



BUILDING STRONG CAREER PATHS

March 2018

Peter Hayward

Session Abstract

Successful careers in technology are rarely built off chance. In this session we will provide you with some food for thought on how to set your career up for success and hopefully bust some real & perceived female career myths. Discover some Best Known Methods and Network with one another.

Session Objectives

- Food for thought (vitamins) on how to set your career up for success
- Some practical tips & tricks and guidance on how to succeed
- .. and overcome some Real & Perceived career myths
- Discover some Best Known Methods and Network from one another

Peter Hayward

Professional and Coaching Credentials

Intel Background

- Since 2010 : EMEA SMG Learning & Development Manager
- 2016 Operations Manager and Chief of Staff European Marketing Organisation
- 2013 -2015 Director Intel EMEA Coaching Program
- 2008 – 2010: Intel Inside Marketing Manager
- 2004 – 2008: Intel Retail Marketing Manager
- 2001 – 2004: Intel PR manager
- 1997 – 2010: Intel Business + Market Research analyst

Coaching

- 900 + hours of 1:1 Coaching experience with leaders and managers
- Professional Certified Coach (PCC) International Coaching Federation
- 550+ Hours of Team & Leadership Coaching experience
- Trained Organisations & Systems Coach (ORSC) with CCR Global
- Coach to the Board of the International Coaching Federation Germany
- Certified Instructor and Master Trainer for a number of coaching skills Trainings
- ICF Mentor Coach and ICF certified PCC Assessor
- Certified Hogan Personality Assessor

Other

- 1991 - 1997 National Semiconductor - Key Account Manager
- 1987 - 1991 University of Keele, England BA Hons Philosophy
- 1979 - 1987 Munich International School



Peter Hayward



Personal Coaching Philosophy:

My Coaching philosophy is simple and is built on and centred around Focus. This involves engaging with a client to create a better sense of self awareness and developing milestones as well as a tangible action plan to achieve the clients goals and ambitions.

Agenda Flow

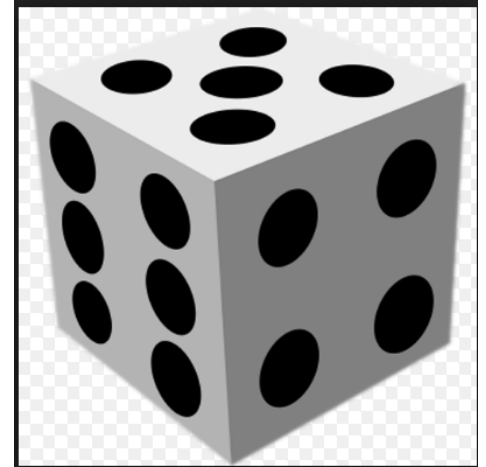
- Building Strong Career Paths – 30 Minutes
- Networking & Mythbusting – 15 Minutes
- Report Outs 2 minutes per Station - 15 minutes

Top 5 Tips & (Associated Myth)

1. Take Care of yourself and Don't leave things up to chance - *"If I am good career opportunities will find their way to me"*
2. Understand and know yourself well - Think with the end in Mind ! *" Women tend to focus on taking care of others and often forget about themselves"*
3. Build off your Strengths „ *Woman lack confidence and belief in the things they are good at*
4. Nurture your Professional Network – „*Men are more natural and better networkers*“
5. Build feedback loops into your professional Development *" Women tend to be more shy and less confident when it comes to reaching out to others"*



1.



Take Care of yourself and Don't leave things up to chance

2.

Understand and know yourself well -
Think with the end in Mind !



Define Your Ideal State !

