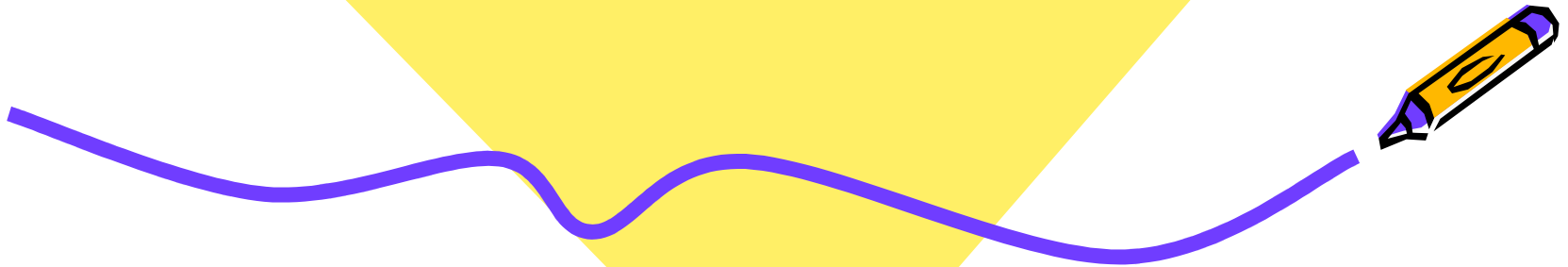
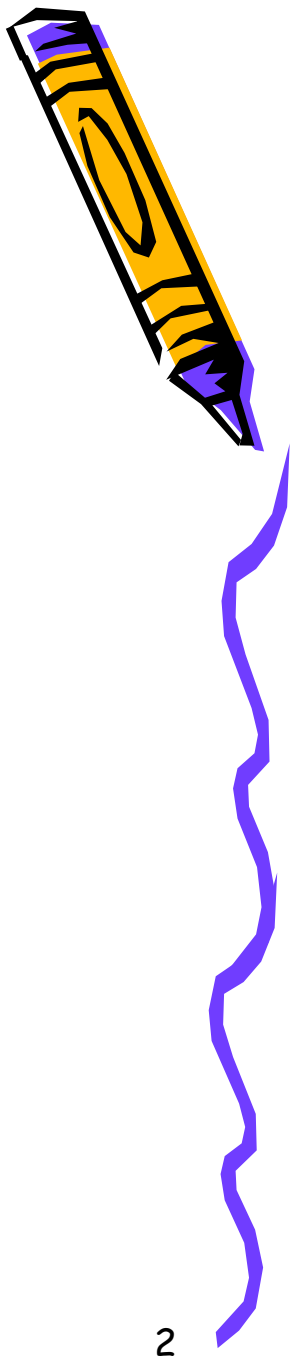
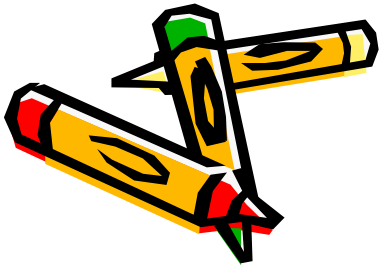




