Career Development for Professionals

the leading partnership

Unconscious Leadership Competence → Conscious Leadership Competence

Strategic Technical Leadership ↑ Technical Capability

High Technical / Professional Skills
Strong Technical / Professional Leadership Capability

Roles:-
- CIO
- CFO
- HR Director
- Academic Head of Department

High General Management Skills
Strong Organisational Leadership Skills

Roles:-
- MD
- Executive Chair
- CEO
- Executive General Manager

Sound to Superior Technical & Professional Skills
Line Management or Senior Professional

Roles:-
- Practice Head in professional services
- Team Leaders in IT
- Academic Professor/Senior Scientist
- Claims Manager in Insurance

Lessening reliance on Technical & Professional Capabilities
Growing General Management & Leadership skills

Roles:-
- General Manager (GM)
- State Manager/Regional Head
- Academic Dean

Professional competence drives revenue & asset generation in modern, knowledge intensive economies.

However, different roles require different skill sets. Development involves the capacity to access the skills we do not have through personal learning, collaboration, partnering & outsourcing.

Competent professionals & managers moving into general management roles often unconsciously apply the same skills that made them successful in technical roles. It is common to find poor results as they step into jobs that demand higher level generic skills eg change management, people management, political awareness & team building.

Self Management & Team Leadership Skills → Organisational Leadership Skills

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