



# RISING TO THE CHALLENGE

**Grow Your Talent with Modern Career Planning**

**Edward Chiang**  
**(My Career Assist, a WMEP Partner)**

# Agenda

## How can MCP transform Your organization's talent pool?

- ❖ My Career Assist and what we do
- ❖ What is modern career planning and
- ❖ how does “career planning” impact an organization’s workforce strategy?
- ❖ Discussion and Debate
- ❖ Takeaways

# My Career Assist:

- **Vision:** to transform organizations, businesses, and academic institutions into effective “talent factories”
- **Mission:**
  - Deliver a robust process that ties workforce planning to professional development
  - Train and empower leaders to drive empathetic development of teams
  - Empower employees to drive their own professional development and improve their productivity and performance



**Edward Chiang**  
Certified Career Development Facilitator  
Leadership and Productivity Coach

# Output of Modern Career Planning



## My Brand

### Preferences (MBTI - ENTJ)

- Decisive
- Expressive, Candid
- Process Oriented
- Inconsiderate
- Focuses on long term gains

### Values

- Relationships
- Making a Difference
- Service to Others
- Family
- Purpose

### Strengths

- Restorative
- Context
- Positivity
- Arranger
- Communication

### Interests/Passions

- Travel
- Cooking (eating)
- Home Improvement
- Running, Swimming
- History, Culture, Religion

## Career Goal

To deliver modern career planning worldwide to organizations, businesses, and academic institutions

## Learning and Development

Current Role: Global Career Development Consultant

- ☐ Design corporate learning and development strategies
- ☐ Support the creation of corporate and organizational talent strategies
- ☐ Deploy career programs in multinational corporations

Additional Development Opportunities

- ☐ Business Development in HR and Learning/Development
- ☐ Writing and Original Content Creation (articles, books)
- ☐ Digital Marketing
- ☐ Podcasting

## My Board of Advisors

Katrina Lewis:  
HR, Careers



Francis Kim:  
Leadership



James Beaty  
Engineering,  
Development



Ray Stuart  
Technology,  
Small Business



# Modern Career Planning Impact

- ❖ Claim: organizational success requires alignment of needs (employer & employees)
- ❖ MyCA position: building trust requires
  - transparency (courage to share)
  - empathy (perspective, awareness)
  - commitment
- ❖ Outcomes:
  - better alignment (needs)
  - improved performance, productivity, and partnerships
  - manager integration into workforce planning
  - talent strategy focused on skills, capabilities

# Relationship of MCP and Corporate Talent Strategy

- ❖ Contents of workforce career strategies serves as a robust (and risk adjusted) talent pipeline
- ❖ Performance, Succession and L&D functions are tied to acquisition and development of **technical and leadership skills**



- ❖ Workforce planning and recruiting connected with individuals **personal/professional identity** and their career aspirations
- ❖ Career development programs would compliment corporate mentoring programs to ensure retention and growth