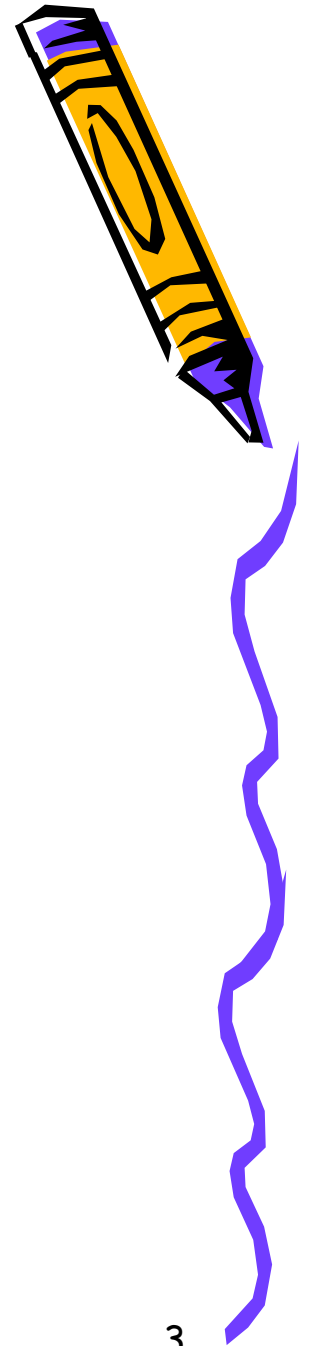
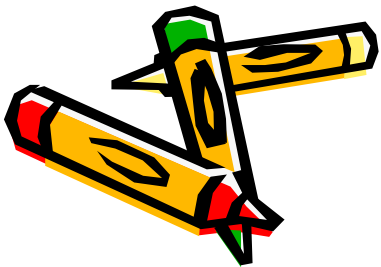
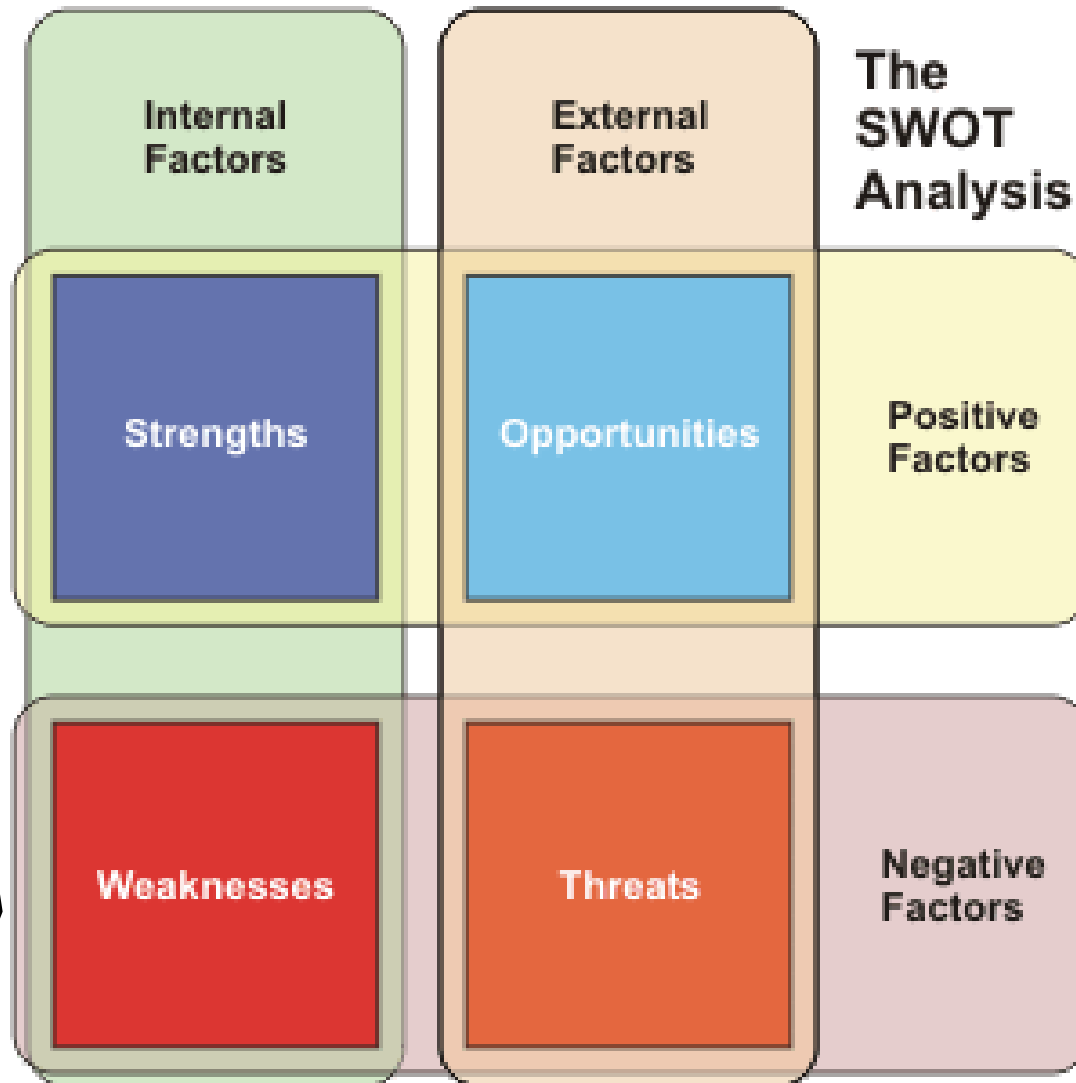
Careers in Organization Development

