INSTITUTE OF INDUSTRIAL & SYSTEMS ENGINEERS

Chapter # 1:
Columbus/Eastern Ohio Mini-Region

IAB and Young Professionals

The Second 7 Great Habits Successful Young Professionals Need to Develop'. (and how IISE can help you acquire these faster)

PANEL MEMBERS

D. Scott Sink, Team Lead Columbus Mini-Region Chapter, and Director ILSS ISE @ OSU

Panelist 1, Industry Advisory Board, IISE

Jared Dunlap, Past-President IISE Young Professionals, and Senior Consultant, West Monroe Partners

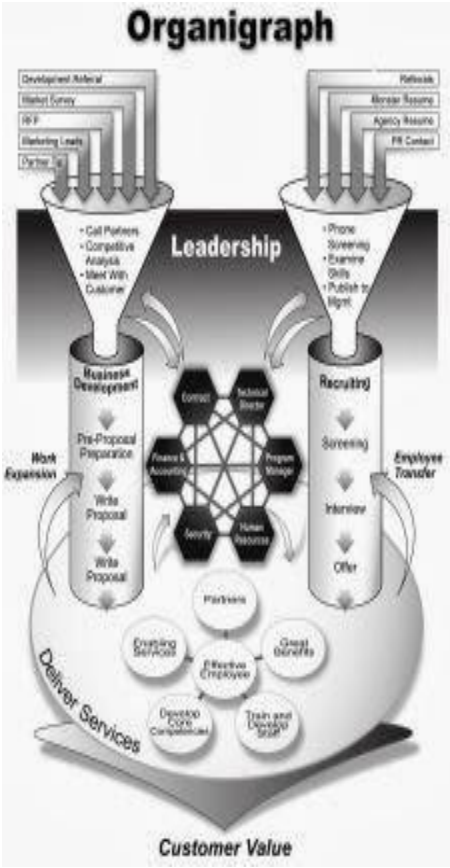
Jared Frederici, Young Professionals Segment Owner, Columbus Chapter, and Senior Consultant, The Poirier Group

Developed and Offered through IISE by Chapter #1 and developed cooperatively with the Industry Advisory Board and the Young Professionals Group

Agenda

12:00	Tee Up: Carol Leblanc, IISE Conference Manager
12:05	Scott – Frame up the Webinar
12:10	Elizabeth —Survey Highlights and Habits 3--Mentoring & 4—Relationship Development in the Context of IAB's Mentoring and what the conference can do relationship wise
12:25	Jared D—Young Professional Offerings and Habits 1—Building your Brand & 5 and Positioning Yourself
12:40	Jared F—Habits 2 Thought Leadership, 6 T-Model Development and 7 Trust Management
12:55	Q&A time permitting

ISE and IISE for Life—how IISE supports you for your entire Career…..

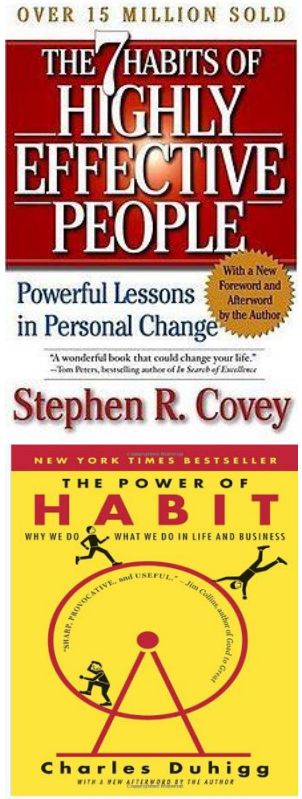


You can get involved in Societies, Divisions and also 'Affinity Groups' like Young Professionals, Industry Advisory Board and the Council on Industrial and Systems Engineering

Key Points—Story Line

- SCOTT: **First we make our Habits and then our Habits make us**
- SCOTT: Covey's 7-Habits of Highly Effective people are foundational, there are **additional habits Young Professionals need to develop to ensure Career Success**
- SCOTT: **You want help with these next 7 Habits:** the Industry Advisory Board has completed a survey of IISE Young Professionals and the findings support the need for the Second 7 Habits for Highly Successful Young Professionals
- SCOTT: IISE has a number of 'services' that members can and should take advantage of to grow and develop these next set of 7 Habits—how **you can take advantage of IISE to accelerate career success**
- JARED D: **Developing your "Brand" and and improve how you are positioned for more success**, Tips from the President of the Young Professionals Group
- JARED F: **Build your Credibility Index:** Developing your T-Model and Managing Trust is the focus of Tips from Jared Frederici of the Poirier Group.
- SCOTT/ALL: **What's your Plan** to continue to develop ALL of the habits of Highly Successful Young Professionals?

