College of Engineering Mentoring Program

January 20, 2015
Iowa State University

EE Headcount by Classification
Fact Book 2014

<table>
<thead>
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<th>Classification</th>
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<td>Temp (Student &amp; Non-student)</td>
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Iowa State University
University Human Resources
University Careers for Staff

• What we know
  • Academic or non-academic support staff
  • Administrators, professionals, technicians or specialists
  • Decentralized environment – many different entry and exit points and therefore career paths
  • Implications for training and development

What else do we know?
Professional Development “System”

3 Roles to focus on:
- The organization
- The manager
- The staff member

- Jobs – PDs
- Staffing Processes
- Development Processes
- Performance

- Assess
- Inform
- Guide
- Teach
- Develop

- Self Assessment
- Options
- Career Focus
- The Plan

IOWA STATE UNIVERSITY

University Human Resources
Being in the Driver’s Seat

• If you are the ‘architect, author, artist’ of your career, what is needed to ‘build, write, create’ that masterpiece?

• What do you need from a Manager, Coach and/or a Mentor to grow your career at ISU?

• What have you found to be valuable or helpful as you’ve advanced your career?
Your Brand

- “…the way your values and talents are deliberately expressed” – D. Clark
- “What others say about you when you leave the room” – D. Clark
- “You are the C.E.O. of your life” – Discover Brokerage
- “…a perception or emotion, maintained by somebody other than you, that describes the total experience of having a relationship with you” – D. McNally & K. Speak

The Brand You 50, Tom Peters