

Career Plan

Jen Kelly

Arizona State University

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### **Personal BHAG**

I'm currently 51 years old. My BHAG covers my business and educational goals.

By the age of 59, I am a New York Times best-selling author and I have published 4 books designed to help managers focus on the tools and skills they need to be effective at leading people and accomplishing the mission of their position.

I am a professor at an Arizona State University, and I teach business and leadership/management classes. I am a respected teacher and I challenge my students to get the most out of their educational experience.

By 61, I have an MBA and a doctorate in business psychology and my firm focuses on helping start-up businesses get through the first five years of management development, department development, systems creation, and healthy growth.

### **Personal Purpose**

*I exist to offer wisdom to individuals in order to guide them as they create a successful and meaningful life.*

### **Mission Statement**

*I will continually grow my knowledge base so that I can be my best self to those that need me. I will build trust with others by recognizing and acknowledging their individuality, their purpose, and their gift to society. I will help individuals solve problems to the best of my ability.  
My life will be marked by its service to others.*

My life goals align with my personal purpose through guiding others to tools and concepts that help them create the life that they want. My life goals are designed to breathe wisdom into others and help them make better choices for their own lives.

My life goals support my Mission Statement by helping others solve the problems presented in their life. These goals are designed to be of service to others, which is my mission statement.

## **Career Vision**

### *Career Evolution*

I know that one of my greatest values is independence. This includes my work as an employee and as a business owner. Currently, as an employee, I'm utilizing my time to complete my tasks, but also provide direction to the growth of their business. This allows me to utilize my independence to work on other consulting factors that they can't currently hire for. My focus is on values institution, talent acquisition, department development, management training, system creation, and business stability so that they can grow with their structure into a healthy business. These are all areas that I'd like to focus on as I begin my consulting business, write content, and as I teach others in school.

My intention is to stay at least one year with my current company, build up my internal change processes and move on to another start-up company that needs my help. I like doing the consulting from the inside. This allows me to work on internal messaging, management issues, and personnel happiness. It also allows me the opportunity to accurately assess the internal situations that a business is experiencing.

These experiences will feed into my books and training, my future consulting business, and my teaching.

### *Type of Career*

As a management consultant or start-up business consultant, this is more of a protean career. In my initial testing, I scored moderately organizational. I sense that I am much more protean because I personally want to direct and drive my personal career. I have no interest in staying within an organization outside of my own. Which is why I think I score oddly on that testing. I

want to be within an organization, it just needs to be my own, that I'm directing. So, a mix of the protean and organizational.

### *Alternative Career Paths*

I'm highly entrepreneurial with a desire for independence. I require feedback, so being in business with others helps me make the best decisions because I have a sounding board. I also appreciate others input and their own personal creativity. I will own my own consulting business. This is in my 5 year plan and it will be after I have my graduate degree and my husband is out of school. I will also be a professor as I work on my Ph.D. teaching business and leadership/management classes. Lastly, I want to be a New York Times best-selling author of designed to help managers focus on the tools and skills they need to be effective at leading people and accomplishing the mission of their position and start-up business management systems and tackling other start-up issues. This will also lead to speaking engagements. These are not traditional career paths.

### *Flexible Work Options*

My career plans are flexible work options. I have six children and several grandchildren. The numbers of grand children will continue to grow. I want to be flexible so that I can travel and spend time with them. I also highly value my independence and like to do what I want to do, so if that means I want to work on the beach somewhere, that needs to be available to me. I also value my marriage and would like to be able to spend time with my husband on vacations, trips, or even business trips. I also want that for others if they value that as well. I understand that not everyone is wired that way but should be an option if that is their preference for a fulfilling life.

