



# **CAREER DEVELOPMENT & ADVANCEMENT: “FIGHTING THE ODDS”**

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# SCOPE

- Understanding Career Development
- Understanding Career Advancement
- What are the odds we MUST **Fight?**
- Why do you need to **Fight?**
- How do we **Fight and WIN?**



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“Career Development is the lifelong process of managing learning, work, leisure, and transitions in order to move toward a personally determined and evolving preferred future.”

*Lifelong*



Career development is not summed up  
in a single decision.

It's a continuous process of alignment  
and re-alignment.

# *Managing*



Career development will happen whether it is  
managed or not.

The question is the extent to which you want to  
influence your career direction versus leaving it  
to chance.

# Learning, work and transitions



Career development is the mechanism by which learning (formal and informal), work (paid and unpaid) and the transitions between are navigated.

# Personally determined



Career development is about intentionality.

Done well, it ensures that the decisions we make about learning and work are grounded in knowledge of self (personal interests, attributes, values and skills), and knowledge of educational/labour market realities (conditions, finances, prospects, entry requirements, progression and pathways).



## **Evolving preferred future**



Career development recognizes that both we  
and our labour market change over time.

What we want and what is possible are not  
static.

Hence, we need to be very vigilant.

# In Summary



Understanding your personality, interests and values is key to making the right career decisions.

*SELF*

Know how to use your talents, skills and personal qualities.

*STRENGTHS*

Explore the world of work, training and learning

*HORIZONS*

Identify who can help you, and how, in your career journey

*NETWORKS*

# Career Advancement



Career Advancement simply put is-

“GROWTH”

“CLIMBING THE CAREER LADDER”

“MOVING UP TO THE NEXT LEVEL”





# My Story

...from scratch



A tale of the  
4 “B Captives  
and the Big decision”





# The Odds We MUST **Fight.**



- **Self:** Self control, self discipline, Self assessment/appraisal, Character
- **Time:** Respect time, master time, avoid time wasters.
- **Environment:** Toxic workplace, unhealthy competition amongst staff, Strives, Envy, etc
- **Negative organizational norms & values:** uncivil behavior, bullying, sexual harassment

# Why do we need to **FIGHT**

OBSTACLES ARE THOSE  
FRIGHTFUL THINGS YOU SEE  
WHEN YOU TAKE YOUR EYES  
OFF YOUR GOAL. -HENRY FORD



Turn  
Obstacles  
into  
**Opportunities**  
Not easy,  
but possible

rakeshSIDANA.org



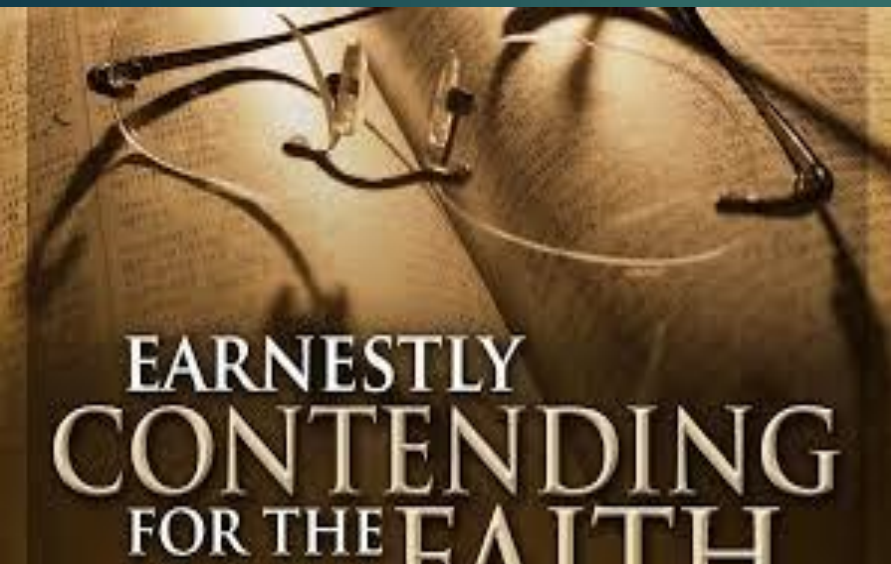
Obstacles are  
Opportunities in disguise.

Deepak Chopra





# How do you **FIGHT and Win**



# How do you **FIGHT** and Win





# YOU WILL WIN





**Any Question (s)**

**?**