

What's your Career Map?

A Webinar Presented by YPG

Presented by:
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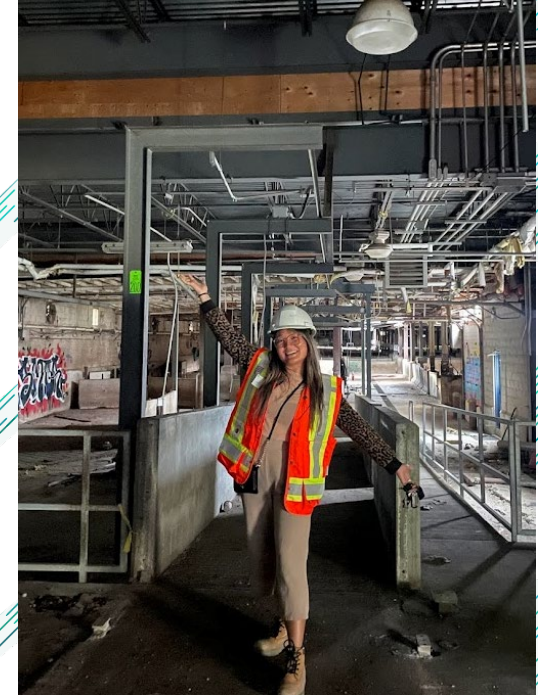
With YPG Co-Chairs
Chase Dube, University of Texas
Grant Kircher, Thermo Systems





Welcome

Hi.
I'm Kate.



My job is Vice President at Geosource Energy



**Geosource develops and builds
geo-exchange systems.**



Audience Question 1:

How confident in your career map are you today?



Jobs in District Energy



Manufacturer/Vendor

Controls and Sensors
Heat Pumps, Boilers, Chillers
Pipes, Valves, Auxiliary Equipment



Designer/Service Provider

Engineers and Consultants
Inspection Services
Installers



Owner/Operators

Universities
Corporate Entities
Public Private Partnerships



Audience Question 2:

What kind of job do you have?

- Manufacturer / Vendor
- Designer / Service Provider
- Owner / Operator
- Student

Audience Question 3:

What kind of role do you have?

- Individual Contributor
- Team Member
- Team Leader
- Director / Executive

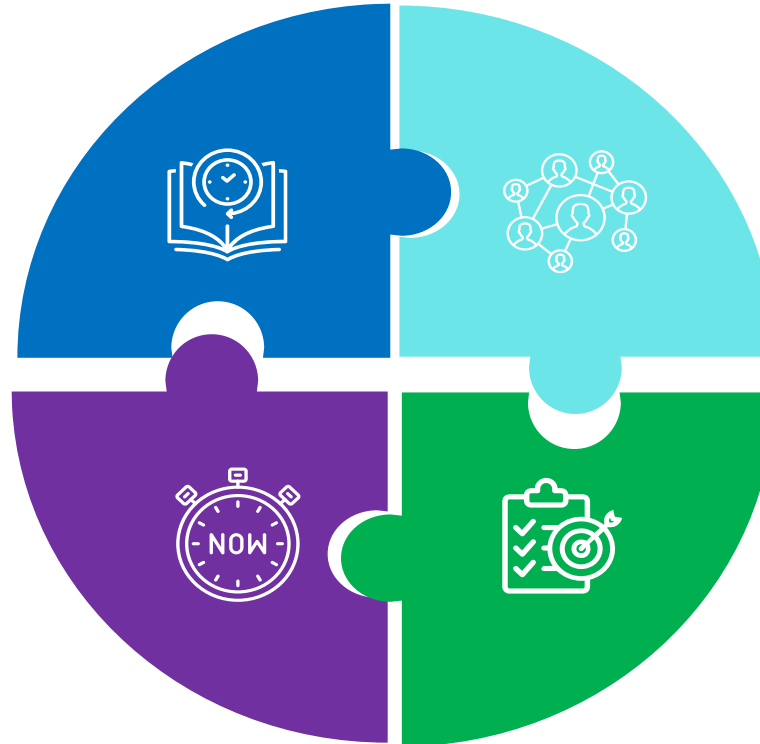
What makes up your Career Roadmap?