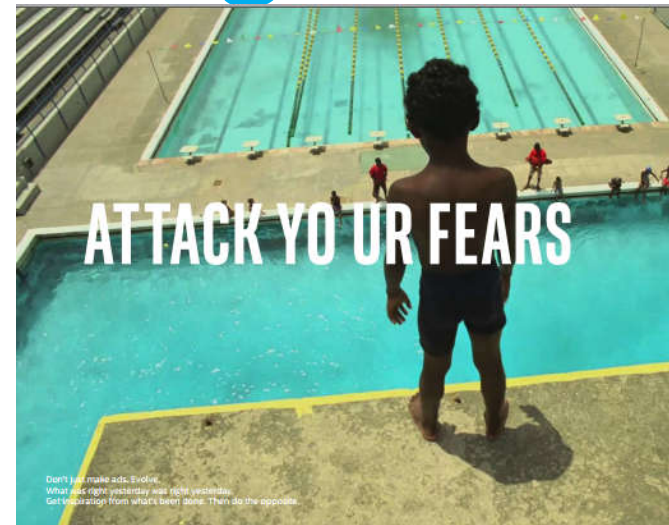
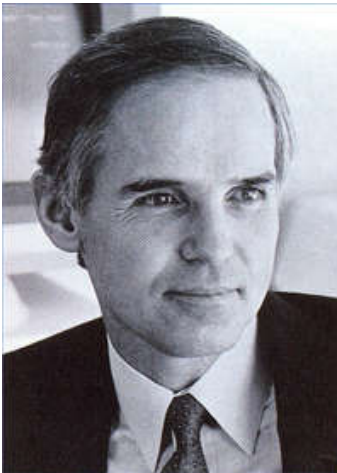
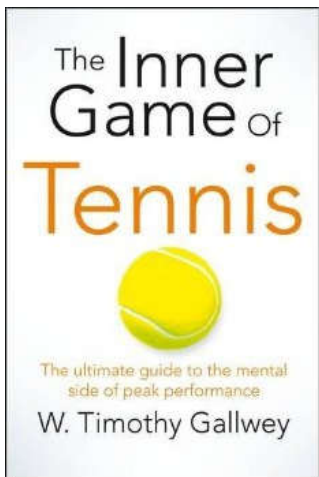
If you had no constraints or limitations, what would be the ideal state you could achieve?



DEFINE WHERE YOU WANT TO BE, NOT WHERE YOU ARE.

3.

Build off your Strengths



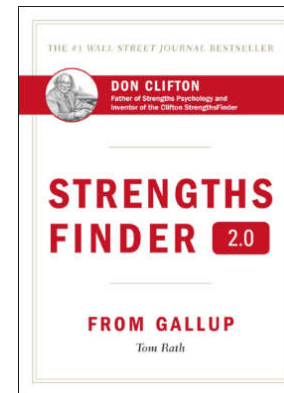
What is Strength?

- Your strengths are the key to your overall effectiveness.
- A strength is something you can see yourself doing repeatedly, happily, and successfully.
- The top performers are those who have one or two areas in which they are *extraordinary*.
- Strengths (distinctiveness) = talent + passion.

People who have the opportunity to focus their strengths every day are:

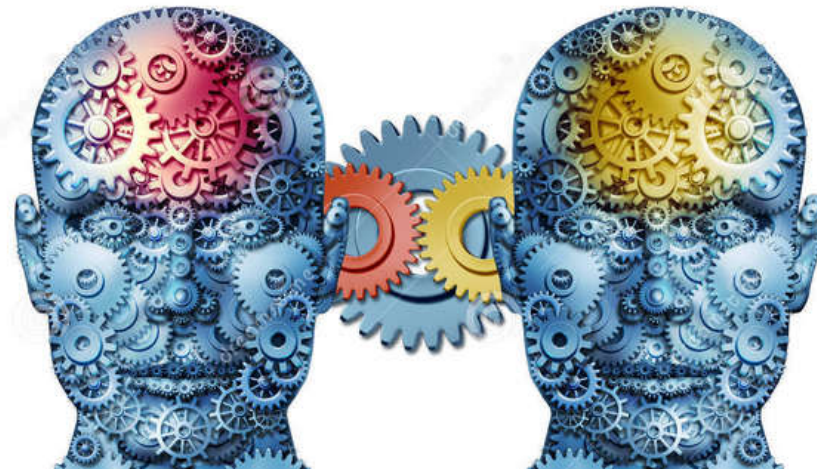
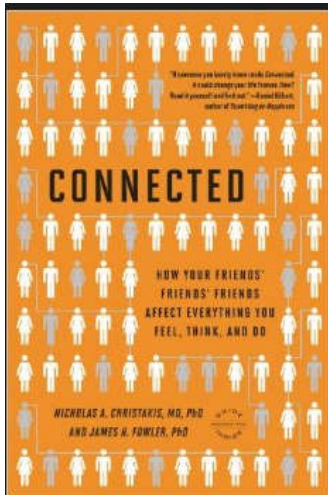
- 6 times *more likely* to be engaged in their jobs
- 3 times *more likely* to have excellent life quality

Source: *Strengths Finder 2.0* by Tom Rath



4.

Nurture your Professional Network



5.