The Next 7 Habits of Highly Effective Young Professionals



1. Pick and Use Great Mentors
2. Build Relationships
3. Manage your Brand
4. Toot your own Horn
5. Develop Curiosity and T-Shaped Mastery
6. Establish Thought Leadership
7. Build and Sustain Trust

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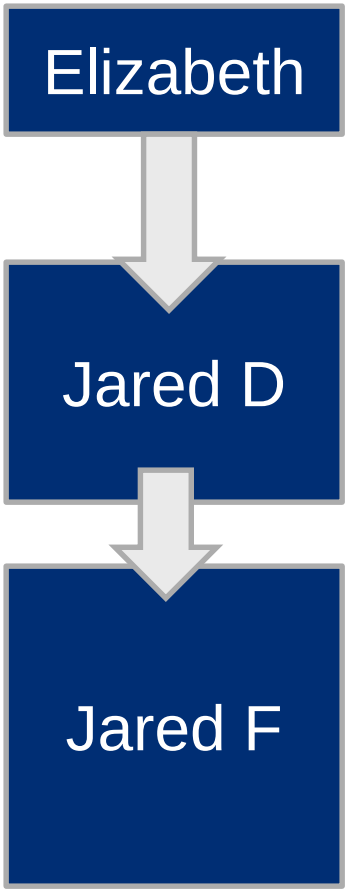
Adapted from Benjamin Loh's Linkedin Post of 8 April, 2014.
https://www.linkedin.com/pulse/20140408051527-47618221-5-great-habits-of-successful-young-professionals-that-you-need-to-develop

Our Version of The Next 7-Habits of Highly Effective Young Professionals

1. Seek Mentorship (seek to keep—finding and keeping the best mentors)
2. Build Relationships, get out there and network, Linkedin, IISE, local/virtual Chapters, etc..
3. take charge of your brand and an aggressive personal and profession plan for continued development—don't stop learning and growing!! (Plan, Ship, Iterate—just like how start-ups do it) *Reid Hoffman, The Start up and You.*
4. Be Visible and Seen for your Merits and Value Contributions
5. Develop Curiosity and T-Shaped Mastery—don't stop developing
6. Establish Thought Leadership, develop the ability to have a point of view and Build your Credibility Index
7. Build and Sustain Trust—learn how to tap into the Speed of Trust and accelerate benefits realization and become a 'go to' person