*Career and Personal Values*

1. I highly value Independence and depend on it daily for overall life satisfaction
2. Wisdom is the cornerstone of my abilities to communicate with others
3. I am comfortable spending time with others
4. I rely on my inner strength to get me through daily decisions & tough times
5. I measure trust/congruence in my life daily
6. I need recognition in order to function as my best self
7. I need to be my own person
8. I value learning in order to accomplish my goal
9. I am a self-confident decision maker
10. I am a creative/strategic problem solver

## **Long Term Strategy**

By the age of 59, I am a New York Times best-selling author and I have published 4 books designed to help managers focus on the tools and skills they need to be effective at leading people and accomplishing the mission of their position.

### *Aspirations*

My personal aspiration is to have my ideas and words change lives. I can measure this by direct feedback from readers. Changed lives and implemented ideas are designed to make choices work to your advantage, bring you greater impact, and develop others around you.

### *Milestones*

1. Consistently write daily with a goal to produce one book every two years.
2. Take 2 months every year (June 15-August 15) to do intensive research and develop story lines.
3. Develop an online following of 5000 followers by January 2021.
4. Produce one book per two years approved and ready to print for January 1<sup>st</sup> roll out.
5. 1<sup>st</sup> book tour in January 2022.

### *The Way Life Will Be*

I will be on book tours, radio programs, television shows, and podcasts. I'll meet many of my mentors and will have a chance to talk and collaborate with others to reach my goals. I'll be traveling with one or more of my children, most likely my girls as support staff for my writing. My husband will be at home teaching Physical Education and I'll be home 75% of the time, traveling 25% of the time for business, books, and research.

I am a professor at an Arizona State University, and I teach business and leadership/management classes. I am a respected teacher and I challenge my students to get the most out of their educational experience.

### *Aspirations*

My personal aspiration is to challenge my students to put forth their best work. To dig deeply and find out things about themselves that they didn't know. My students are engaged and supporting their fellow classmates. They are defining their values and putting them into practice.

### *Milestones*

1. Graduate from my MBA in May 2023
2. Apply to teach at Yavapai College in the Organizational Leadership Degree, Business classes, etc.
3. Develop award winning curriculum by August 2023 designed to challenge and grow students
4. Apply to teach at ASU (undergraduate) by August 2025 in Organizational Leadership, business, or business psych classes.

### *The Way Life Will Be*

As a professor, I will take time to invest in my students through constructive feedback, personal involvement, and engaging content that challenges their understanding and gets them to think creatively. I have consistent feedback from students and I'm heavily involved with the school I'm teaching for. I don't live far from school and consistently meet up with students on campus.

By 61, I have an MBA and a doctorate in business psychology and my firm focuses on helping start-up businesses get through the first five years of management development, department



development, systems creation, and healthy growth.

### *Aspirations*

Owning my own business, I'll be able to be an independent worker while still working with others to collaborate and develop ideas. My aspiration is to run a successful firm that brings in top talent that has the desire and values that support helping others.

### *Milestones*

1. Pass my GMAT with a score of 790+
2. Accepted into a top one year intensive MBA entrepreneurship program with at least a partial scholarship 2021
3. Start my own consulting business by September 2022
4. Graduate with honors from MBA in May 2023
5. Teach at Yavapai College by August 2023
6. Graduate with Honors from I/O Psychology in May 2025
7. Teach at ASU (undergraduate) in August 2025
8. Apply for Ph.D. program at ASU or UofA
9. Graduate with Ph.D. May 2030

### *The Way Life Will Be*

The reason for this goal is to prep myself for teaching. I'll need my graduate degree in order to teach at the university level. I've already been offered a position teaching for the junior college if I have my MBA. I'll start by teaching at the Junior college level and then add the university level classes. This income will be extra income I plan on saving for retirement, travel, and to support my other business ventures. I will teach online and in class classes if they are available. The

degree I want to teach is an Organizational Leadership undergraduate degree for Yavapai College. I'll be busy several days a week with classes and students. I can teach while I'm on the road as well. I will be in school consistently for several years. I'll take a break before I finish my Ph.D. I'm writing and doing school as well as consulting full time.