Past Experience

Education
Experience from previous roles
Transferable skillsets

Current Role

The Industry and the Role
that you currently have
The skillsets you are
currently developing



Network

Connections with other professionals
Participation in industry organizations
Mentorship
LinkedIn

Future Goals

Salary
Lifestyle
Area of expertise
Working environment

What do you want to be?

Individual Contributor Vs. People Leader

Do I want to be an expert in my craft? Or do I want to be a leader that plans and leads through others?

Individual Contributors	People Leaders
Complete tasks and projects within a specific domain of expertise	Guide, support, and manage a team
Focused on making informed decisions related to their specific projects	Focused on making decisions that benefit the team as a whole, allocate resources effectively, align team's efforts with organization goals
Usually no formal supervisory responsibilities of more than two staff	Leads a team typically 3+ staff, provides guidance, feedback, support to team members
Specialized knowledge, skills, and expertise in their specific areas, contributing high quality work and innovative solutions	Specialized knowledge and skills in leadership, team management, and creating an environment that fosters collaboration and productivity



Individual Contributors

- **Technical Expertise**
- **Problem Solving**
- **Time Management**
- **Independent work and focus**
- **Collaboration and Communication**

People Leaders

- **Strategic thinking**
- **Communication**
- **Influence and Emotional intelligence**
- **Coaching, mentoring, delegating**
- **Conflict Management**



Audience Question 4:

How did you get into your current role?

- College / University / Training program
- Pivot from a different industry
- Individual contributor to leadership
- Connection with someone in the industry



Networking – Why and How?

- Provides access to opportunities and information
- Enhances professional growth through relationships with people that can offer guidance, support, and insights
- Orgs like IDEA have programs like YPG for young / emerging professionals

Things to Remember

- All it takes is a conversation
- It's not always about work
- Pay It Forward!



Communication is Key

- All business is people business
- Most problems are rooted and can be solved through communication
- Developing your communication skills can help with your professional development
- There are many ways to develop better communication skills!

