Architecting Your Career
(Teching your way to the Top!)

Rosalind Radcliffe
With Frank De Gilio
IBM Corporation
August 2015
"If we did all the things we were capable of doing, we would literally astound ourselves."

- Benjamin Franklin
Why Should You Listen to Me?

• Humble beginnings
  – Born in a log IT shop
  – Started as a tester for a product with 3 customers

• 30 year veteran at IBM

• Distinguished Engineer
  – Top 1% of technical community

• Chief Architect for Cloud in IBM’s Systems division
From IBM’s 2012 CEO Study

Personal characteristics for employee success

- Collaborative: 75%
- Communicative: 67%
- Creative: 61%
- Flexible: 61%
- Opportunity seeking: 54%
- Analytical / quantitative: 50%
- Technology-savvy: 41%
- Globally-oriented: 41%
- Assertive: 25%
- Disruptive: 16%

“Today’s connected economy is full of ambiguity, and the skills required to navigate that ambiguity are collaboration, creativity and communication.”

Healthcare CEO, Australia

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Architecting your Career

8/6/15
NO SINGLE PATH

TO SUCCESS

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Comfort Zone  Stretch Zone  Risk Zone  Danger Zone

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How Are You Developing Your Skill?

Across the Portfolio

Across the Environment

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I(has) IT

HUMILITY
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CREDIT THE TEAM

BLAME YOURSELF
TRIFLES MAKE PERFECTION

AND

PERFECTION IS NO TRIFLE
first i appreciate u to be in IBM, no problem for such new employees like u. 1st thing i have to know which technology u r dealing with????????????? so that i would give u some suggestions.......... gud luc
Remove “I think” from the beginning of sentences.

Eliminate the use of “maybe” when responding to something.

Avoid “sometimes” when describing something.

Use “I will” instead of “I’ll try”.

Avoid getting overly involved in the details of a story – make a point.
Use “I can”, “I do”, or “I will” instead of “I can’t” or “I don’t” or “I won’t”.

Use "Could" rather than "Should".

Use "I get to" in place of “I have to”.

Ask "What?" instead of “Why?”.

Eliminate “They” and “Them”

Allow silence versus filling space with words.
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IN SUMMARY: DO!

- Work life balance
- Know your worth
- No comfort zone
- Become T Shaped
- Be optimistic
- Be curious
- Be humble
- Make a decision
- Be flexible
- Let go

- Mentoring
- Build a network
- Personal brand
- Know your strengths and weaknesses
- Be a team player
- Know the business
- Communicate
- Patent ideas
- Big picture
IN SUMMARY: DON’T!

- Stop Learning
- Have a closed mind
- Be alone
- Lean on Politics
- Lose control
- Bully people
- Let trust issues affect your effectiveness
— Made to Stick — Chip Heath & Dan Heath
— Switch — Chip Heath & Dan Heath
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