EMBA CAREER JOURNEY
CLASS OF 2025 - KICK-OFF

CDO Intro | October 24, 2023
Gayle Grader, Senior Director
Carla Akalarian, EMBA Lead
IN THIS SESSION, YOU WILL:

• Understand the difference between leadership & career coaching
• Gain awareness of CDO Resources, yourself, and your classmates
• Learn how Career Development is a Decision-Making Process
MIT Leadership Center

Who/How?
- Leadership self-awareness
- Leadership skill building
- Team interaction & behavior
- Development of others
- Personal/professional effectiveness
- Industry/role agnostic

Why?
- Values
- Vision
- Story/narrative

Career Development Office

What/Where?
- Career self-awareness & strategies
- Aspirational paths & career transitions
- Market navigation & network building
- Personal agency
- Risk tolerance/opportunity cost
- Industry/role specific
MEET THE EXECUTIVE CAREER COACHING TEAM

EMBA Lead Coaches

Gayle Grader
Senior Director, Career Development, Executive and Alumni Coaching

Carla Akalarian
Sr. Associate Director
EMBA Lead Coach

Silvia Bajo
Associate Director
EMBA, SFMBA, & Alumni Coach

Industry & Other Coaches

Lew Weinstein
Mike Stevens
Rick Ruvkun
Stefanie Pluschkell
Hartmut Junghahn
James Morrison
MIT Sloan Industry Advisors

CLICK HERE to View All Advisors by Industry

MIT Sloan Industry Advisors are alumni experts across 17+ industries who are available to speak with you to help you to navigate the next step of your career journey. Explore their bios below and schedule an appointment to connect with an alumni in your industry of interest.
CDO EMPLOYER RELATIONS & RECRUITING TEAM

Leadership & Strategy

Mark Newhall
Director
mnewhall@mit.edu
- Employer Relations
- Recruiting Strategy
- Partnerships

Industry Account Managers

Susan Todd
Sr. Associate Director and Alumni Employer Relationship Manager
stodd@mit.edu

Richard Lestage
Interim Account Manager
rlestage@mit.edu

Recruiting Operations

Danielle Cañas
Sr. Associate Director
dcanas@mit.edu

Lindsay Halleron
Recruiting Assistant
halleron@mit.edu

Diversity Recruiting

Julie Bae
Associate Director
juliebae@mit.edu

Rachel Seavey
Associate Director
rseavey@mit.edu

Steven Branch
Associate Director, DEI
sbranch@mit.edu
CAREER REFLECTIONS

- You are surprised where your career has taken you
- You love what you are doing today
- You feel that your current role is no longer aligned to who you are today
- You have had at least one significant challenge or failure in your career
- You have worked for a company that turned out to be a culture mismatch
- You have wanted to change your career for a long time
- You took a job because of title and money
EMBA 2025 – CAREER INTERESTS SURVEY

Q7: What kind of career change are you seeking, if any, during or within a year after leaving this program?

<table>
<thead>
<tr>
<th>Career Path</th>
<th>2022</th>
<th>2023</th>
<th>2024</th>
<th>2025</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Advance</strong>: Receive a promotion within your current company or advance to a more senior role at another company</td>
<td>44%</td>
<td>42%</td>
<td>43%</td>
<td>39%</td>
</tr>
<tr>
<td><strong>Switch</strong>: Shift to a new functional role, change industry, or both</td>
<td>11%</td>
<td>12%</td>
<td>13%</td>
<td>20%</td>
</tr>
<tr>
<td><strong>Launch</strong> <em>(Entrepreneurship)</em>: Become a founder/cofounder, get involved in a startup venture or stay in entrepreneurship</td>
<td>25%</td>
<td>31%</td>
<td>22%</td>
<td>23%</td>
</tr>
<tr>
<td><strong>Do not know yet</strong></td>
<td>13%</td>
<td>12%</td>
<td>18%</td>
<td>17%</td>
</tr>
<tr>
<td><strong>No change</strong></td>
<td>7%</td>
<td>3%</td>
<td>4%</td>
<td>1%</td>
</tr>
</tbody>
</table>
WHAT CAREER PERSONA(S) RESONATE WITH YOU?

Raise your hand if you are....

EXISTENTIALIST
You have a yearning to do something bigger with more impact and/or legacy

SWITCHER
You have a desire to change functional role and/or industry to have greater responsibility, leverage new capabilities, and join more cutting edge/high growth industries/companies

ADVANCER
Your goal is to get to the next level of leadership/have expanded scope; oftentimes a desire to own the strategic direction and P&L

ENTREPRENEUR
You want to take an idea and launch a start-up, or find a peer with an idea and bring synergies/become a co-founder, or stay the course as an entrepreneur

OPPORTUNIST
You have an openness to seeing what comes from being in the MIT ecosystem – not necessarily focused on specific career paths or goals, but rather finding interesting opportunities
CORE TO OUR WORK IS HELPING YOU DEVELOP YOUR CAREER DECISION TREE

• Based on who you are today – values, mission, vision, strengths, preferences
• Consider all your options
• Clarify what info you need to gather
• Enable go/no go decision points
• Encourage a longer-term view on what each option can lead to
• Enable you to qualify and quantify the benefits/costs of each option
CAREER CHANGE CAN BE CHALLENGING FOR MANY REASONS

Discovery is non-linear, can be ambiguous

Steep learning curve for new industry, function, or country

Market’s view of you understanding it requires outreach

6 - 12 months to make a change During or after the program
SOMETIMES THE UNEXPECTED CAN PLAY A ROLE

- Unexpected life or career events
- Impact of peers you are meeting
- Transformation from the learning & team projects

"It takes courage to grow up and become who you really are."

- E.E. Cummings
YOUR JOURNEY STARTS HERE...

EXECUTIVE CAREER JOURNEY
Moving your career forward

cdo.mit.edu
Small Group Discussion

- When was the last time you had to make a difficult decision about your career?
- How did you go about making the decision?
- How did this influence the future trajectory of your career?
- Who are you today?
YOUR NETWORK STARTS HERE
WHEN TO ENGAGE

• We work with you during and after the program; you have lifetime access.

• Start early or when you are ready and have the time.

• Each EMBA’s journey is unique!
  • YOU SHOULD NOT FEEL THAT YOU HAVE TO MAKE ANY CHANGE OR MAKE A CHANGE BY GRADUATION.

• NO FOMO, please!

81

EMBA 2023s engaged with us over their 20 months

76

EMBA 2024s have engaged with us so far
SIGN UP FOR THE INFORMATIONAL INTERVIEWING MODULE

*Informational interviews are the key to networking!*

- Gain industry insights from professionals
- Build valuable connections

**Workshop Series**

- **Dates:** Nov 7, Nov 20, Dec 5, Dec 19 (*bonus session with EMBA alumni*)
- **Time:** 5:30 - 7:00 PM ET
- **Virtual** via Zoom
- Homework for each session builds on prior sessions
- Optional bonus session for active participants

Scan to sign up and review pre-work!
WHAT’S NEXT?

• Begin the self-reflection exercises in Module 1, Know Yourself in our Executive Career Journey Resource Portal

• **IIM**: Informational Interviewing Module

• Contact Carla, Gayle, or Silvia for a 1:1 meeting, now or later

• Employer Relations and Recruiting Team, Fri 12/1/23, 11.45pm

• EMBA Alumni Career Panel, Fri 1/25/24, 11:45am

• Please READ our newsletters!
THANK YOU!