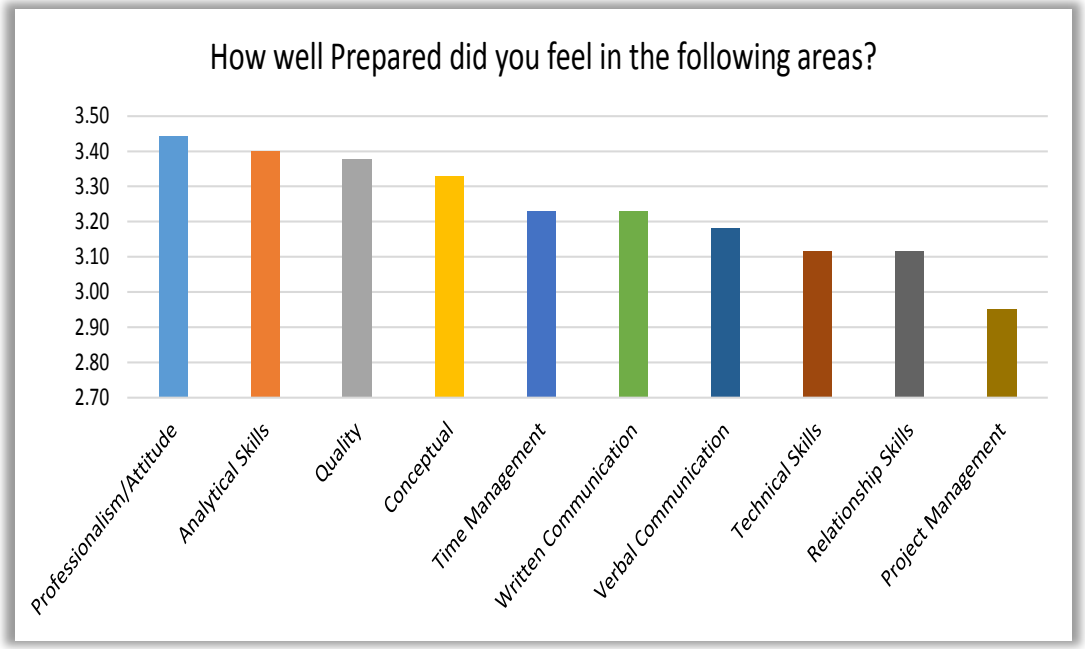


Elizabeth – Industry Advisory Board Leadership Team

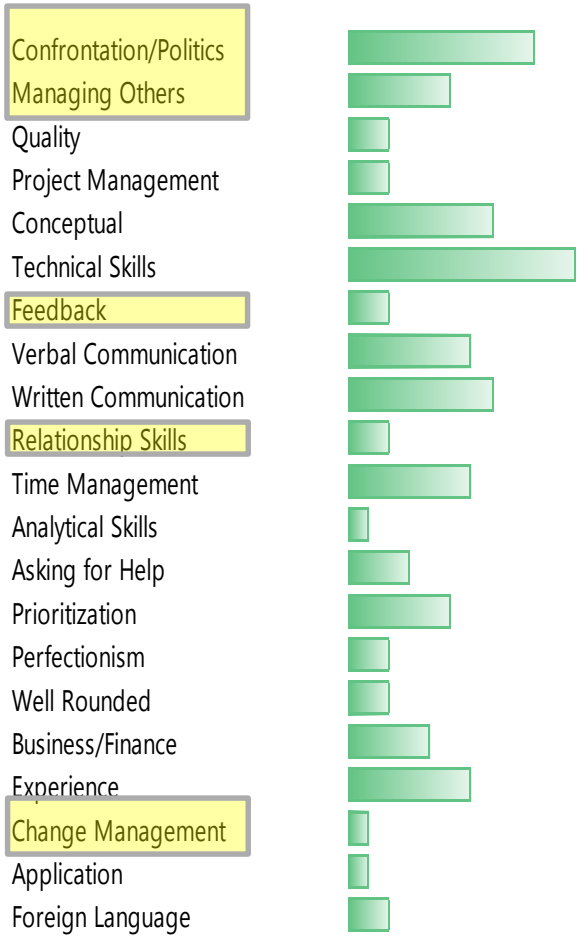
- Key takeaways from IAB/Young Professionals Survey
- IISE/IAB/YP Support for Habits 1 (Seek Mentorship) and 2 (Develop Relationships)

Key Takeaways from IAB/YP Survey: Perceived Weaknesses out of School

IAB/YP surveyed over 70 IISE young professionals throughout the country.

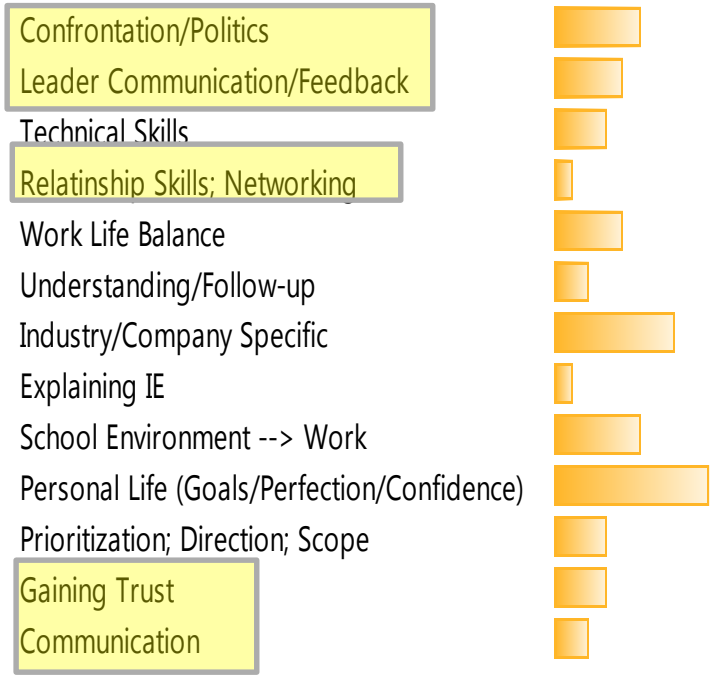


Biggest Weaknesses out of School



Key Takeaways from IAB/YP Survey—Biggest Challenges to Overcome early out

Biggest Challenges to Overcome



Benefits and takeaways – Internships and Co-op Rotations

- Real world application of skills learned in class
- Learning to communicate with and gain trust of others, especially from different backgrounds
- Building relationships and learning to work as a team
- How to get things done
- Soft Skills
- Importance of continuing to learn throughout your career and in settings other than the classroom

