

## Deep Dive Session wrap up

### Career Transition

We recently completed our Deep Dive sessions in Melbourne and Sydney where we focused on the topic of Career Transition. Joined by experts Judith Beck, Angelle Laurence and Rosemary Irons, Vanessa Bennett and Eylem Kamerakkas.

Our experts shared with us their own personal experiences along with some tips that have helped them get to where they are.

To transition in your career, you will need to work out where you want to be, be clear on what you want and create a realistic plan that will get you there. Let the right people know this is where you see yourself, obtain some feedback from trusted peers and colleagues to ascertain what technical/soft skills you will need to improve. After all, we all have room for improvement!

Our experts say that you need to look at your skills laterally, each skill is dependant on the role you are aiming to apply for – for example, you may not have the sales background, but you can look at how many times you have successfully sold someone an idea as a skill. To help you compile all your skills, keep an achievement folder. It is easy to forget, or underestimate what you've done. Keep your resume updated as you go and keep your LinkedIn profile professional and constantly updated. Your LinkedIn Profile is like your Cover Letter, it's your elevator pitch! Having a professional image and maintaining a professional brand will help employers approach you for roles, even internally – don't wait until you are desperate to get everything ready!

When you are searching for your next role, ensure that you have a detailed outline of what you want from it. If your belief doesn't meet the goals of the role then that is what you're going to portray – Create the role you want and it will appear, it just may take more time. Don't get disheartened when you don't get that internal promotion from the first go. Judith says it takes three times to apply for an internal role before you get the job, but that doesn't mean you shouldn't go for it – when you apply for a role you're not ready for, you're signaling your commitment, determination and resilience to the organisation. Don't wait until you have ticked seven out of ten boxes – get out there, network and you never know what role might come your way. Employers don't hire those who tick six or more boxes, if it is a role you want, go for it!

One of our experts shared her experiences of moving to the Middle East at the time of the GFC and the obstacles she had to face with this big change. She had to embrace the cultural shifts and found that Trompenaars'





theories helped her understand and adjust to the differences of culture. When coming back to Australia after being in the Middle East, needing to adapt and be a sponge to the new environment that she was immersed in was key to the success of this part of her journey.

Judith then shared with us her journey in coming to Australia where she had to adapt to the Australian culture and ensure that she was mindful of her tone and the way she approached her colleagues – in the US she was used to referring to her colleagues by their surname whereas in Australia she quickly learnt that this was not the case. It is important to be aware when you transition to a different culture, whether it is a different country or a different office culture, this also applies to managers that have a new employee starting. It is important to induct them, they need to understand their role and more importantly, the environment they are entering. You can't assume that they're thinking the same way – perception isn't always the reality and an online induction doesn't cut it as it's important to make the induction personal and set up a buddy system.

Communication is the most important skill throughout your career. If you feel like you're not receiving the communication you're looking for, take responsibility for it. It isn't just up to your manager, or your employees to meet you 100% of the way, it's a 50/50 partnership and in some cases, you need to initiate the style you need.

Finally, our experts say in an industry full of fast-paced change, if you find yourself in a position where you have been made redundant, don't take it personally!

- Give yourself the space to understand it's not an easy change.
- Surround yourself with good people who will support you and lift you up.
- Take this opportunity to work out exactly what you want from your next role and a plan on how to achieve this.
- Cultivate your network in advance, not when you need them. Invest in your relationship and make sure they're ongoing. – set a monthly, or quarterly target for yourself as to how many people you will connect with on LinkedIn. Connect with those that are up to two levels above your position and make it a priority to contact them, ask them to meet for a coffee. Not everyone will say yes, but even if you meet one new contact every two months – by the end of the year you will have six people in your network that could help you take the next step in your career.
- Giving back and volunteering can turn into something of personal growth.

If you would like to attend any of these sessions please stay tuned for our schedule for upcoming dates that will be released soon - [fewau.com/circle10-circle2](https://fewau.com/circle10-circle2)