### *Family Time & Family Travel*

My children, at least my girls, are part of my business and book sales. They play an active role and travel with me for work. They have jobs that are designed to bring a creative aspect to my business and have their own departments that they manage.

We travel as a family twice a year for a weeklong family trip. All of the kids and grandkids come, and we go somewhere where everyone can have fun. We prefer a boat trip at Lake Powell or a house rental with lots of room to play. A trip to Hawaii or Europe could happen too. If it makes sense to add a business function to the front or rear end of the trip, we add that in as well.

### *Personal Health*

In 2019 I started my personal health plan. Within 2 years I will be at my ideal weight and will be in the best shape of my life. This includes 1-2 mile walks daily and swimming for an hour daily during the summer. We take longer hikes around the lakes and swim. If we can find rivers or other hikes near water, we take them. We also frequent natural hot springs locally, and in Colorado, as well as other places. We eat healthy, organic foods and spoil ourselves and others with amazing food designed to bring health and life to our bodies.

This health focus is designed to give me longevity and stamina as I age and become busier than I've ever been with a book tour schedule, management consulting, teaching, and grandparenting.

## **2 Year Plan**

### *790+ Score GMAT for Graduate School MBA in Entrepreneurship*

I have always valued high scores as an indicator of my dedication and quality of work. I'm looking to score high on my GMAT test for my MBA admission application. This is for several reasons. One, it will help to secure financial aid for my graduate degree. Two, it will show off my talent coming into the program and my abilities to succeed in the program. Outside of these two areas, a high score really means nothing. The key factors that will drive this high score are:

1. Start the Princeton Review GMAT study modules in January of 2020, designed to get me where I need to score well on the test. This is an average of 4-6 months' worth of consistent studying to pass the test well.
2. I'll need to take additional online math courses in order to be prepared for this on the test. The Princeton Review will cover some of it, but I am doubting it will be enough for me to totally understand the mathematical concepts required within the test.
3. I must take the test before my birthday, October 9, 2020 per my contract with Princeton Review and notify them of my score.
4. My goal is to practice test on or near May 1<sup>st</sup> to see where my score is. I'd like to be at a 710+ score with the goal of getting a 790+ when I take the final test in the end of June 2020.

### *Habit Development - Write daily word counts*

I love to write, so my goal here is to consistently write content for the next two years to develop the habit of writing as well as publish online articles, blogs, stories, and start my New York Times best seller book. I chose a varied pattern to word counts so that I could avoid being

stagnant in my writing, incorporate challenges, and meet certain deadlines within the two year period.

1. The 1600 a day word count is designed for 7-minute-read blog posts. This will help me practice distilling ideas into concise thoughts for consumption.
2. The 2500 a day word count is designed to complete multiple writing projects in one day. One blog and 900 words toward another writing goal.
3. The same is the case for the 4000 a day word count.
4. The middle of the two years is marked by 1000 word count days due to the busyness of this time of year for my family with birthdays, holidays, and anniversaries.
5. Within this writing timeframe, part of the production of writing will include developing storylines. This includes writing prompts, book ideas, story ideas, research, and other related writing work.
6. Submitting work for publishing will begin by mid-May 2020 and will continue for the rest of the two year submission goals. These submissions include LinkedIn, Medium, Personal Blogs, Social Media Content, and other online sources.

