

OECOP

**Organizational Excellence
Community of Practice**

Quarterly Meeting | Feb 23, 2022

Learn-Plan-Implement

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

OEC CoP

Announcements



OECOP networking events

Join us for an **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.

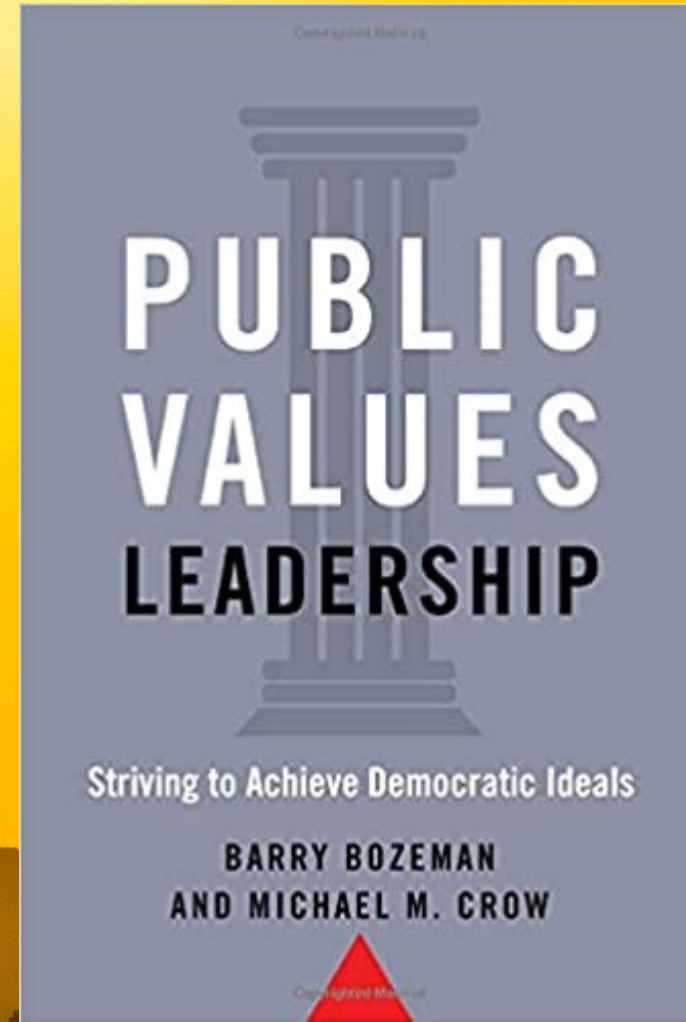
Special celebrity guest from ASU
leadership:

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

Register on the **opo-oecop slack channel**



OECOP quarterly book recommendation



OECOP

Panel discussion: Learn About Your Organization



OECOP

Why?

Learn About Your Organization



Happening at ASU



**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

Enterprise Marketing Hub

Knowledge Enterprise

Office of University Affairs

University Design Institute (UDO)

University Technology Office (UTO)