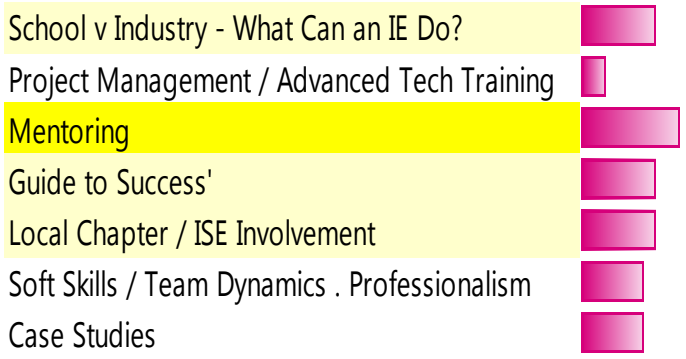
You Said… We're Listening

1. Habit 1 - Mentoring
   - Began mentorship program in 2016 for Young Professionals and Industry Members

2. Habit 2 - Develop Relationships
   - Sponsor IAB/YP Networking Event at Annual Conference
   - Encourage YP participation in IAB initiatives and webinar offerings

3. Initiatives in the works
   - Develop 'Top 10' Guides to success on a few of the top challenges or weakness by interviewing IAB members
   - 30 second commercials on case studies to talk about 'What an IE Can do?'

What YPs are Looking for from IISE



Jared D – President of IISE Young Professionals Group

- Habit 3 - Developing your Brand

- Habit 4 - Managing your ‘visibility’, positioning yourself for more success

Habit 3 - Developing your Brand

Why develop a personal brand? Personal branding is the art of building a unique brand around yourself as an individual. This brand is the reputation and signature for which you as an individual are known and trusted for.

Steps for Developing a Strong Personal Brand:

- Be authentic to yourself
- Think of yourself as a brand
- Brainstorm ways to continuously deliver value
- Associate yourself with other strong brands
- Remain a student

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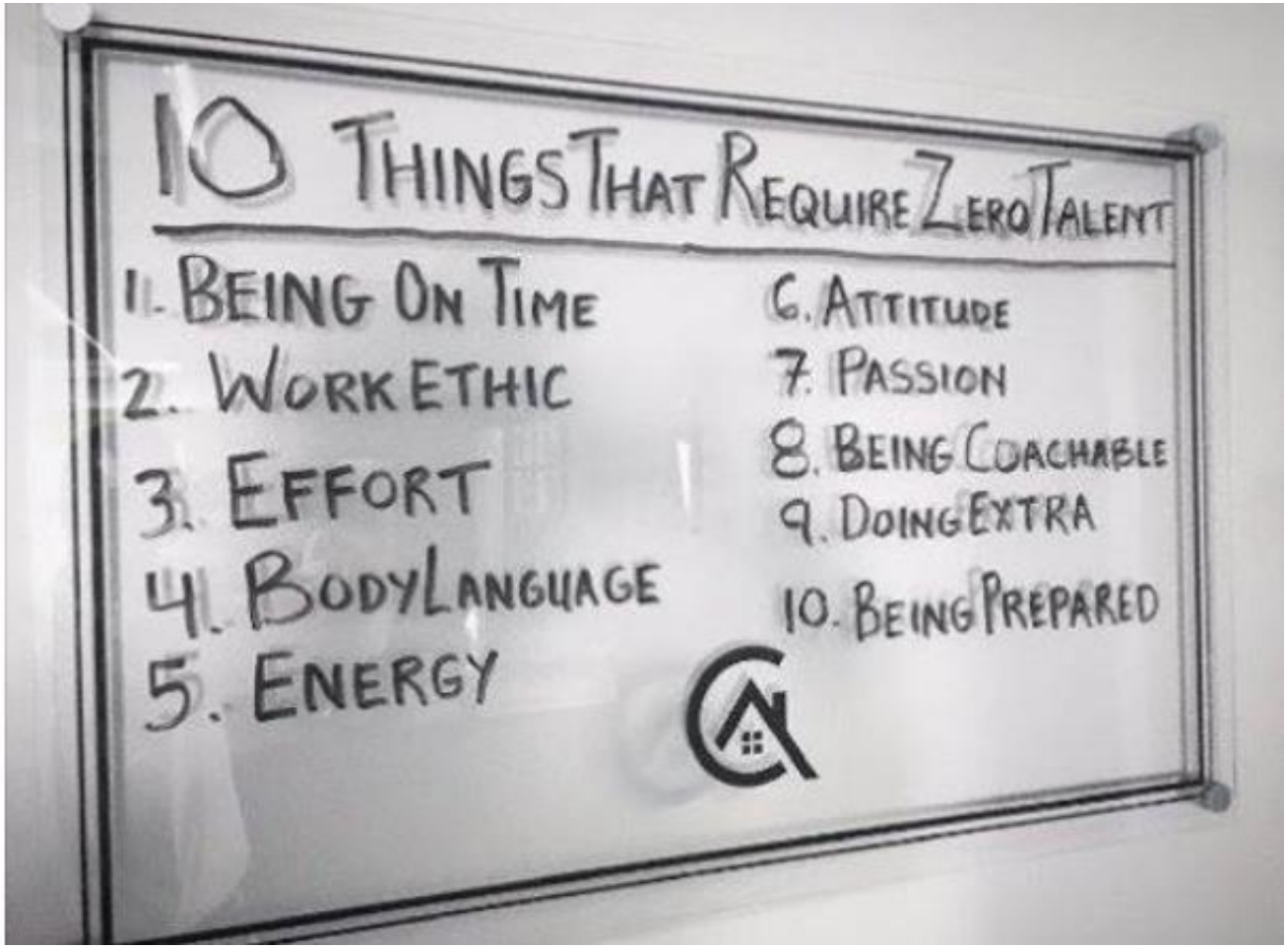
Brand Foundations



