

Executive Career Transition

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1. Situation

The acting CIO of a Fortune 500 company whose firm was involved in a merger engaged People Assured for career management support, including an evaluation of career options.

This article identifies the approach and outcome from the client's perspective.

2. Action and Approach

I had previously worked with the advisor from People Assured in a consulting capacity, and he had distinguished himself at an early stage by demonstrating a high level of integrity, a good knowledge of industry processes and IT issues, strong people skills and the ability to deliver both a strategy and a solution.

The outline approach was to have 3 or 4 discussions, a few weeks apart, during which we would first discuss my background and current situation, then and define and then evaluate future options - supported by actions between meetings.

One of the areas we initially discussed was my current environment and some of the issues and challenges as well as the opportunities. People Assured asked me about what I had achieved, what I enjoyed, and what most interested me moving forwards. This was very much a peer discussion. We talked about personal and professional objectives, my ideal role, thoughts on staying within my current firm, staying within the IT function or moving to another business area, my preferred industry sector and my views on alternate careers. I enjoy many aspects of my role including leadership, organization change, strategy, governance and developing others. It was a good opportunity for me to reflect on where I add most value. Having fleshed out the options, I was asked to provide a 'gut' feel as to the desirability of each option. Thereafter we applied a more rigorous, objective evaluation, capturing the pros, cons, risks and rewards (not just financial) of each option.

What started to transpire was that my 'gut' feel in terms of career desirability changed as we gathered more facts about what each option would mean in practice. I affirmed a desire to work in a more creative industry or role. We identified that some options were stepping stones to others (i.e. dependencies) and certain choices would allow me to pursue a high level of vocational activity in parallel.

Having worked through my options, People Assured helped to refine my resume, and provided an introduction to a peer CIO through for information exchange and through whom an intriguing job opportunity transpired.

3. Results and Benefits

The outcome of having gone through this process is that I am now better informed to make the right career choices and decisions, over the short, medium and longer term. Having an experienced practitioner whom I trust working with me on this, helped me take a more objective look at my opportunities, including those in the merged organization. I feel confident I will be making the right choices based on criteria that are important to me and my future career.