Karen Engler

Program Director

Adam Pierno

Associate VP, Marketing Strategy

Adriana Kuiper

Assistant VP, Chief of Staff, Operations

Christina Ngo

Director of Social Embeddedness

Cary Lopez

Director, Strategic Initiatives

Barnaby Wasson

Instructional Designed and Trainer



OECOP

Presentation



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

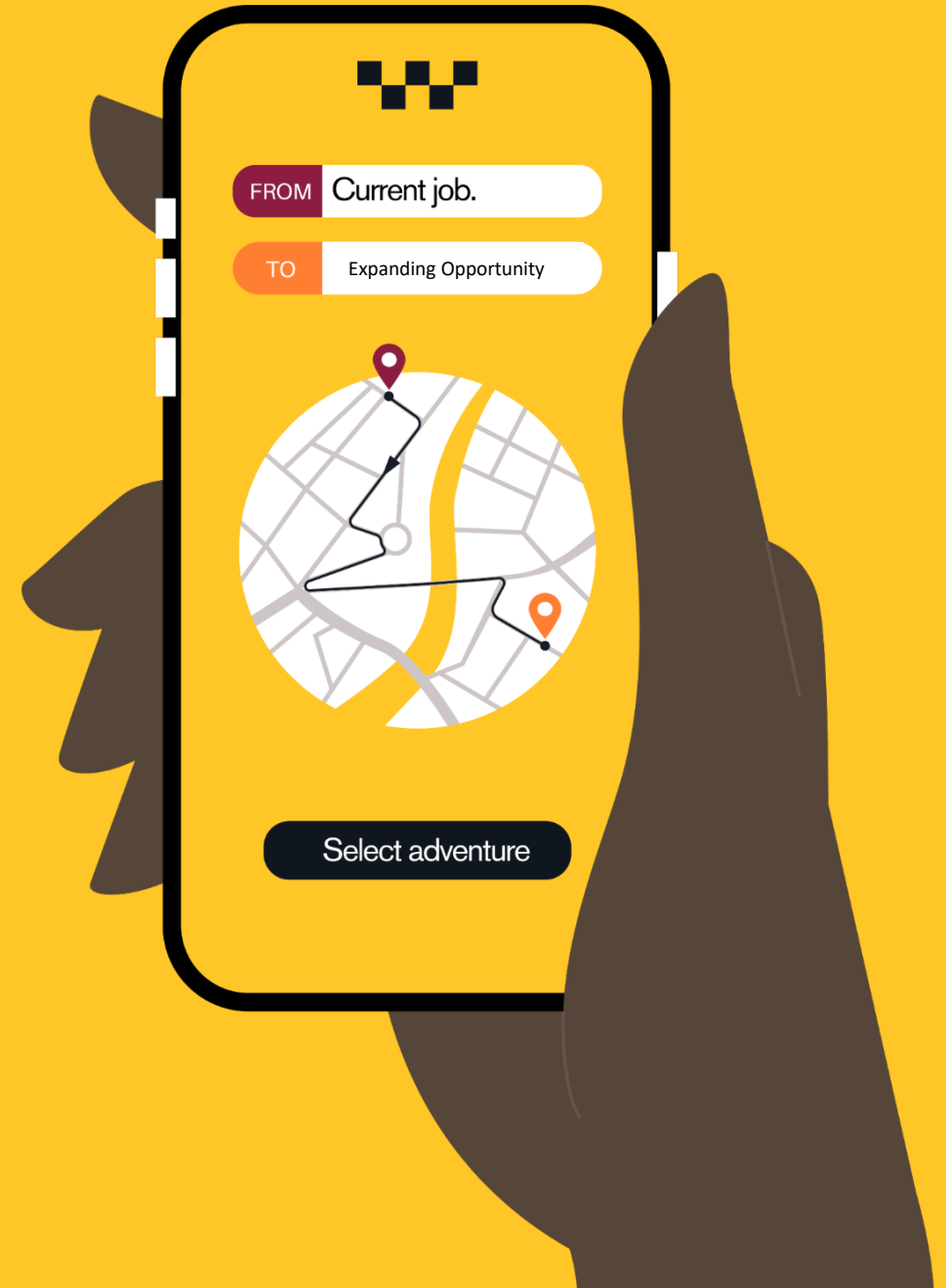
Universal Learner
Courses

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.



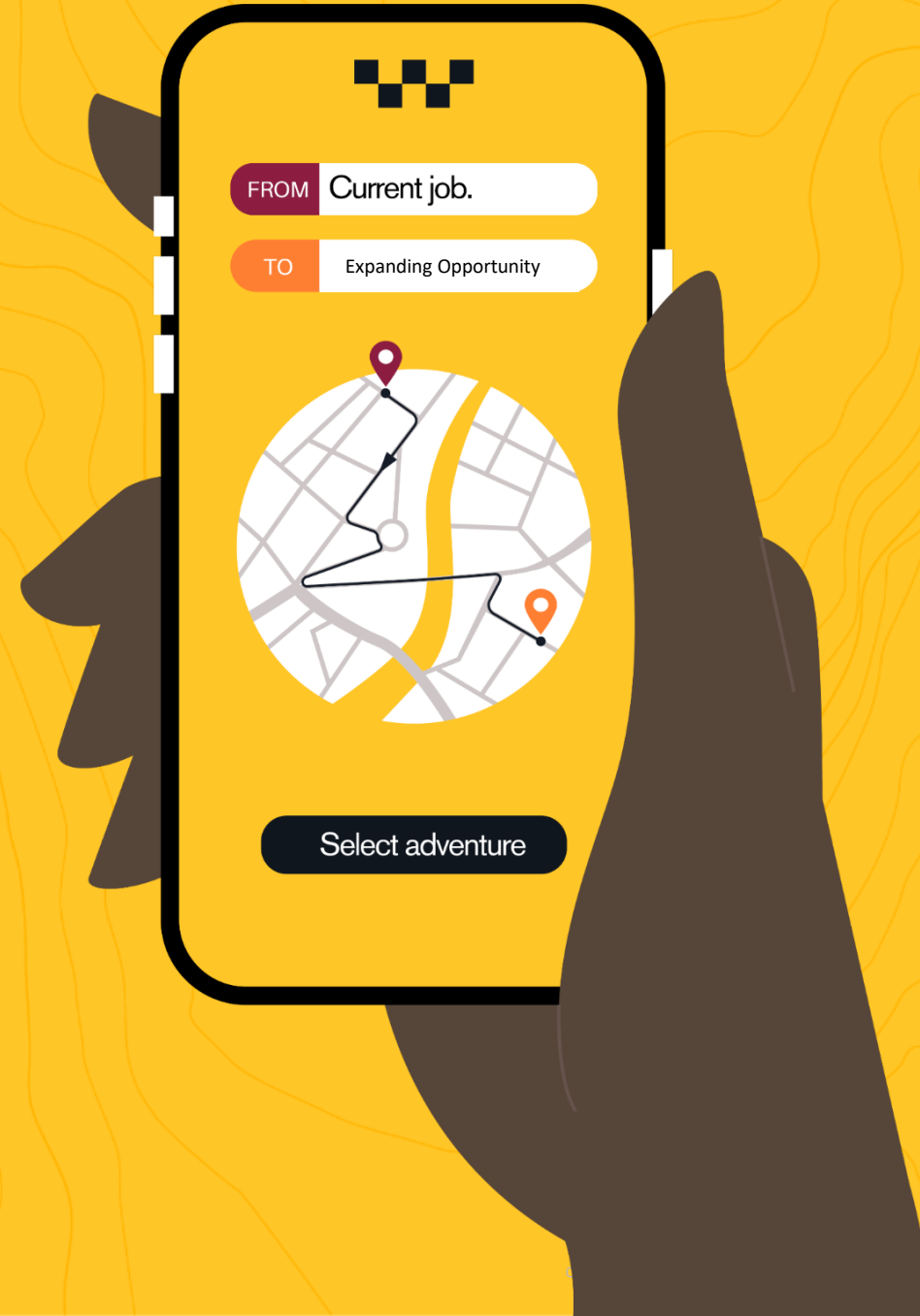
Where to get new skills?

- 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 perspectives

new ideas