

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

LEADERSHIP VS. CAREER COACHING



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

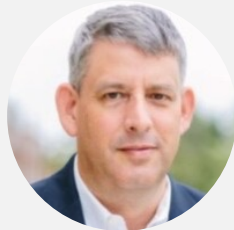


Silvia Bajo
Associate Director
EMBA, SFMBA, & Alumni Coach

Industry & Other Coaches



[Lew Weinstein](#)



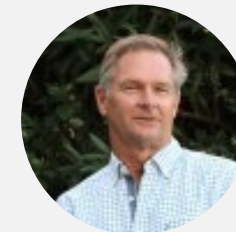
[Mike Stevens](#)



[Rick Ruvkun](#)



[Stefanie Pluschke](#)



[Hartmut Junghahn](#)



[James Morrison](#)

SLOAN INDUSTRY ADVISORS



YOUR
CDO

Q Search Keywords

Guests Log in



Career Central (Students)

Handshake

Alumni Job Board

Post a Job

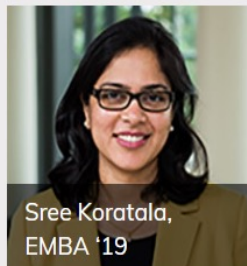
FAQs

INDUSTRY + AFFINITY COMMUNITIES ▾ STUDENTS ▾ ALUMNI ▾ CLUBS RESOURCES OUTCOMES JOBS EVENTS ▾ EMPLOYERS OUR TEAM ▾

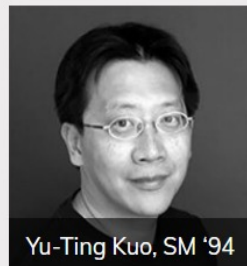
MIT Sloan Industry Advisors

[CLICK HERE to View All Advisors by Industry](#)

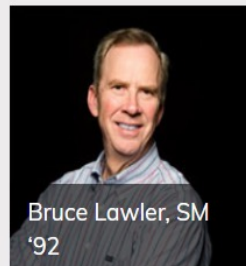
MIT Sloan Industry Advisors are alumni experts across 17+ industries who are available to speak with you to help you to navigate the next step of your career journey. Explore their bios below and schedule an appointment to connect with an alumni in your industry of interest.



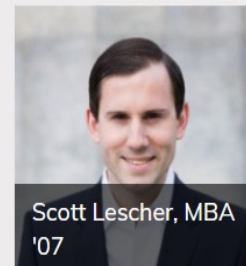
Sree Koratala,
EMBA '19



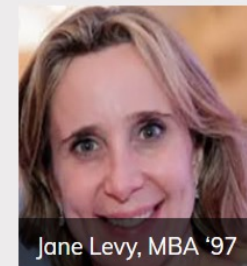
Yu-Ting Kuo, SM '94



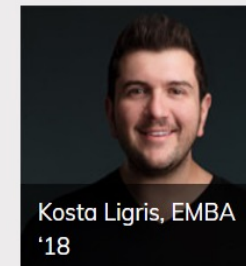
Bruce Lawler, SM
'92



Scott Lescher, MBA
'07



Jane Levy, MBA '97



Kosta Ligris, EMBA
'18



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
rlstage@mit.edu



Julie Bae
Associate Director
juliebae@mit.edu



Rachel Seavey
Associate Director
rseavey@mit.edu

Recruiting Operations



Danielle Cañas
Sr. Associate Director
dcanas@mit.edu



Lindsay Halleron
Recruiting Assistant
halleron@mit.edu

Diversity Recruiting



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?

Career Path	2022	2023	2024	2025
Advance: Receive a promotion within your current company or advance to a more senior role at another company	44%	42%	43%	39%
Switch: Shift to a new functional role, change industry, or both	11%	12%	13%	20%
Launch (Entrepreneurship): Become a founder/cofounder, get involved in a startup venture or stay in entrepreneurship	25%	31%	22%	23%
Do not know yet	13%	12%	18%	17%
No change	7%	3%	4%	1%

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

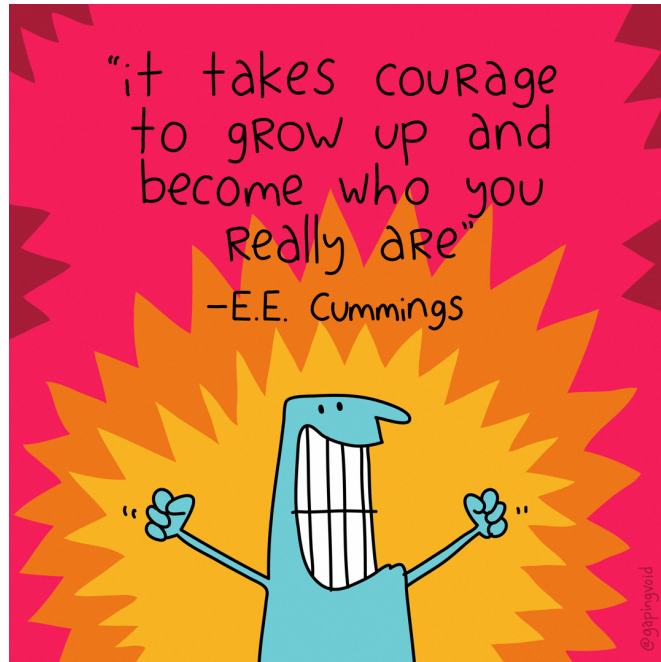


Market's view of you
understanding it
requires outreach



**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

YOUR JOURNEY STARTS HERE...



EXECUTIVE CAREER JOURNEY

Moving your career forward

YOUR
CDO cdo.mit.edu

DECISION-MAKING IN YOUR CAREER



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!