*Complete Continuing Education, broaden scope of knowledge*

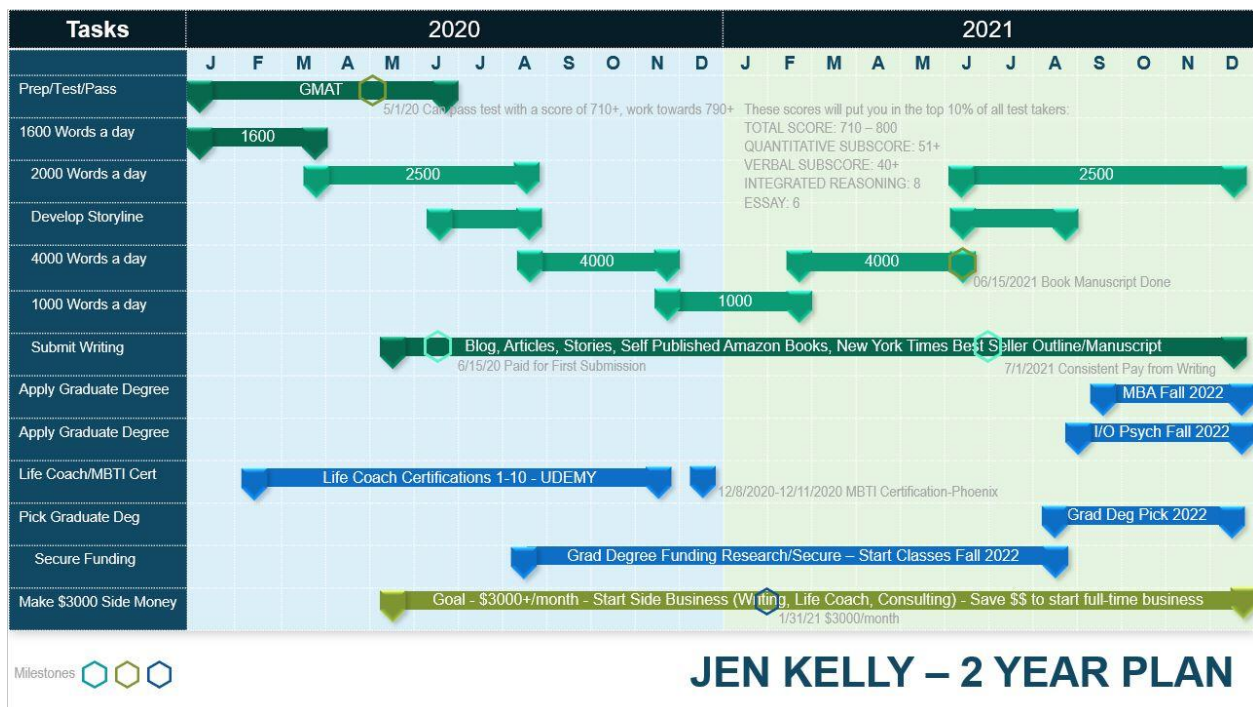
I'm taking advantage of my down time from my university classes to focus on outside certifications and learning applicable concepts that I can use for my future career goals. I have several classes waiting for me on Udemy, edX, Institute for Strategy and Competitiveness (Harvard Business School), ARI Campus, MBTI Certification, and Zero to Launch. My first two goals are:

1. Complete my Life Coaching Certifications through Udemy (10 Classes total).

2. Attend a four day certification training to get certified in MBTI.
3. After those two are complete, I'll attend other classes offered online.

*Make \$3000+ monthly side money*

I've always struggled to have enough money to save. Now that I'm through my undergraduate, I need to make a serious effort to make additional effort. This includes money for my business start-up, but also to attend school, plan for retirement, and invest. I'm not sure why I struggle to make enough money, so this is something that needs to be researched and dealt with. I've read many books on the subject, but nothing seems to click. I'm sure it has to do with my own personal money blueprint, focus, and timing. This education and implementation will be the focus on earning side money. I will also plan on attending Zero to Launch which is designed to help you start an online content business, which is part of my training/educational goals.



I will utilize several tools to track my two year plan. The first is to use the 100-Day Goal Journal which is designed to break down the 100 days into 10 day increment with micro goals. I will utilize 6 of these over the 2 year plan. They have a morning and evening check in with a recognition for the things that I am grateful for, what went well, and what I'm struggling with. The second tool is a day timer with the significant goals entered in for the two years. The third tool will be others. I intend to meet with business mentors through the ASU mentor's website as well as professors from my undergraduate degree. I have several strong women in my life that I will utilize to challenge me and my goals. I will meet with them at least once a month. My husband is a daily sounding board and support as well.