Panel Discussion – AMA with YPG Co-Chairs



Grant Kircher
Thermo Systems



Chase Dube
University of Texas

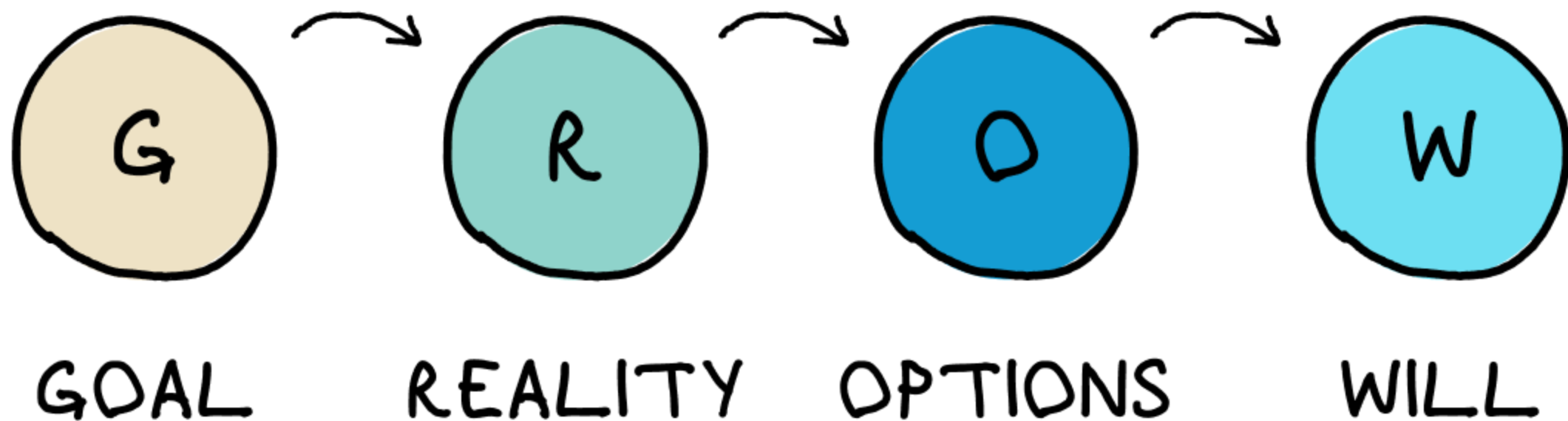




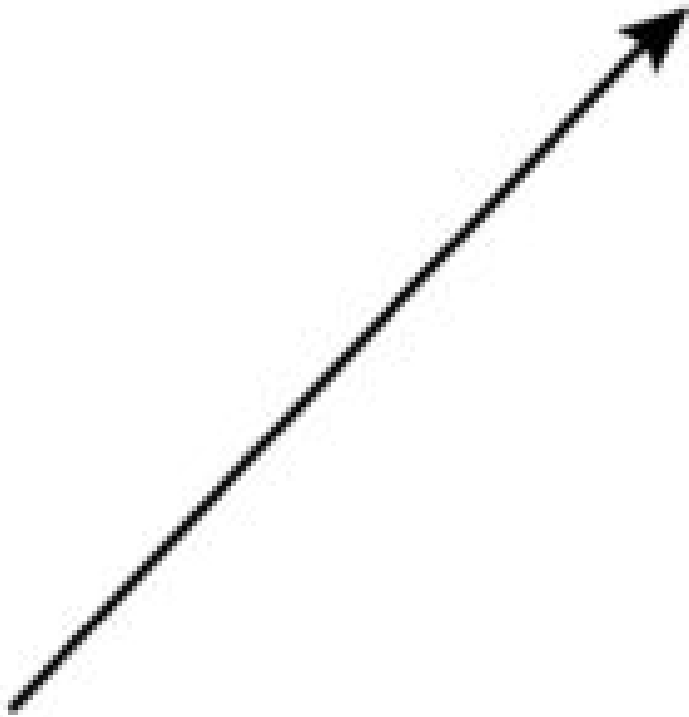




The GROW Model

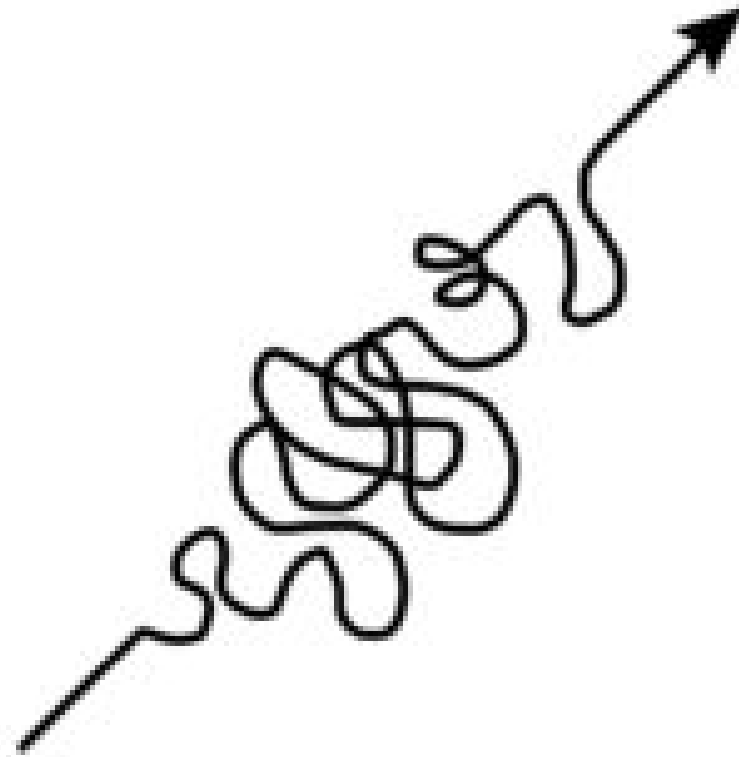


SUCCESS



what people think
it looks like

SUCCESS



what it really
looks like

IDEA Mentorship Program

- Help put together a mentorship program to broaden the network of YPGers
- Connect YPGers with mentors from different career paths in DE
- Provide opportunities for in person experiences with mentors at events and conferences

If you're interested: Fill out our Google Form!

