



IDA Seminar

Career Planning

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Your Career...Our Business



Self-Intro

- ❑ Bachelor of Biz Admin, NUS
- ❑ 4 years in the Govt service
- ❑ 10 years of work experience in HR, including 8 in managerial capacity and at Apple
- ❑ Registered Career Vision Consulting in 2002 providing HR & Career Consultancy
- ❑ Adjunct Lecturer at SMU from Aug 03
- ❑ Strategic Partner of Sally White Associates providing career coaching to trailing spouses relocated to Singapore
- ❑ **Married to an Irish, mom of 2 girls & a boy**

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Why Plan? Why Now?

*“Begin with the end in mind”
~ Stephen Covey (7 Habits Of Highly Effective People)*

Clarity of Purpose

Purposeful Endeavours



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Objective Of Talk

- ✓ Factors For Career Planning
- ✓ Roles Parents Can Play



Factors For CP

- Competencies (Skills & Traits)
- Interests & Inclinations (Likes & Dislikes)
- Personal Values
- Motivations/Priorities in Life



Self Assessment ~ Taking Stock

“The key to a happy & fulfilling future is knowing yourself”

~ Richard Bolles (What Colour Is Your Parachute?)

- Beyond Competence,
Consider Interest & Inclination
- Beyond Availability (of current opportunities),
Consider Sustainability (of long term career track)

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Skills Development ~ Identifying The Gap

1/2

Specific: Career-focused skillset

- ✓ **National Infocomm Competency Framework**
 - Computer Science
 - Information Technology
 - Management of Information Systems
- ✓ **Desire to work in an ICT envt/Passionate about ICT**

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Skills Development ~ Identifying The Gap

2/3

- ✓ **Understanding ICT Industry's Characteristics**
 - Great speed of change
 - Mergers & Acquisitions
 - Convergence of different technologies
 - Ability to deal with continuous change + capability to learn continuously
 - Project Mgt/Clients Relationship Mgt

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Skills Development ~ Identifying The Gap

3/3

Generic:



Computer Literacy

Communication & Collaboration

Cross-Cultural Sensitivity

Continuous Learning

Characteristics

(of adaptability, flexibility,
versatility, resilience, etc)

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Skills Development ~ Closing The Gap

- Choosing of university courses
- Preparing for scholarship interviews
- Gaining experience ~ Campus &
Corporate-centric
- Connecting to internships
- Introducing mentors

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Ideal Career

- Extensive (of opportunities)
- Enriching
- Enjoyable



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Final Thought

“Begin with the end in mind” ~ SC

“But, recognize that the End

may not be what you began with” – VC



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