My Journey - Scott Span, MSOD

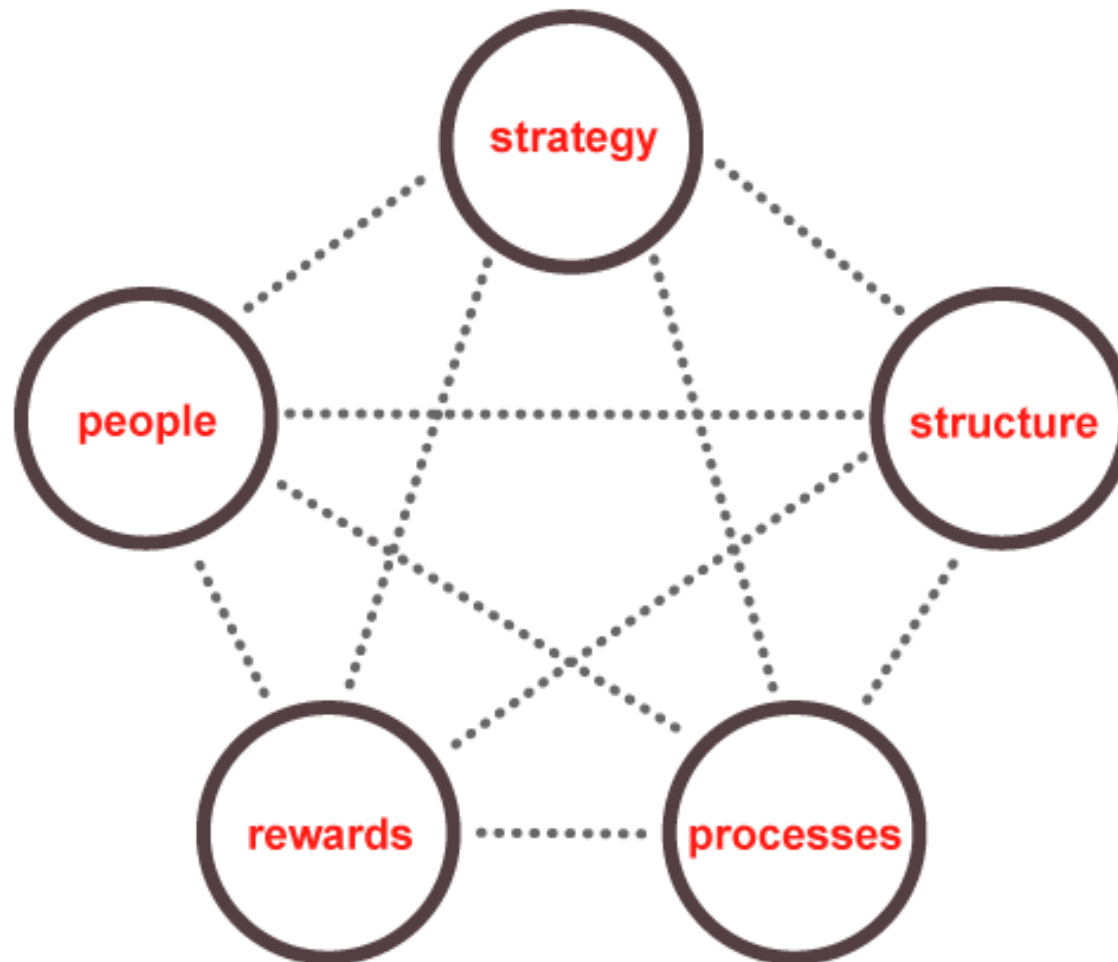




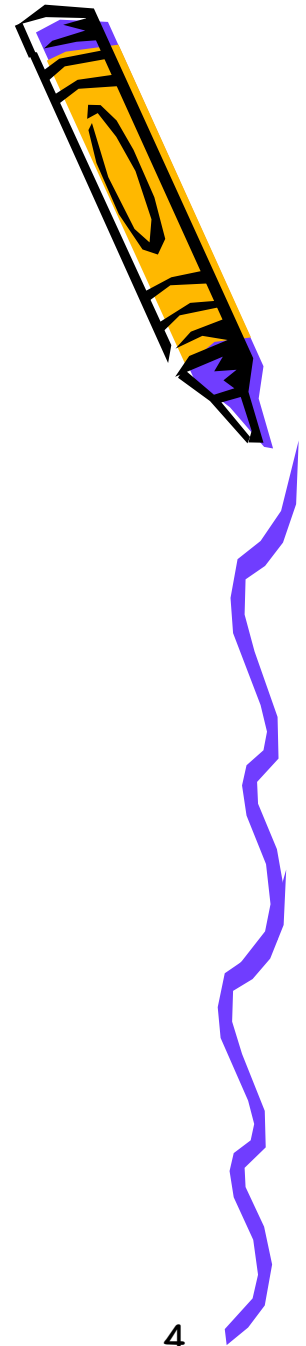
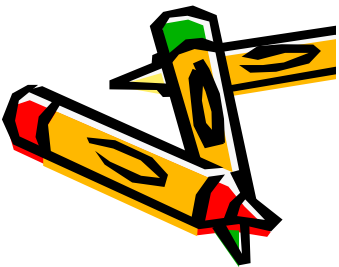
S.W.O.T



