Expanding Impact

By Reimagining Pathways in Work,

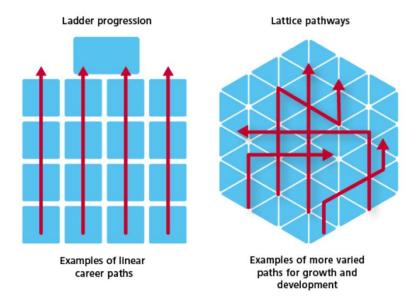
Career, and Life

Quality Matters East 2020 Sasha Thackaberry, PhD

PATHWAYS

IN WORK, CAREER AND LIFE

- 1. Why Leadership?
- 2. Career Ladders
- 3. Sanity & Risk



https://www2.deloitte.com/us/en/insights/deloitte-review/issue-8/the-corporate-lattice-rethinking-careers-in-the-changing-world-of-work.h

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YOUR PROFESSIONAL MISSION

WHY LEADERSHIP?

- · Why does progressing to leadership roles matter?
- Why do we need for designers, more faculty, and more operational managers with backgrounds in instructional design in executive leadership?





- OR NOT HAPPEN

"Culture isn't just one aspect of the game—it is the game." -Attributed to Louis Gerstner

Setting the Culture is the Most Important Thing

CULTURES PERSIST & ACCOMPLISH GOALS

- Ways of working
- · How you hire
- · Who you hire
- · How your leaders lead
- Persistent change
- Change that outlasts you
- Institutional habits
 - Setting important goals
 - Measuring results
 - · Continually improving until you get better results



Our Values

COLLABORATIVE

CULTURALLY ADEPT GLOBALLY ENGAGED INNOVATIVE TRANSFORMATIVE

Culture Statement

We are here for the learner

and because of the learner; we act on behalf of the learner.

We accept challenge and innovate to build the future.

We fail forward

by taking calculated risks on the path to success.

We are proactive,

problem-solving, can-do people.

WE WIN AS A TEAM.

Rules of Engagement

Everyone is my customer. I respond within one working day. It is my job to close the loop.

I know my role and responsibilities within the team.

I am empowered to make decisions.

I use email effectively and efficiently.

I call meetings that are necessary, have agendas, and result in action items.

I own tasks, because tasks belong to individuals, not groups.

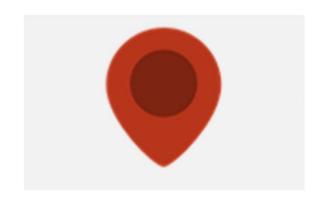
I meet and set deadlines; everyone is a deadline-setter.

I hold myself accountable. I ask for, accept, and provide effective feedback.

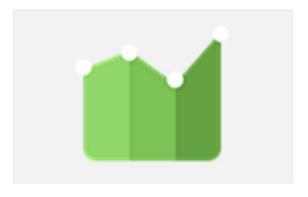
I communicate proactively; I involve teammates sooner rather than later.

I accept challenge and learn from failure.

THE LEADERS ALSO...



