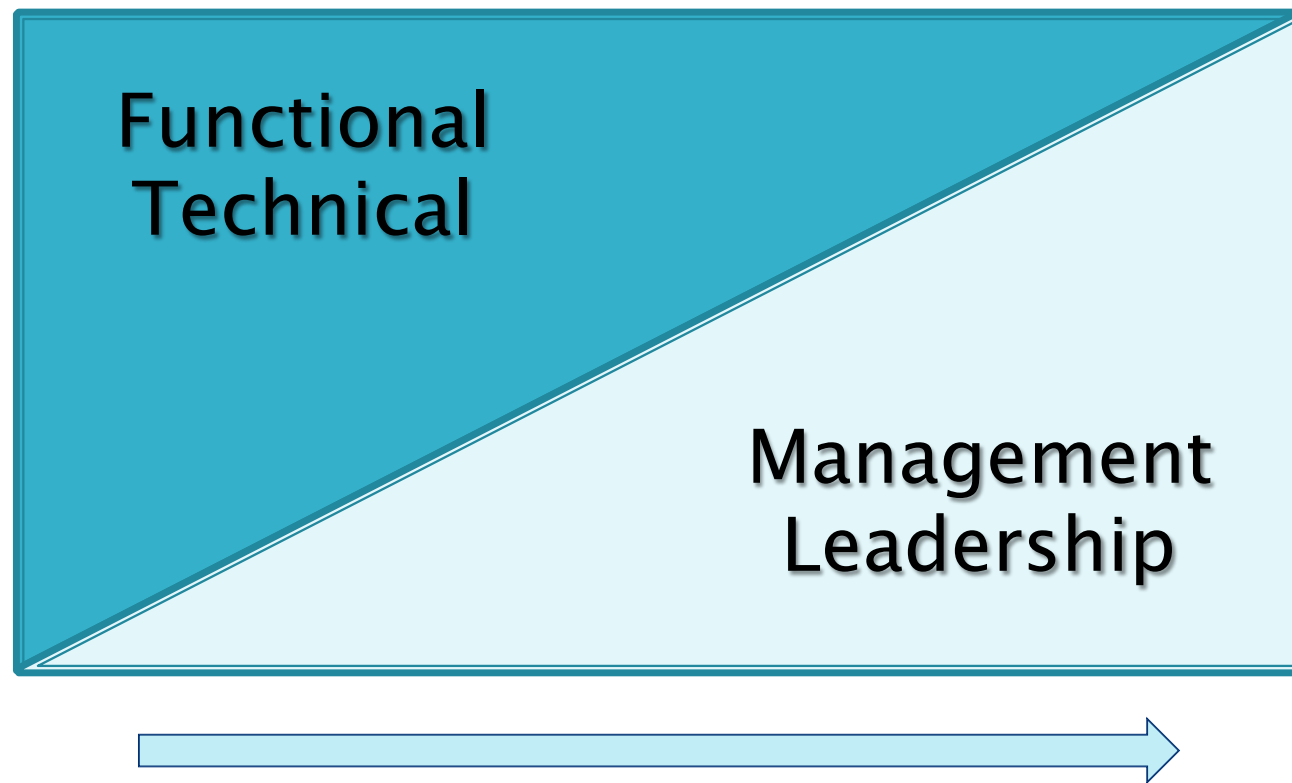
What are KSA's?



What do KSA's look like?



KSA's change as your career progresses



Time



Where are your gaps?

**Tomorrow's KSA's + your KSA's + what
you want to do = your ideal job**

- ▶ Understand your gaps, plan how to address them and take action



Knowledge gaps

- ▶ *Knowledge can be acquired and built upon*
- ▶ What knowledge do you want to build on?
- ▶ Keep scanning for new ideas and other factors that will influence your knowledge area
- ▶ Research further education options



Skills gaps

- ▶ *Skills can be learned and need to be practiced*
- ▶ What technical skills do you need to learn?
- ▶ What soft skills do you need to learn?
- ▶ Where and how can you learn new skills?
(Stretch project... external training)



Attitude gaps

- ▶ *Attitudes can be nurtured*
- ▶ Do you have the attitudes necessary for your preferred job?
- ▶ What attitudes hold you back?
- ▶ What feedback have you received?



Address you KSA gaps


Knowledge

- Attend executive education
- Post graduate study
- Attend events with renowned speakers

Skills

- Attend training
- Pursue workplace opportunities such as stretch tasks

Attitudes

- Find a coach
 - Speak to your mentor
 - Be honest with yourself!
- 

Wrap-up



TOMORROW
LOWOKKOM