Star Model

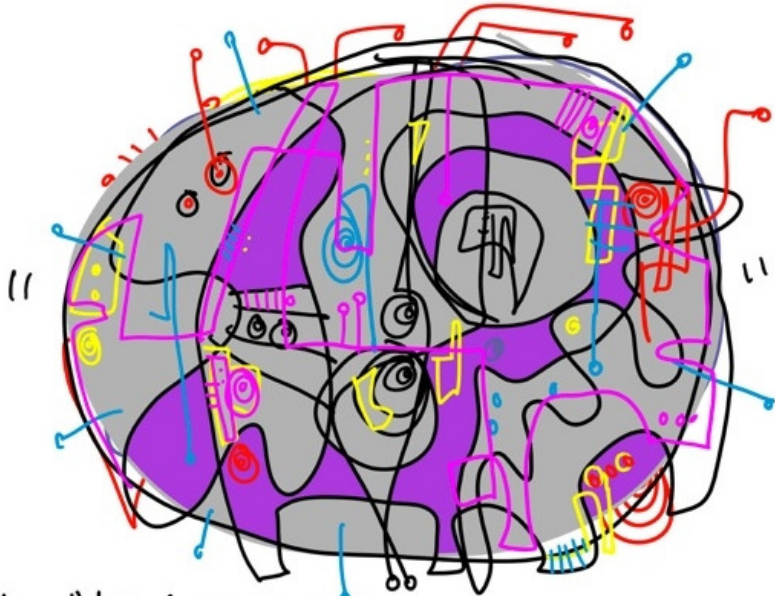
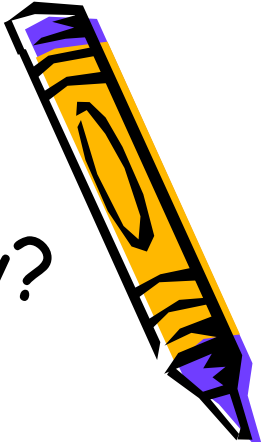


* Galbraith, Jay R. 1973



Who Do You Want To Be Professionally?

