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

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?
The Leaders Set the Culture

CULTURE MAKES THINGS HAPPEN – 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
THE LEADERS ALSO...

SET GOALS & STRATEGY

DIRECT THE RESOURCES

IMPACT FACULTY & STUDENTS
Well-Designed Pathways
CAREER LADDERS

WHAT DOES THAT CLIMB LOOK LIKE?

• 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

Finding a Career Home

Ikigai
A JAPANESE CONCEPT MEANING “A REASON FOR BEING”

What you LOVE
Delight and fullness, but no wealth

What the world NEEDS
Excitement and complacency, but sense of uncertainty

What you can be PAID FOR
Comfortable, but feeling of emptiness

What you are GOOD AT
Satisfaction, but feeling of uselessness

MISSION

PROFESSION

VOCATION

PASSION

SOURCE: dreamstime
TORONTO STAR GRAPHIC
“In nature, things move violently towards their place, but calmly within their place.”

FRANCIS BACON
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
5. Go outside your comfort zone and develop a new area of expertise (GTS)
6. Outsource
<table>
<thead>
<tr>
<th>THINGS YOU CAN PUT ON YOUR RESUME</th>
<th>THINGS YOU CAN’T PUT ON YOUR RESUME</th>
</tr>
</thead>
<tbody>
<tr>
<td>• Serving on field-based organization committees</td>
<td>• Childcare</td>
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<tr>
<td>• Another degree</td>
<td>• Laundry</td>
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<tr>
<td>• Teaching</td>
<td>• Vacuuming</td>
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<tr>
<td>• Presentations</td>
<td>• Cooking</td>
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<tr>
<td>• Articles &amp; blog posts</td>
<td>• Vacation planning</td>
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<tr>
<td>• Editorial boards for other articles</td>
<td>• Watching Game of Thrones</td>
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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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