Habit 4 - Managing your 'visibility', positioning yourself for more success

What is visibility? Visibility is about ensuring you are known and seen for the right reason. We as individuals need to be comfortable being seen for who we are and what we're capable of.

Steps for Developing a Strong Personal Brand:

- Do a self-audit of your achievements and mistakes quarterly
- Find an accountability and acknowledgement partner
- Be conscious about how you talk about yourself

If you don't blow your own horn somebody might use it as a spittoon - ***But do it humbly and tastefully or it will backfire on you***

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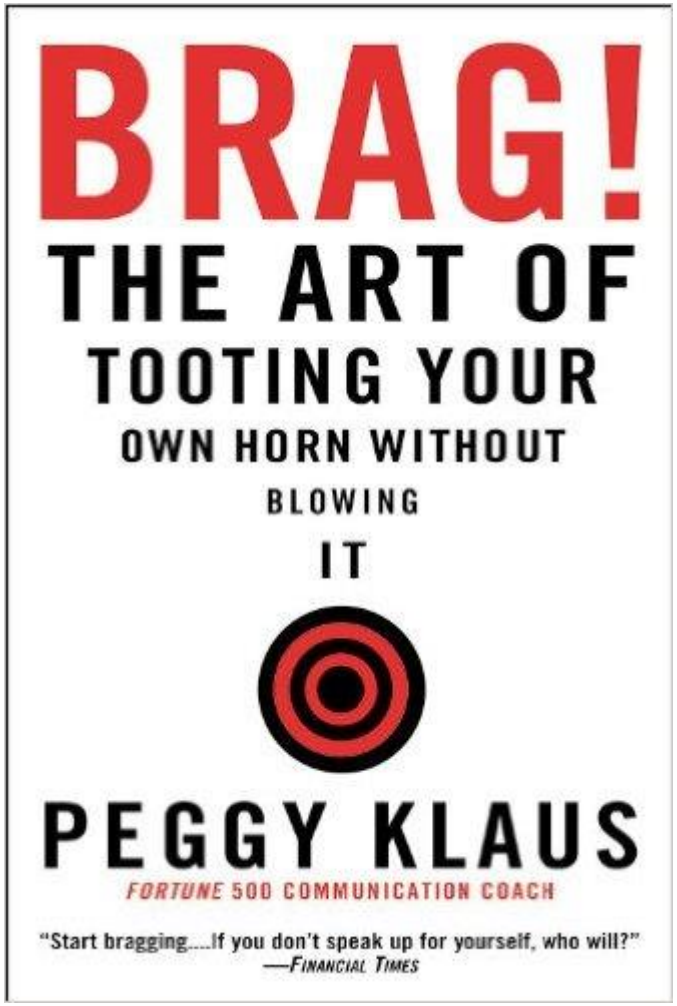
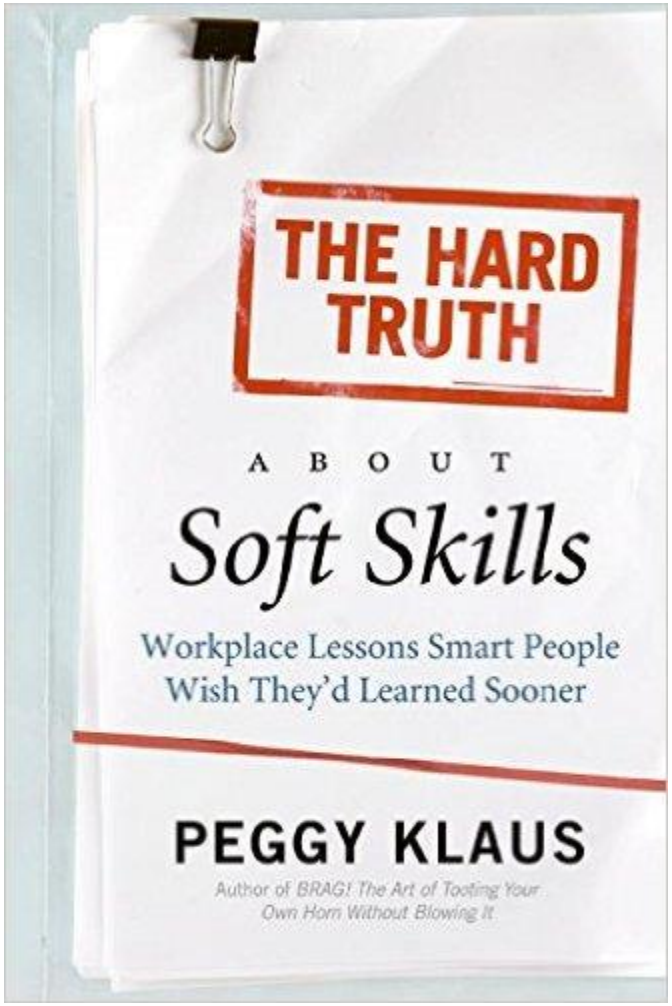
Some interesting references for you…