- Do you want to be in a support function, a delivery role, a design role or a combination?



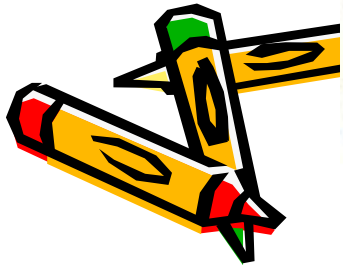
THE BRIDGE

a big ol' ball of creative mess....

hugh

Who Do You Want To Be Professionally?

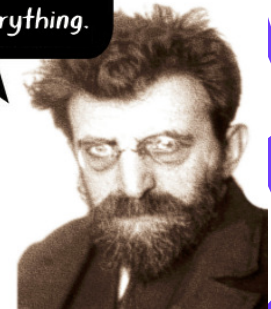
- Do you want to be known as a subject matter expert (SME) in specific areas of OD or be known as a generalist?



A specialist knows more and more about less and less until eventually he knows everything about nothing.



A generalist knows less and less about more and more until eventually he knows nothing about everything.



Who Do You Want To Be Professionally?

- Do you want to be a 'work alone' consultant or a 'collaborator?'



COLLABORATION

That's fine, as long as you get the credit.

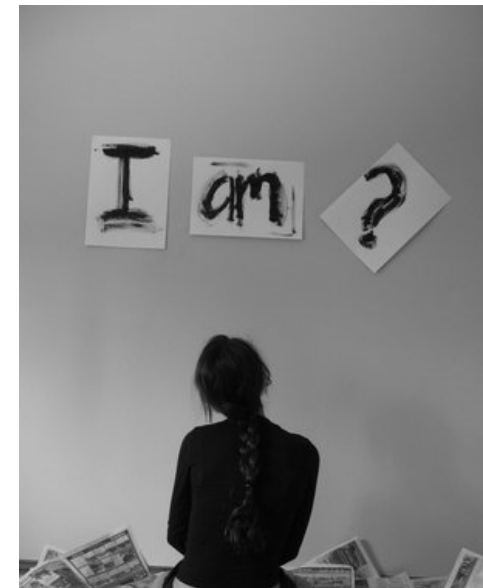


Who Do You Want To Be Professionally?

- Do you want to be known as 'you' or as a 'brand?'



Be yourself.
There is something
that you can do
better than any other.
Listen to the inward voice
and bravely obey that.
(Unknown)



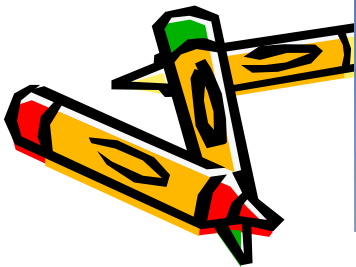
Who Do You Want To Be Professionally?

- Do you want to be a social justice crusader or a corporate practitioner?



Other Considerations In Starting Your Own OD Practice...

I SAY
NO



Lessons Learned In Starting My Own OD Practice...



Parting Thoughts...



**LIFE ISN'T ABOUT
FINDING YOURSELF.
LIFE IS ABOUT
CREATING
YOURSELF.**
(UNKNOWN)

i am still learning...
(michelangelo)

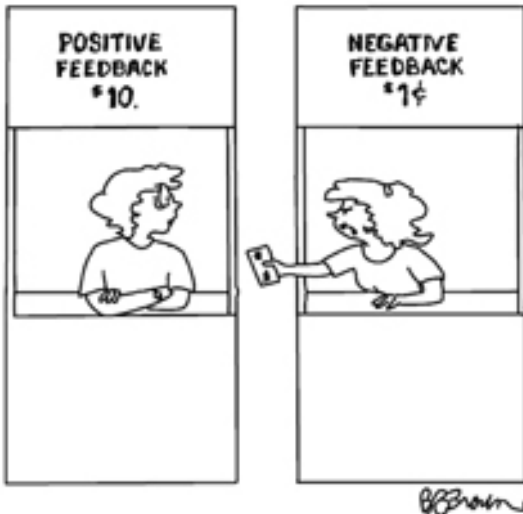
**trust
yourself.
you know
more than you
think you do.**
(dr. spock)





Q

What am I supposed to do with all of this information?



