Career Obsolescence: Don’t Do It

Presented by:
Lee E. Meadows, Professor of Management
September 20, 2016
1:00-2:00 p.m. EST
POLL

• Thank you for joining us today. Please take a moment to let us know your affiliation with Walsh College? Select all that apply:

a) Student
b) Alumni
c) Employer/recruiter
d) Future student
e) Faculty/staff
f) None; just interested in career development

All participants are in listen-only mode for Q&A. Submit your questions through “CHAT.” If you cannot hear audio on your computer, make sure your speakers turned on, then call 1-650-479-3208 / access code: 293 701 030
Meet your presenter

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Areas of expertise
• Career change/makeover
• Labor relations
• Leadership development
• Management consulting & development
• Performance management
• Team-building

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Agenda

• Overview: What is career obsolescence?

• How to identify five symptoms of career obsolescence

• Explore the strategies for moving from obsolescence to opportunity

• Understand the steps necessary to change your career descent into an ascent
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What makes up your career?
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• Where are you on the career trajectory? Select all that apply.

  a) Launch: I’m just beginning!
  b) Development: I’m developing my skills to add value.
  c) Advancement: I’m seeking or just received a promotion.
  d) Exploration: I’m seeking a job change.
  e) Career-minded: I work because I want to, not have to.
  f) Plateau: I’ve gone as far as I can go in my job.
  g) Obsolescence: My job is no longer useful or limited.
  h) Not sure
What is career obsolescence?

Generally defined as:
• The degree to which employees lack the up-to-date knowledge and/or skills necessary to maintain effective performance in either their current or future roles.
• Ineffectiveness that results from the application of applied knowledge and skills should be attributed to obsolescence.
What happened?
POLL

• What are signs that you’re less engaged at work?

  a) Not seeking promotions
  b) You do the bare minimum to get by
  c) People disappear around you
  d) You’re not networking
  e) All of the above
Two factors contributing to obsolescence
Symptom 1: Self-maturation

“All that I need to know, I know.”
Signs of Symptom 1: Self-maturation

- Comfort in stagnation
- Reluctance to draw in new information
- Tenure fosters entitlement
- Waiting for retirement
Symptom 2: Avoidance of risk
Signs of Symptom 2: Risk avoidance

• Comfort in repetition
• Reluctance to move beyond established patterns
• Time-tested for similar activities and outcomes
• Waiting to be asked or directed
Symptom 3: Underutilization
Signs of Symptom 3: Underutilization

- Comfort in low energy output
- Reluctance to be noticed again
- Time is the wedge between inactivity and activity
- Waiting for your utility to be sought
Symptom 4: Limited influence
Signs of Symptom 4: Limited influence

- Comfort in established relationships
- Reluctance to engage other relationships
- Time provides memory of past accomplishments
- Waiting for your interaction sphere to expand
Symptom 5: Poor communication
Signs of Symptom 5: Poor communication

- Comfort with email being your emissary
- Reluctance to bring up relevant issues
- Time favors technology and you don’t
- Waiting for communication patterns to converge
From the organization’s point of view

• Initiative is only part of the picture

• Self-development is leadership

• Solve a problem, give the report

• Stand out due to accomplishments, not acknowledgements

• Consistency is measured across different activities
From the organization’s point of view continued

• Self-preservation often conflicts with organizational preservation

• There’s, rarely, anything wrong with not asking

• Behavior is malleable, mindset is fixed

• In the end, “It’s up to you.”
From obsolescence to opportunity

- Find something dormant and bring it to life
- Focus on ways to implement ideas
- Be an informal mentor to a new staff member
- Master an area that will make you an internal consultant to the organization
- Take an online webinar in your knowledge area
From obsolescence to opportunity cont’d

• Make time to meet with colleagues in your field but work in other organizations

• Find ways to connect your employer to the surrounding community

• Take 5 minutes each day to read something you didn’t know

• Be clear about your intent and make it known

• Attend a conference that is peripherally related to your field (marketing, communications)
Career opportunity resources

• Networking events
• Professional associations
• Industry conferences
• Educational institutions
• Local libraries
• Toastmasters
POLL

• Would you like more information on Walsh College? Select all that apply.

  a) Yes, please send me information on other career branding events at Walsh College.
  b) Yes, please contact me regarding Walsh degree programs (undergraduate, graduate).
  c) Yes, please contact me regarding recruiting Walsh students or experienced alumni.
  d) Yes, I am a Walsh student or alumni and I would like help from Walsh Career Services.
  e) Yes, other (please note in “chat”).

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