IISE Young Professionals Help Members Develop Their Personal Brands & Manage Visibility

About Us:

The IISE's Young Professional Group was established to identify the needs of members who are ages 35 and younger.

Vision Statement

To be the premier organization that unites and accelerates the progress of young professionals globally as a catalyst to promote the Industrial and Systems Engineering profession for the future.

Mission Statement:

IIE Young Professionals is a group of global young professional members that aim to strengthen their relationship with the Industrial and Systems Engineering body at large. We create personal and professional growth opportunities including leadership development and network building. In addition, we support the transition to the professional community by integrating with the Industrial and Systems Engineering society.

IISE YP Member Benefits

Getting Involved – Volunteering

The IISE Young Professionals have a number of leadership positions available for 2017-2019. In these positions you have the ability to develop your own brand of leadership. If interested in volunteering with the IISE Young Professionals please contact Jared Dunlap; jared.n.dunlap@gmail.com

Networking

In conjunction with the Industry Advisory Board (IAB), the IISE Young Professionals sponsor a networking event at the annual conference that provides opportunities for YP's to network with veteran IE's from industry or fellow young professionals.

Mentoring

The IISE Young Professionals have partnered with IISE, the IAB, and SEMS to offer mentoring opportunities for members to take advantage of. These programs allow members to be paired with someone with similar career interests that can offer guidance and career advice.

Jared F – Local Chapter #1 Board, Great Lakes Regional VP

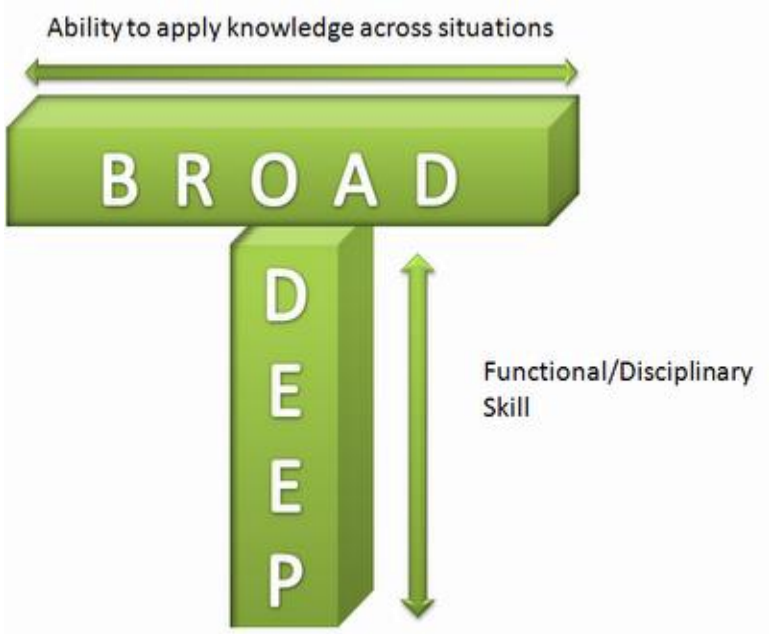
- Habit 5: The “T-Model”
- Habit 6: Thought Leadership
- Habit 7: Speed of Trust and the “Trust Bank”

T-Shaped Business Professionals

Apply Knowledge and Skill across situations

- Work to have broad enterprise knowledge, but deep functional knowledge
- Don't necessarily have to be a consultant
- Bimbo bakeries example (QFD, 3rd shift)