B. Brown

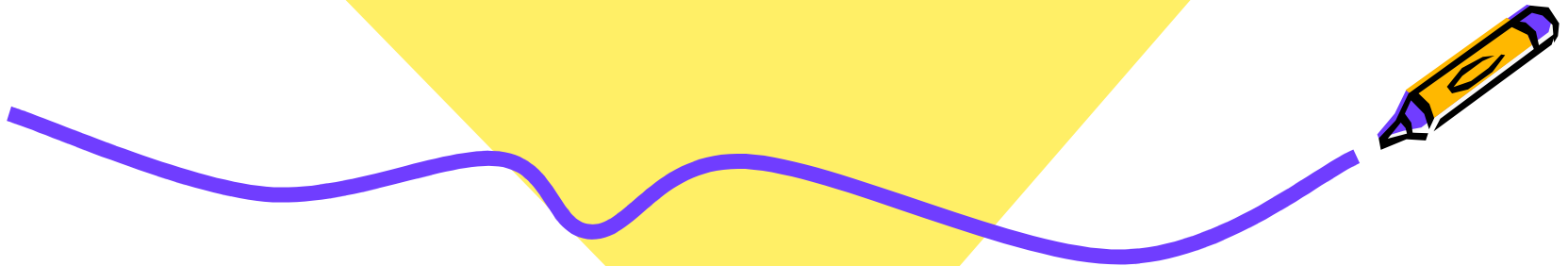
Scott Span, MSOD
www.tolerosolutions.com
Email: Scott.Span@tolerosolutions.com
Twitter: SSpanTolero





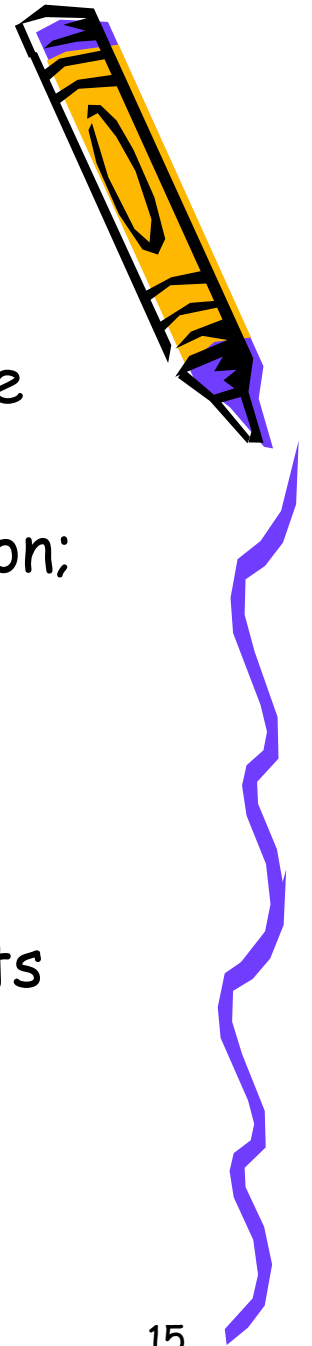
Careers in Organization Development

My Journey - Sunny Hester



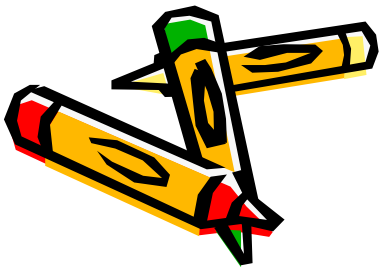
Sunny's Decision Points

- Translating "techspert" to Consultant - Finance and Accounting background
- Previous experiences already: mega-corporation; mid-size corporation; defense contractor; dot.com; non-profit; and 8A - process of elimination - public sector.
- Salary considerations
- Type of Work - leverage professional highlights while exercising new skills



