NAME OF COMPONENT: Boston Society of Architects (BSA) Emerging Professionals Network (EPNet)

COMPONENT SIZE: 1685

POINT OF CONTACT: Patricia Olshan / BSA

PROGRAM TITLE: Moving from “Emerging” to “Mid Career”

PROGRAM STYLE (presentation, panel, activity, etc): Panel discussion w/ curated questions from the audience followed by open Q&A

PROGRAM DURATION (60 minutes, half day, multiple day, etc): 90 minutes

PROGRAM CEUs (HSW or LU if applicable): N/A

PROVIDE A BRIEF DESCRIPTION OF THE PROGRAM:

From the invite description:

“Are you thinking about the future of your career but having trouble visualizing it? Does the path to Principal seem too long to plan for?

Join the Emerging Professionals Network (EPNet) to learn more about what the transition from “emerging” to “mid-career” professional might look like. A panel of mid-career professionals (those with 10-15 years of experience) will speak candidly about the steps they took to advance their positions, the challenges they faced, and the opportunities they created within their firms and their extracurricular activities.

Come prepared with questions to ask the moderated panel, and look forward to networking before and after the discussion.”

The Emerging Professionals Network hosted a panel of 3 “mid-career” professionals to share their experiences in the move from emerging professionals. We ask that each attendant submit a question in the RSVP so that the discussion can be curated, topics identified, and to allow the panel to review questions beforehand to better speak to the audience. The panel discussion lasts for the first hour with the last half hour being an open to the audience Q&A.
WHO IS THE INTENDED AUDIENCE (include size and demographic)

The intended audience is any emerging professional. New EP’s can hear about steps that helped others advance their career in a more recent time (eg. BIM, emerging technologies, etc.) to make judgements about how to best position themselves for a successful career, and later EP’s can learn and get advice for the immediate next step of their career and what to expect when moving into a managerial role.

HOW DOES YOUR PROGRAM ADDRESS THE CORE MEMBER SERVICE? (core member services are: Member Communications, Education, Advocacy, Public Outreach, Governance, Finance & Operations, and Membership)

This program addresses Education by providing an opportunity for EPs to learn about career paths that feel immediate to their progress. It also addresses the Membership by engaging mid-career professionals to share their experiences with emerging ones.

HOW (list the steps or process to implement this program, be as specific as possible. Provide sample agenda of applicable)

The panel questions are submitted by our audience when signing up to participate. Therefore, each of our EPNet panels are tailored to the attendees’ desired topics of discussion. Below (under Links) is the May 2019 panel discussion questionnaire that was followed when we first held this event, for reference. Note that these questions were submitted by the audience and curated by the EPNet into a cohesive framework.

WHAT ARE THE LEARNING OBJECTIVES? (provide sample learning objectives that can be used as is or slightly modified to cover program content)

Address the immediate career needs and goals of EPs; share experiences between mid-career professionals and how their growth ensued.
WHAT IS THE BUDGET? (include all costs including sponsors, grants, and other outside funding)

$150 for food and beverages

LINKS (resource website, file library, etc.)

May 2019 event page:
https://www.architects.org/events/1942/2019/05/07/epnet-presents-the-move-from-emerging-to-mid-career

May 2019 Panel Discussion Questions (see note on HOW response above):

Mid Career Panel Discussion Questions (5/7/2019)

Panelists
- Toni Loiacano, Senior Vice President at CannonDesign
- Jared Ramsdell, Associate at Toulokian Toulokian
- Emily Paparella, Vice-President at Elkus Manfredi

THE “MOMENT”

1. What was something that made you realize you needed to take control of the direction your career was going?
2. Looking back, did you think you’d end up in the position you are in today 15 years ago? If not, was there a critical moment when your expected path changed?
3. Of the choices you've made in advancing your career, which decision has been the most impactful?
4. Were there any people, places, or experiences that helped clarify your path that surprised you? Did you have help from unexpected places?
5. When you think of the best employees who have worked with or for you, what makes them stand out in your mind?

WORK/LIFE BALANCE

1. What has been one of the key strategies in growing and succeeding professionally, while starting or raising a family? What is some advice for a young professional who is trying to achieve a healthy work life balance, while succeeding in both areas?

REFLECTION/LESSONS LEARNED
1. What is your biggest regret on your path to moving your career forward?
2. What is one failure that you believe has had the greatest influence on your career? What did you learn from it?
3. What is something you wish you had done earlier in your career?

WORK/FIRM TYPE

1. What are some direct steps we can take to planning our future career when we don’t entirely know the direction we want to go?
2. How does the typical career path differ between a small, medium, and large sized firm?
3. How do you set yourself apart in a large firm?
4. How does the size of a firm impact your career growth? Do you have some advice for moving up in a smaller firm where there is already a plethora of Associates or Principals?

CAREER ADVANCEMENT

1. How do you create an opportunity for growth and development in a firm?
2. What are the various skills that emerging to mid-career architects should be aware of, focus and develop, that are essential for leadership positions?
3. How do you recommend navigating towards the architect path that you want to pursue? For example, getting on a path to designing when you are being pushed to PM? Is it more strategic to find a position at a new firm?
4. What are the cues to take into account when is the right time to switch jobs to advance your career?
5. What can you do if you're hitting the same or more goals as your coworkers, except they receive new titles and you have not? And your company isn't being proactively transparent about professional standards?
6. How do you make a case for salary/title adjustments?
7. How important is being licensed in this field compared to growth within a company? Is it something that most firms look and expect of senior employees?
8. How do you adjust to the shifting of your responsibilities going from a more directed, drafting side to a project management, directing-others side?
9. How do you compare your growth with other professionals with similar experiences/technical expertise?
10. How did you uniquely position yourself within your firm to advance?
11. What are steps an emerging professional can take within the structure of a firm to foster support for growth?