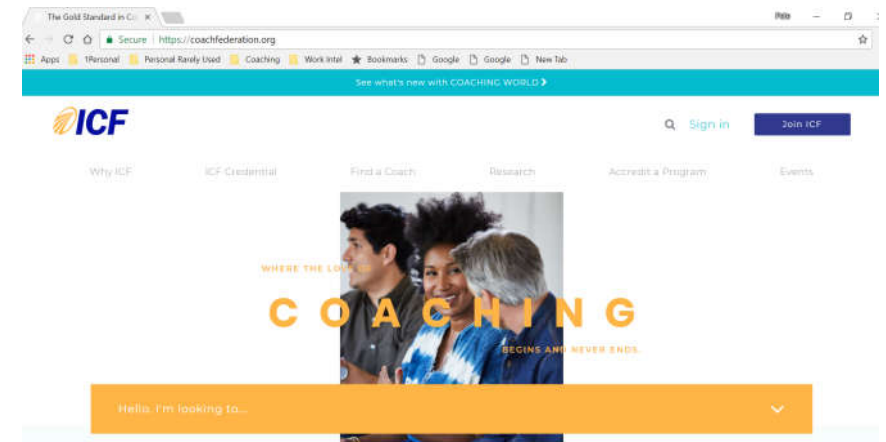
Build feedback loops into your professional Development

„ When you talk you are repeating what you already know. But when you listen you may learn something new.“ Dalai Lama

What is Coaching and how can it help you?

“Partnering with clients in a thought provoking and creative Process that inspires them to maximize their personal and professional Potential”

The purpose is always to expand the perspective of a person and support them in developing greater competence and commitment.



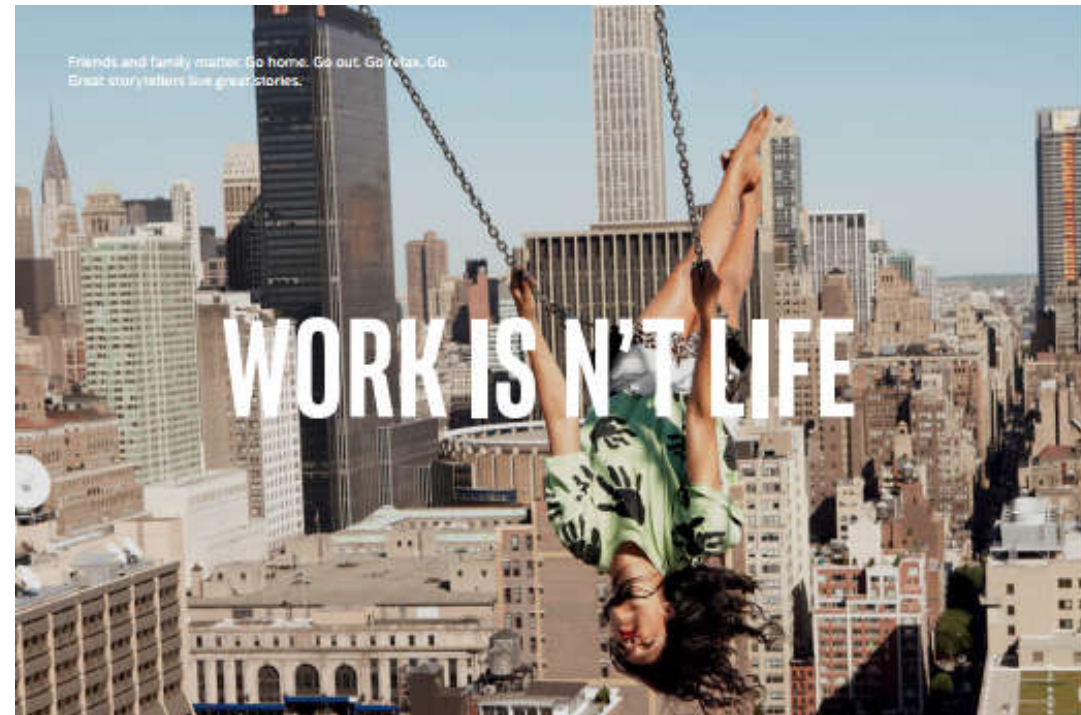
Find a coach: <https://coachfederation.org/>

Networking & Sharing Time

What personal Tips, Tricks and Best practices would you like to share with others ?



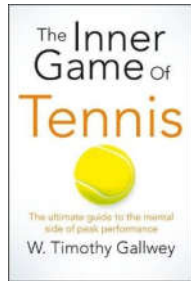
THANK YOU!



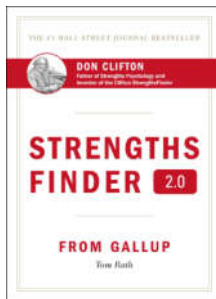
Friends and family matter. Go home. Go out. Go relax. Go.
Great storytellers live great stories.

WORK IS N'T LIFE

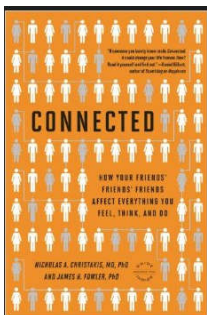
Recommended Reading List



Timothy Gallwey: The Inner Game of Tennis



Strengthsfinder 2.0 Tom Rath



Connected N.Christakis / J. Fowler

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