SET GOALS & STRATEGY



DIRECT THE RESOURCES



IMPACT FACULTY & STUDENTS



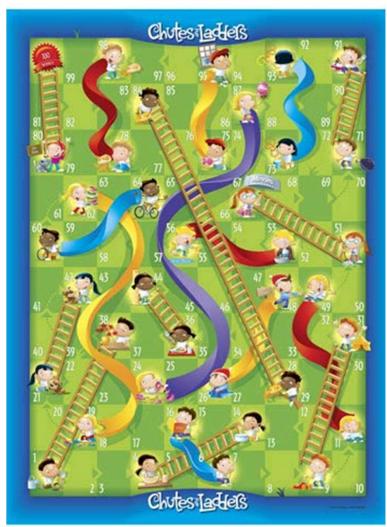


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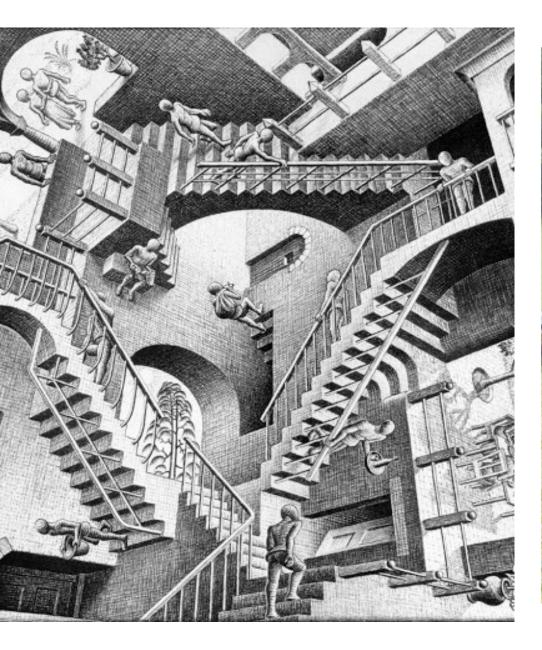
WHAT DOES THAT CLIMB LOOK LIKE?

CAREER LADDERS

- Am I going where I want to go?
- Do I know where I want to go?
- Does it matter with constantly moving staircases?







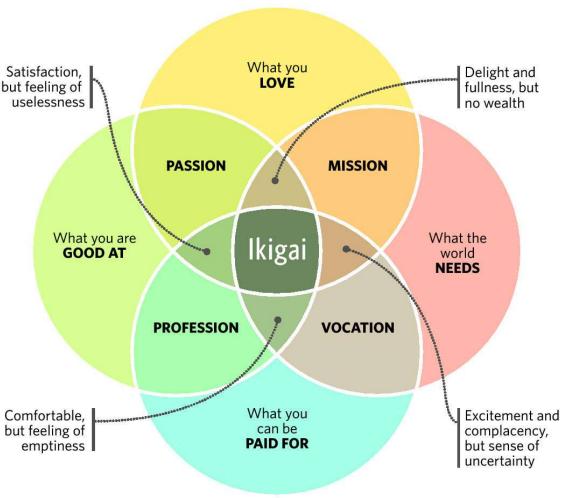


ALIGNMENT OF MISSION TO POSITION

Ikigai

A JAPANESE CONCEPT MEANING "A REASON FOR BEING"

Finding a Career Home



SOURCE: dreamstime TORONTO STAR GRAPHIC

"In nature, things move violently towards their place, but calmly within their place."



FRANCIS BACON

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CAREER IN CONTEXT

SANITY & RISK

 How do I do this without losing my thin grasp on reality?





You CAN have it all...

BUT YOU CAN'T HAVE IT ALL AT THE SAME TIME

-Dr. Belinda Miles.

Strategies for Career Advancement

WITHOUT PUTTING YOUR HEALTH AND RELATIONSHIPS AT RISK

- 1. Ensure family / support structure aligned
- 2. Join & become active in organizations
- 3. Write articles
- 4. Conduct presentations
- Go outside your comfort zone and develop a new area of expertise (GTS)
- 6. Outsource



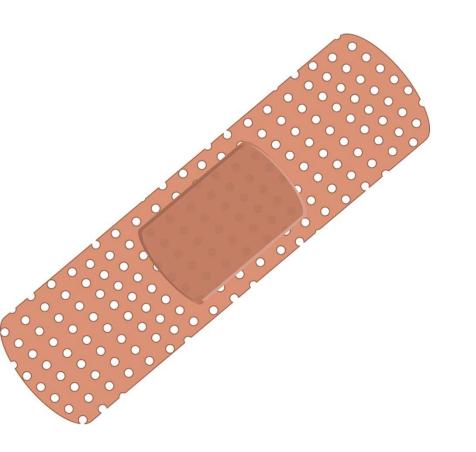
OUTSOURCING

THINGS YOU CAN PUT ON YOUR RESUME

- Serving on field-based organization committees
- Another degree
- Teaching
- Presentations
- Articles & blog posts
- · Editorial boards for other articles

THINGS YOU CAN'T PUT ON YOUR RESUME

- Childcare
- Laundry
- Vacuuming
- Cooking
- Vacation planning
- Watching Game of Thrones



RIP OFF THE BANDAID

"From our risk comes our safety,
not the small sad life that clings
to anything because it has
nothing."

-Jeanette Winterson

Thank You

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Sasha Thackaberry, PhD

@sashatberr

Edusasha.com