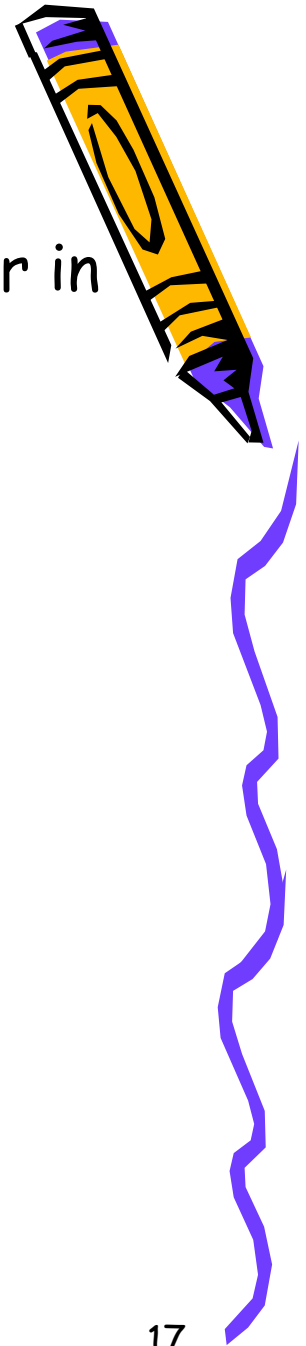
Keys to Success

- Network, network, network
- Don't throw away the past for the future and..
- "Don't let the past dictate who you will become in the future."
- Know Thyself - Trust Thyself
- Have models, methodologies and theories in your tool-box; but don't lead with them in your work.
- Be tenacious - Don't give up!



Public Sector Tips

- OD work can be program specific, strategic, or in response to an issue or change needed.
 - Strategic at the Department level
 - Specific at the Program level
 - In response to an uncovered area of needed improvement or violation
- Scan the environment:
 - Watch and read the federal news
 - What's happening on the Hill
- Scan your networks:
 - Join network groups - look for opportunities
 - Volunteer with other OD professionals

