Career Development Advice for Network Engineers across the Pacific

Agenda

- Your IKIGAI, Values, and Career planning
- Vendor certifications
- Learning to be a team leader
- Transitions to management
- Should you do an MBA?
- Should you migrate to somewhere with more opportunity?

https://www.bluezones.com/documentary/

What Are Your Personal Values?

Altruism

Dependability

Integrity

Generosity

Courage

Gratitude

Well-being

Sustainability

Family

Self-respect

Adaptability

Uniqueness

Assertiveness

Support

Open-mindedness

Personal growth

Flexibility

Frugality

Improvement

Self-reliance

Career Planning

- Set SMART Goals
- Your Strengths
- Networking, no, the Other kind of networking!
  - Conferences
  - NOGs
  - Meet Ups
- Career Planning Workshops

Find a Mentor

S specific
- What do I want to accomplish?
- Why do I want to achieve this goal?
- Why is it important?
- Who is involved?
- Where is it taking place?
- Which requirements and constraints do I have to consider?

M measurable
- How will I measure my progress?
- How will I know if and when my goal is achieved?

A achievable
- How can I accomplish this goal?
- Is my goal realistic? Is it within my abilities?

R relevant
- Is this the right time?
- Is this worthwhile?
- Does it make sense?
- Am I the right person?
- Does this match our team's needs?

T time-bound
- How long do I have?
- What can I do today?
- Where should I be one month / three months / one year from now?

https://www.fingerprintforsuccess.com/blog/smart-goals

Vendor ~~Lock-ins~~ Certifications (1)

- Vendor certifications?
- Match your career goals.
- Some popular vendor certifications for network engineers include:
    - Cisco Certified Network Associate (CCNA)
    - Cisco Certified Network Professional (CCNP)
    - Juniper Networks Certified Professional (JNCIA)
    - Juniper Networks Certified Specialist (JNCIS)

Vendor ~~Lock-ins~~ Certifications (2)

Important skills vendors DO NOT teach/certify:

- Critical Thinking
- Creative Problem Solving
- Communication with Non-Techs
- Team Leadership
- Ability to (re)learn things quickly

Very much 80% of any Net Eng job you will ever have …
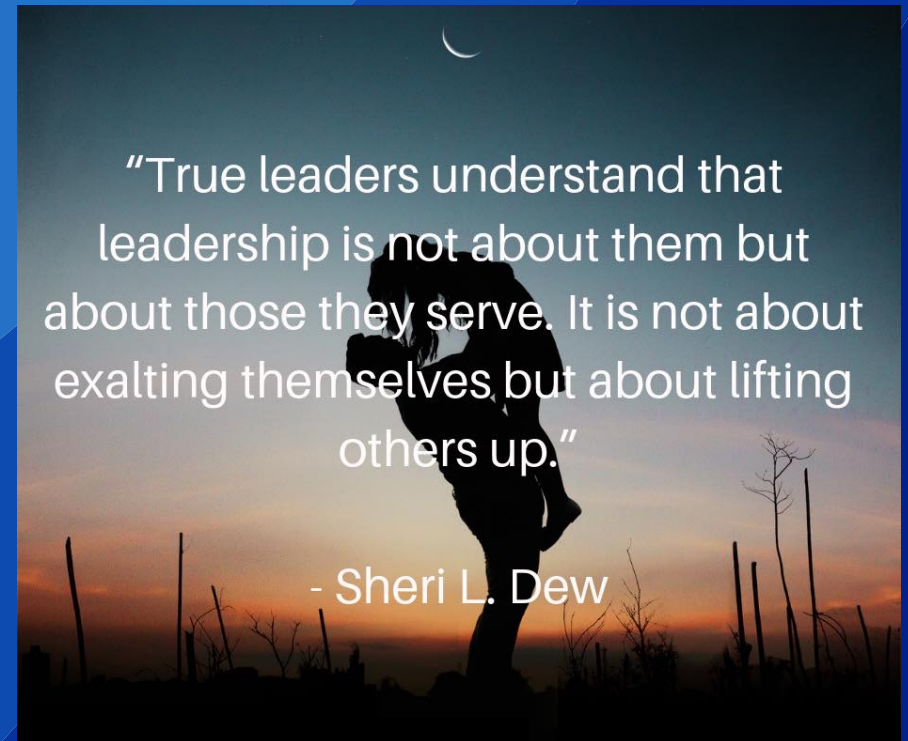
Learning to Be a Team Leader