Continue to Develop Functional/ Disciplinary Knowledge and Skill



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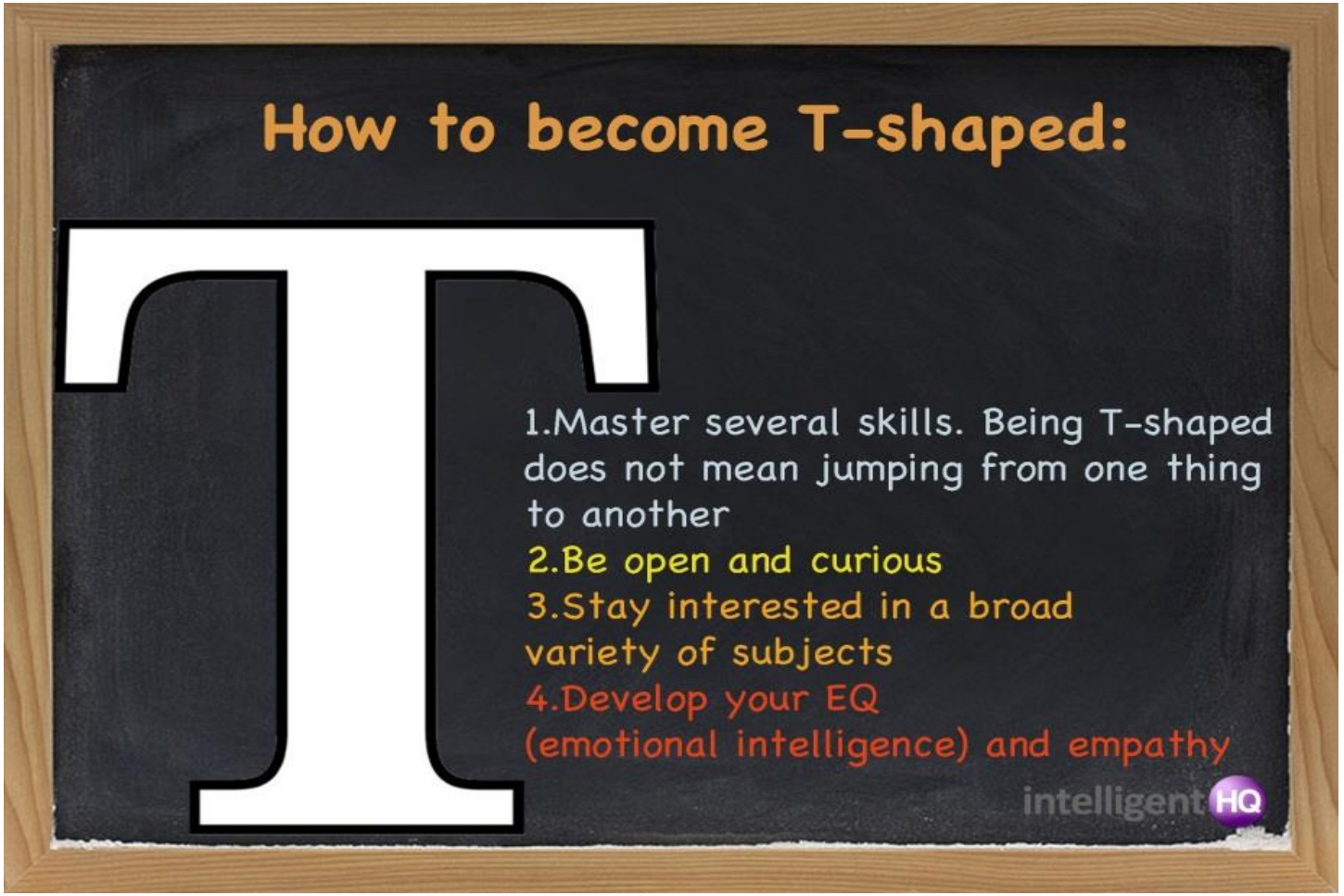
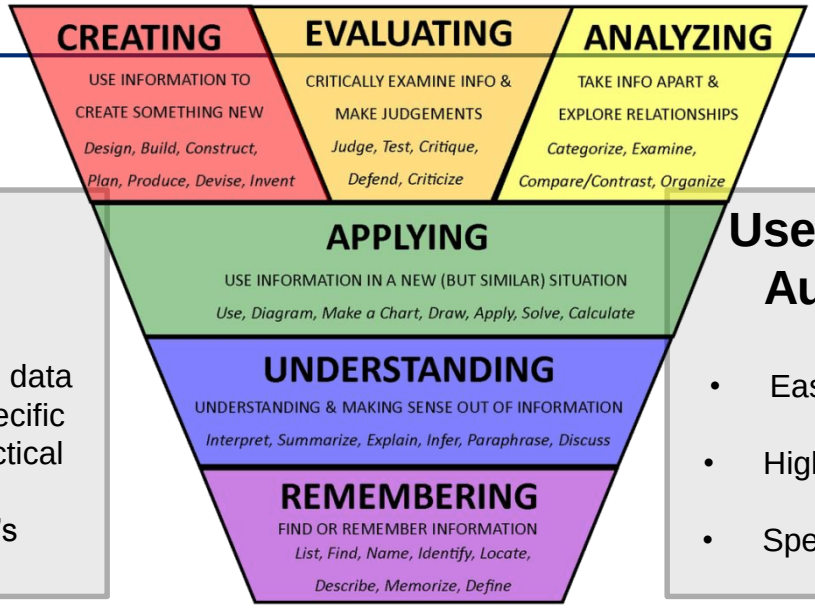
How to….