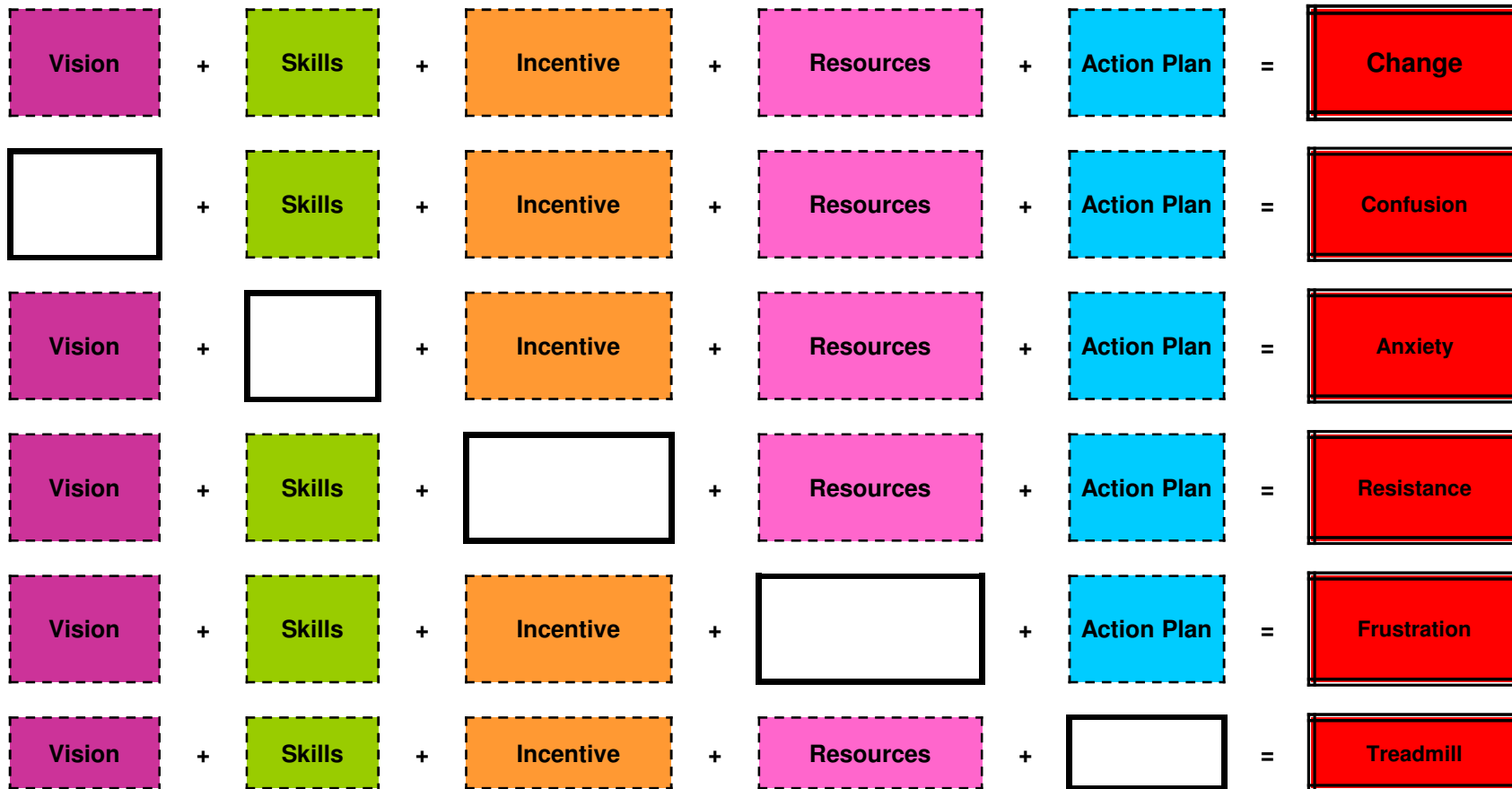


Public Sector Tips - Cont'd.

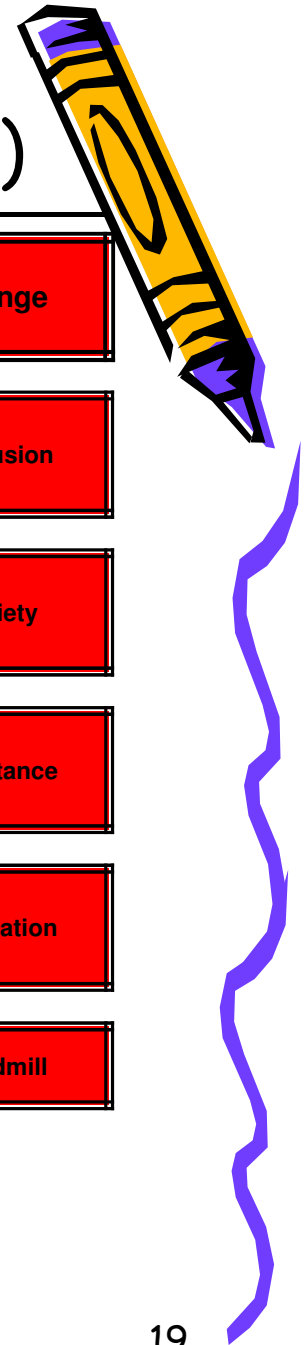
- Positions "hidden" within job series:
 - 0343 - Management and Program Analyst
 - 0201 - Human Resources Specialist
 - 0301 - General and Administrative
- As an internal, you may often be "an extra pair of hands."
- Classes available if you want continuing development: GS Graduate School (formerly USDA Graduate School); Management Concepts; The Capitol.Net; Learning Tree; Government Training Institute, etc., etc...



Factors in Managing Complex Change (Model)



Source: Creating an Inclusive School. Adapted by Knoster, Villa, and Thousand, ASCD, 1995



Closing - what are your questions?