- Effective team leadership skills.
- Steppingstone to management.
- Courses, read books, or "be a shadow".
- Leading a team includes:
  - Setting clear goals and expectations
  - Providing regular feedback and coaching
  - Delegating tasks effectively
  - Creating a positive and supportive work environment

Transitions to Management

- Transitions can be challenging.
- Shift in mindset.
- New "SOFT" Skills.
- Key things to keep in mind when transitioning to management include:
    – Developing your leadership skills
    – Learning how to delegate and how to motivate others
    – Building relationships with key stakeholders
    – Communicating effectively with both technical and non-technical audiences

"True leaders understand that leadership is not about them but about those they serve. It is not about exalting themselves but about lifting others up."

- Sheri L. Dew

YOU MANAGE THINGS;
YOU LEAD
PEOPLE

~ Rear Admiral Grace Murray Hopper

https://www.linkedin.com/pulse/leadership-you-manage-things-lead-people-shawn-herrera-mba/

Should you do an MBA?

- ***This is a personal decision.***
- Pros:
  - An MBA can give you a competitive edge in the job market.
  - It can teach you essential business skills, such as leadership, finance, and marketing.
  - It can help you build a network of valuable contacts.
- Cons:
  - MBAs can be expensive and time-consuming.
  - They may not be necessary for all management roles.

What you get out of an M.B.A. programme, no matter how much experience, is functional tools and understanding in disciplines: you'll understand economics, you'll understand marketing, finance, accounting. That, M.B.A. programmes do very well.

Henry Mintzberg

THE UNIVERSITY OF THE SOUTH PACIFIC
GRADUATE SCHOOL OF BUSINESS
MBA PROGRAMME

USP
School of Business
and Management

ASSOCIATION OF MBAs
ACCREDITED

Should You Migrate to Somewhere with More Opportunity?

- Whether or not to migrate to somewhere with more opportunity is also a personal decision.

- There are many factors to consider, such as your family situation, your financial situation, and your career goals.

- If you are considering migration, it is important to do your research and talk to people who have already migrated to get their perspective.

Stopping a Brain Drain?

- Local investment in
  - Economy
  - Education
- Creation of
  - Businesses
  - Career pathways
- Valuing strongly
  - Local culture
  - Equity and inclusion

Happily, there's a reversal of the brain drain occurring in Ghana now. We're seeing a lot of - actually in Africa - we're seeing a lot of African professionals, you know, returning to the continent to contribute their quota.

John Dramani Mahama

www.idlehearts.com

Conclusion

- There are many things you can do to develop your career as a network engineer across the Pacific.
- Set career goals, play your strengths, network with other network engineers, and consider getting vendor certified.
- Learn how to be an effective team leader and develop your leadership skills.
- If you are interested in a management role, start building relationships with key stakeholders and communicating effectively with both technical and non-technical audiences.
- Consider whether or not an MBA is right for you.

https://unsplash.com/photos/man-in-black-and-white-checkered-dress-shirt-sitting-on-black-office-rolling-chair-w_zE6qIkQKA

Further Reading

- https://www.theguardian.com/careers/mind-mapping-tony-buzzan

- https://visual.ly/community/Infographics/business/technologys-impact-future-work

- https://www.usp.ac.fj/graduate-school-of-business/home/master-of-business-administration/

- https://www.michaelpage.com.au/advice/career-advice/career-progression/what-are-most-important-engineering-soft-skills

Further Reading

SCAN ME

https://bit.ly/3GdGU4c+