# Traditional vs. Modern Career Planning Strategies

## Traditional Career Planning

Become Domain  
Expert

“Who” You  
Know

Career  
Roadmaps

Eye Catching  
Resume

Interview Skills



## Modern Career Planning

Develop skills,  
capabilities

Advisors

Professional  
Development  
Plans

Their Identity

Partner with  
Employers

# Traditional vs. Modern Career Planning



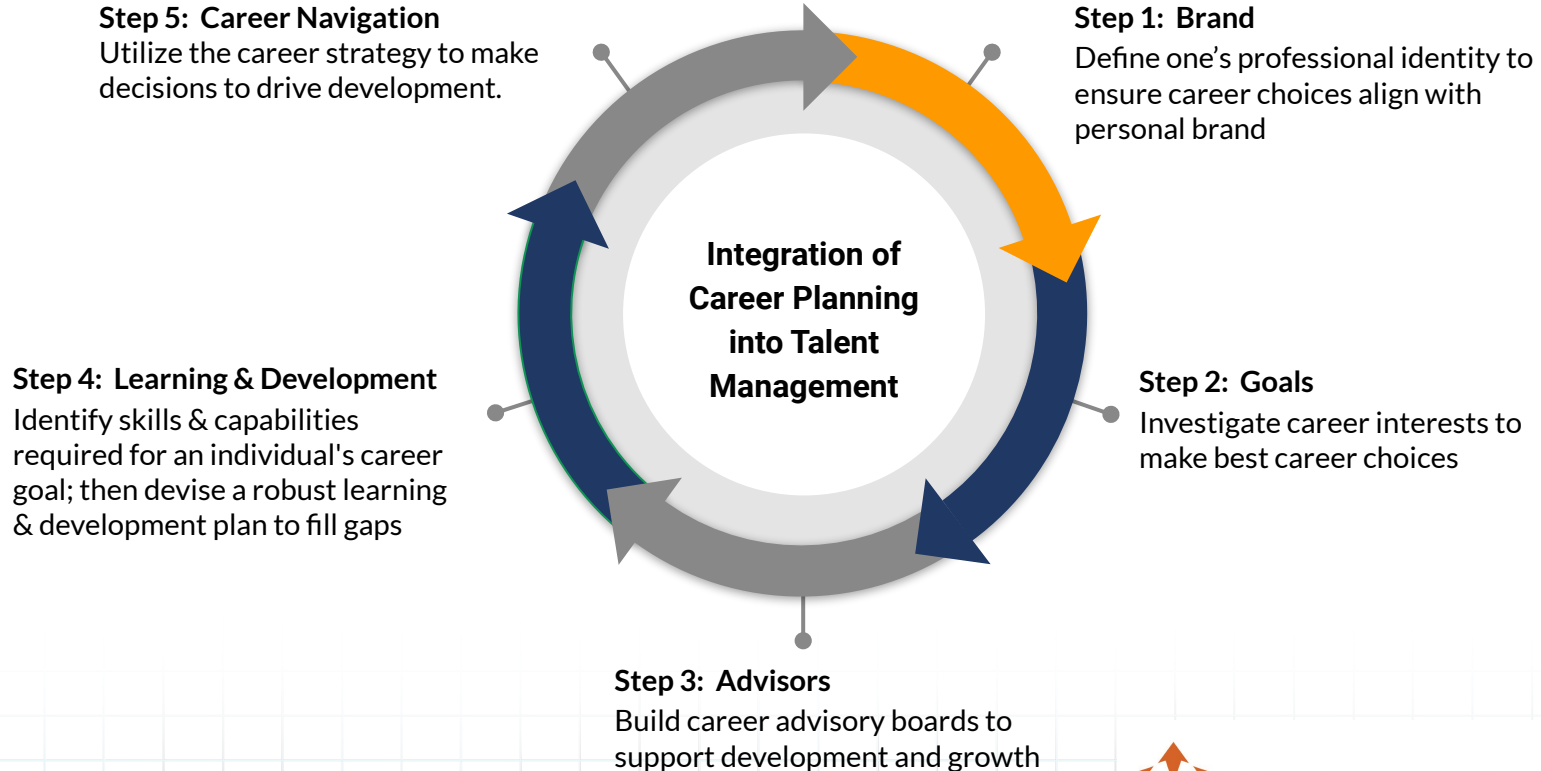
Ladders & Roadmaps



Development Strategies



# Our Career Planning Framework



**My Career Assist**

# “Professional Development” according to MCP

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**Knowledge:**  
Information



**Experience:**  
Applying  
knowledge  
to your  
work



**Skills & Capability**

**Experiences that  
drive positive,  
reproducible  
outcomes**

“Evaluating employees and new hires based on their skill sets instead of their work history can help level the playing field — and help companies realize the talent they already have.”

Ryan Roslansky (CEO, LinkedIn); [Article](#)



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Leadership and Productivity Coach*



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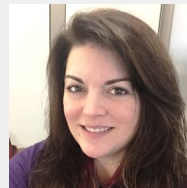
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# Sample Engagement with My Career Assist (OFB)

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1. Established program goals and scope (career development)
2. Defined management responsibilities (sponsorship, communication)
3. Execute pilot (workshop for 33 employees (IC, managers, directors))
4. Monitor control plan (for one fiscal quarter post workshop)
  - a. IC: generate strategies, complete career chat with supv, execute 2+ development activities, conduct 2+ informational interviews
  - b. Managers, directors: hold career chats with reports, update prof. development plans with team, identify 1+ candidate for workshop
5. Identify succession candidates (ready now, emerging leaders)
6. Deploy career planning workshop (to drive capability development)
7. Career counseling (1 x 1) with program participants
8. Quality Control (3-6 months post workshop)

## Impact of MCP

### Impact of “modern” career planning (MCP) in workforce development...

- ❖ transparency, empathy, and alignment (TEA)
  - Needs of the individual
  - Needs of the organization or business
- ❖ capabilities, competency data for talent
- ❖ process to continuously build enhanced talent
- ❖ improved performance, productivity, and partnerships!

# Next Steps?

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1. Visit [www.mycareerassist.com](http://www.mycareerassist.com) (read and reflect)
2. Visit [www.wmep.org/services/talent-culture/](http://www.wmep.org/services/talent-culture/) (Info and Content)
3. Contact Carol Crawford or Ed Chiang (If interested in engaging)
  - a. [ccrawford@wmep.org](mailto:ccrawford@wmep.org) (WMEP)
  - b. [echiang@mycareerassist.com](mailto:echiang@mycareerassist.com) (My Career Assist)

# Thank You for Participating

**Please complete the brief session survey to provide feedback to the presenter(s)  
and input to future editions of Manufacturing Matters!**



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Edward Chiang  
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