OECoP
Organizational Excellence Community of Practice

Quarterly Meeting | Feb 23, 2022

Learn-Plan-Implement

Arizona State University
2022 OECoP Theme: Learn-Plan-Implement

Today’s topic: “Learn”
Agenda

OECoP Announcements

Learn About Your Organization Panel:
  - Adam Pierno
  - Adriana Kuiper
  - Barnaby Wasson
  - Cary Lopez
  - Christina Ngo
  - Karen Engler

Learn About Yourself Presentation:
  - Lorena Ott
  - Stuart Rice

Open Discussion / Q & A
Announcements
OECoP networking events

Join us for a VIBE event on Thursday, March 3.

5pm-6:30pm
Thirsty Lion
Tempe Marketplace

Watch the slack channel for registration info.
Association of Change Management Professionals

Danielle Steele
Integrating Change into Projects - workshop
Business Analysts Community of Practice - BACoP

Davin Nathanson
Quarterly meeting is scheduled for March 15th 10:30 AM to noon via Zoom
Leadership and Workforce Development

Kristen Young

UPCOMING WORKSHOPS:

• The ASU employee experience – March 3, 1:30-2:30pm: Zoom
• Building a career in leadership – April 6, 1:00 – 2:30pm: In-person
• Ways to lead hybrid teams – April 14, noon – 1pm: Zoom
OECoP networking events

Upcoming: our next ZOOM NETWORKING will be on April 12, 2022 – 9-10am.

Special celebrity guest from ASU leadership:

Rudy Bellavia
Managing Director and Chief of Staff
Office of Business & Finance

Register on the opo-oecop slack channel
OECoP quarterly book recommendation
Panel discussion:
Learn About Your Organization
Why?
Learn About Your Organization
ASU welcomes Afghan refugees to begin new life as Sun Devils

ASU, Blue Origin to create business park in orbit

Skysong Innovations startups surpass $1B in external funding
OECoP Panelists

Commission on the Status of Women
Karen Engler
Program Director

Enterprise Marketing Hub
Adam Pierno
Associate VP, Marketing Strategy

Knowledge Enterprise
Adriana Kuiper
Assistant VP, Chief of Staff, Operations

Office of University Affairs
Christina Ngo
Director of Social Embeddedness

University Design Institute (UDO)
Cary Lopez
Director, Strategic Initiatives

University Technology Office (UTO)
Barnaby Wasson
Instructional Designed and Trainer
Mapping your place in ASU
Building your strengths and network to support innovation and opportunity

Presenters: Stuart Rice and Lenora Ott
Who we are

Stuart Rice
Director of Learning Design
Upskilling
Learning Enterprise

Lenora Ott
Senior Instructional Designer
Universal Learner Courses
Learning Enterprise
Agenda

- Introductions.
- Discover your strengths.
  - Draw your personal and ASU map.
  - Find missing landmarks.
  - Find your Sun Devil team.
  - Grow your skills.
  - Leaping into the (un)known.
- How we mapped our path.
- Q&A and Thank you!
Discover your strengths!
**Draw your map**

**Map your skills**

Reflect on:
- Love it/Loathe It
- Strengths
- Interests

Need help getting started? Try Clifton Strengths or the O-Net Interest Profiler

**Map the university**

Reflect on:
- Who’s hiring?
- What are unit members talking about in Slack?
- What articles are in ASU Now?
- What are the trends in position postings?

ASU is not one thing — there are multiple units doing different things.
Find the missing landmarks

Learn the standards for your industry

Identify skills you already have and ones you don’t have yet!

Review ASU job postings. What’s underneath the language of the job posting?

Who does the position report to? What are that person’s goals or outcomes?
Find your Sun Devil team

Networking with people in your areas of interest.

Why networking?
- Learn more about the jobs you find inspiring from someone who is doing it now.
- Know someone who knows someone, to suggest your application.

How to network?
- Informational interviews ☕
- Elevator pitch 🚪🚪
- Join groups 👫

EXPECT A LONG PROCESS!
Networking might be a several weeks, months, or years effort!
Sun Devil Networking Practice

Keep in touch OECoP!

VIBE Networking March 3rd at the Thirsty Lion in Tempe, 4:30pm-6:00pm join #opo-oecop on slack to keep up with events

ASU Project Management Network - anyone interested in PM

Commission on the Status of Women Mentorship Program - Full length program open to all staff.

ASU Mentor Network - Be a mentor to others!
Grow your skills

How can you grow to be at the top of your field?

1. Seek training in skills you don’t have yet.
2. Start building the skills into your current role if possible.
3. Begin to talk about transferable skills.
4. Change your mindset of your experience and skills to avoid imposter syndrome.

Where to get new skills?

- OECoP 1 hour skill mastery webinars
- ASU Career Edge
- LinkedIn Learning- Paid for all employees by ASU
- Tuition waiver
Leaping into the (un)known!

It’s time to put yourself out there!

- Do some homework about yourself and ASU.
- Reach out to someone new on slack, or email them - through networking.
- Find a mentor and start a long term conversation.
- Use your tuition benefit and seek training.
- Apply to jobs when you are at 80%.
How we mapped our path
Where we were:

Stuart Rice

Career before current: Creative Design Lead for Culture (EdPlus)

Degree at that time: Masters in Adult Education, working on a PhD

Background: I had been interested in working in an academic unit for a long time, and getting back into program design work. I spent a couple of years networking and looking for the right opportunity to arise.

Lenora Ott

Career before current: Communications and Events Coordinator Sr.

Degree at that time: Anthropology B.S.

Background: I landed my first ASU job on a whim, having worked for a wedding and events business in high school and being familiar with ASU events policies as a Residential Assistant in college. I worked in this area for about 3 years before I decided I wanted to engage with other opportunities at ASU.
How we leaned into opportunities at ASU!
How we got here!

How I decided where I wanted to go:
- I wanted to return to my roots as in instructional and program design.
- It was important to me to be on a team that would allow me to explore new ways of doing instructional and program design.
- I also wanted to continue to leverage my organizational design and culture development skills.

How I got there:
- Network, network, network.
- Two years of conversations crystallized into the right intersection of my skills and an opportunity.
- I was then able to leverage that experience to move another part of learning enterprise after many, many other conversations and false starts.

Stuart

Major Takeaway: Network, network, network — and be prepared for simmer rather than boil!
How we got here!

How I decided where I wanted to go:
- I was in graduate school in an ASU Online program (Master of Science Global Technology and Development), and became interested in the online classroom environment.
- My unit wanted to expand into education online and I offered my insight as a student going through that experience.
- I started reading and taking trainings in building online learning experiences through ASU Online, EdX, LinkedIn.
- I saved job descriptions from where I wanted to be, and the resumes of people I wanted to work like.

How I got there:
- I said yes to opportunities.
- I looked for ways to combine needed skills with my current job to get practice. I took on new and different projects by request.
- I was supported in skill expansion by my former units to add to their own offerings.
- I took trainings at ASU, LinkedIn, and used my tuition waiver for an additional graduate certificate at NAU (Educational Technology, Adult Learning).

Lenora
8 years, 8 months at ASU

Major Takeaways: New and emerging units, or those starting new ventures can have more growth space! ASU offers an incredible amount of professional development at little to no cost to employees. Use your tuition waiver!
Questions?
Thank you!
Organizational Excellence
Community of Practice
new ideas
new perspectives
new ideas