Thought Leadership—Credibility



Unique, Informed Perspective

- Immersed in industry trends and data
- Experienced in one or many specific industries (at a strategic and tactical level)
- Provocative thinking (Bloom's taxonomy level 4-5)

Useful and Relevant to Audience/Use-Case

- Easy to consume, well spoken with clear and coherent though
- High usability and utility (rather than strategic and blue-sky)
- Speaks to the use-cases day-to-day reality

Connected to the Value Exchange

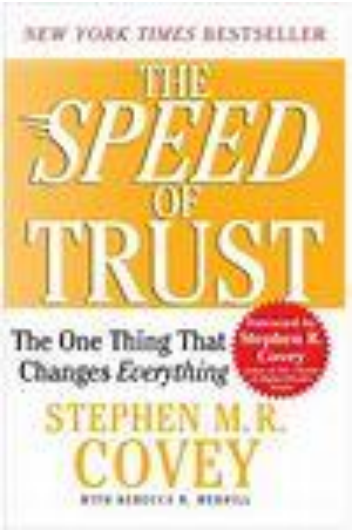
- Constantly connected to the exchange of value between stakeholders
- Complete understanding of the definition of "value" according to various internal and external customers

Deep and Intrinsic Connection to Data and Analytics

- Less reliance on "gut feel" and the "art of business" – deeply connected to the data that creates the backbone of an industry
- Constantly striving for better decisions via better information, via better data

Speed of Trust and the "Trust Bank"

- Self
- Relationship
- Organizational
- Market
- Societal



- Agreement Mgmt.
- Turnaround Example in St. Louis

- The "Trust Account"

Learn more about How to Build your Believability Index in our March Webinar!!

Believability = Trust + Credibility

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Key Points

- SCOTT: First we make our Habits and then our Habits make us— **Take ownership of growing and strengthening your Habits!!**
- SCOTT: Covey's 7-Habits of Highly Effective people are foundational, there are additional habits Young Professionals need to develop to ensure Career Success— **Adopt all 14 HABITS**
- ELIZABTH: the Industry Advisory Board has completed a survey of IISE Young Professionals and the findings support the need for the Second 7 Habits for Highly Successful Young Professionals— **We Listen and we understand what you need to continue to succeed—take full advantage of IISE!!**
- ELIZABETH: IISE has a number of 'services' that members can and should take advantage of to grow and develop these next set of 7 Habits—Elizabeth Schweizer will highlight how you can take advantage of these— **Come to Pittsburgh and meet peer professionals and sign up for the Mentoring Offering**
- JARED D: Developing your "Brand" and then Positioning you and your Brand—Tips from the President of the Young Professionals Group— **Proactively work on who you want to be and position yourself for even more success.**
- JARED F: Developing your T-Model and Managing Trust is the focus of Tips from Jared Frederici of the Poirier Group.— **Grow your Believability Index by growing Credibility and Trust!!**

What's your Plan to continue to develop ALL of the habits of Highly Successful Young Professionals? Take Advantage of all that IISE has to offer!!

Upcoming Lunch and Learn Webinars from Chapter #1 (Eastern Ohio and Virtual Chapter for IISE)

18 October –Annual All Ohio IISE Dinner Meeting

5 Great TED Talks on Timely Topics—DON'T MISS!!

Upcoming Lunch and Learn Webinars:

- **21 March** —Bob Gold w/Scott Sink, ***Mastering the Science and Art of Persuasion***—*(more on Building your Brand and How to Sell yourself and Innovations and how to grow your Believability Index)*
- *CHECK out our June ISE Magazine article that captures our key points from the March Webinar*

- **12 September—**Steve Savoie, Manager IE, GM and Joan Tafoya, Sr. Principle Engineer, Intel, ***Mastering the Transition from Engineer (Young Professional) to Leader/Manager (Mid-Career)***

- **14 November—**Rick Wilkinson, Sr. Director, Engineering Svc's, Dollar Tree and Jim Tompkins, President, Tompkins and Associates, ***Evolving Role of ISE in Supply Chain and Logistics (Micro and Macro Views)***

- ***7 December—***Jared Frederici, The Poirier Group and Scott Sink, ISE at OSU. ***Operational Analytics: case studies demonstrating how to build improved Measurement and Analysis Systems to support Integrated LeanSigma/Process Improvement Projects.***