Proactive Career Management:
Planning and Preparing for the “Next Step” in Your Career

Stanford University
School of Medicine Career Center

Mimi Hancock, Ph.D.
Partner, Spencer Stuart, Inc.
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Today’s Discussion

- Establishing Career Goals: Developing an Organized Plan
- Balancing Long-Term Opportunity with Short-Term Responsibility
- Initiating Relationships: Demonstrating Your Potential From Day One
- Leadership Skills: Acquiring Experiences Necessary for Advancement
Possible Career Opportunities in Life Sciences

- Investment Organizations
- Academia
- Foundations Not-for-Profit Sector
- Industry
- Consulting, Professional Services
- Healthcare (Providers, Payors)
- Government

M.S.  M.D.  Ph.D.  M.P.H.  M.S.N.  Pharm.D.
Establishing Career Goals: Developing an Organized Plan

- Strengths
- Weaknesses
- Passions
Establishing Career Goals: Developing an Organized Plan

- Find your strengths, know your weaknesses, be brutally honest
  - Build a skills and accomplishments inventory
    - Write them down, observe patterns
    - Seek feedback from others
    - Utilize online tools to assess your aptitudes

- Identify your true passions - what really gets your juices flowing?
  - What aspects of your studies, your work, jobs you’ve held excite you most?
  - What would you happily stay up all night to do?
Establishing Career Goals: Developing an Organized Plan

- What type of culture is a fit for you?
- Identify what you would like to achieve from each new job/position
  - Articulate “must-haves” and rank them
    - Scope, breadth, nature of the work, location, compensation, amount of travel involved
- Prioritize “softer” personal goals
  - Friendships, family, independence, prestige, self-improvement, recognition, security, service, power, pleasure
Balancing Long-Term Exploration with Short-Term Responsibilities

- Be IN the job you are in; there is no substitute for a great track record of accomplishment
- Advance thoughtfully and intelligently based on skills gained and completion of objectives as well as appropriately challenging/stretching yourself
- Don’t job/title hop to get ahead
John Stanford, Ph.D.

PROFESSIONAL EXPERIENCE

**Biotechnology Co, Inc. (2007 to Present)**
Vice President, Worldwide Regulatory Affairs

**Mega Pharma, Inc. (2005 - 2007)**
Vice President, & Global Head, Respiratory, Dermatology and Infectious Diseases

**Large Global Pharma, Inc. (2002 - 2004)**
Sr. Director, Therapeutic Area Head, CNS, Pulmonary, Endocrine Metabolism, Regulatory Affairs

**Big Global Pharma, Inc. (2000 - 2002)**
Director, New Product Business Development & Licensing, Global Regulatory Affairs

Associate Director, Regulatory Affairs, Domestic

Assistant Professor, Department of Physiology and Pharmacology

**Medical School University (1994 - 1997)**
Post-Doctoral Research Fellow

EDUCATION

Great University, Ph.D., Neurophysiology
Super State University, Masters, Neuroscience
University of Higher Education, Bachelors, Biology
Balancing Long-Term Exploration with Short-Term Responsibilities

...However,

- You *should* look up periodically and examine your situation, evaluate the marketplace, potentially “test the water”

- Be flexible, be open… You never know when a spectacular opportunity might fall on your head!
Initiating Relationships

- Relationship-building is one of THE MOST critical components of a successful and rewarding career
- Nurturing current relationships can lead to new ones
Initiating Relationships

- Every interaction is important ... build bridges, don’t burn them. You never know who is going to show up again in the future
- Network, network, network, but be genuine
Relationships: Demonstrating Your Potential from Day One

- Add value, be a problem solver, not a problem
- Over-deliver when and where it matters
- Others want to work with you because your are:
  - Skillful, knowledgeable, productive, highly competent, caring, sharing, fun, ethical, honest, interested and interesting, a good listener, confident yet humble, decisive, influential but not overbearing, self-aware, inspiring
Leadership Skills: Acquiring Experiences Necessary for Advancement

- Great leaders transcend personal accomplishment and become dedicated to the individual and collective achievement of others.

- In addition to intellectual intelligence, truly effective leaders also have practical, emotional, and social intelligence.
Leadership Skills: Acquiring Experiences Necessary for Advancement

To set yourself up for success:

- Start at a level in a hands-on role where you can learn the business, organization and/or field
  - Operations, people, processes, mission, complexities, issues and barriers, budgets and financial structure
- Find a mentor, coach, or role model, and don’t be afraid to ask for guidance and help
Leadership Skills: Acquiring Experiences Necessary for Advancement

To set yourself up for success (continued):

- Accept/seek positions of increasing responsibility and complexity over time

  - Learn management skills by observing colleagues, superiors, mentors. Take courses (online, workshops)
  - Experiment with adapting your approach to others
  - Seek feedback, constructive criticism
  - Pause periodically to evaluate your situation and make mid-course corrections if necessary
  - Recognize if you are in over your head and take action
Leadership Skills: Acquiring Experiences Necessary for Advancement

- Hone your communications and interviewing skills

- Identify how, where and when your position/job plays a role in critical-path activities of others (individuals, entire organizations). Take personal action to enable progress and success for all
Leadership Skills: Acquiring Experiences Necessary for Advancement

- Keep learning and improving yourself
- Recognize that your previous experiences and behaviors (competencies) are predictors of your potential future success in the next step of your career