

Managing Transition

(A Roadmap to Your Future)

A roadmap helps you define a directional route or path (change or transition).

Can you take a trip without a roadmap? When would this be a “good thing” to do? When would this not be a “good thing” to do? Is it okay to take the “scenic route”?

How do you know which road to take? (Are you happy doing what you are doing? Are you doing what you want to do or are you doing what others expect you to do?)

What do you do if the road is blocked or no longer there? (Does your career provide you with challenges and opportunities to grow? Are you fulfilling your needs, your dreams, both or neither?)

Roadmaps can take the form of:

- Strategic Plan (mission, vision, values, goals, objectives)
- Business Plan (market analysis, financial projections, organizational structure, etc.)
- Project Plan (who, what, when)
- Career Plan (find alignment with your life purpose, define what a satisfying career looks like, career development goals and objectives)
- Diary or Journal (like a travel diary or travel journal)

Homework Exercise: It All Starts Here! Where is your Passion?

(Anita Schamber, Ed.D.) To see if your career is in alignment with your life purpose, the best place to begin is at the beginning through reflection and assessment. Laurie Beth Jones, author of *The Path*, indicates that if you lack passion, you are on the wrong life/career path. Ask yourself:

- What gets me up in the morning?
- What can I do for hours on end without noticing the passage of time?
- What feedback have others given me about my enthusiasm for particular activities?
- If my current career does not stir my passion, what are the contributing factors as I see them?
- What would I like to change?

It is good to have an end to journey toward, but it is the journey that matters in the end.
Ursula K. LeGuin

Ask Yourself

...

“Wheresoever you go, go with all your heart!”
Confucius



Rinker and Associates
Lorraine Lee Rinker, Principal

P.O. Box 4513
El Dorado Hills CA 95762

Phone: 916-952-9938
Email: lorraine@rwcs.biz

Managing Transition

(A Roadmap to Your Future)

Key Learning Series

Managing Transition (A Roadmap to Your Future)

Speaker's Notes

Lorraine's Story. 1) Where have I been? 2) Where am I going?

Feedback from friends and pro-bono clients led me to believe I should go ahead and start my own business. My background as an executive in corporate America gave me a head start in knowing what to do next:

1. Get a Financial Advisor and review intentions
2. Create a Business Plan and review with Financial Advisor
3. Get license
4. Get the word out to everyone I know and make new contacts (form alliances, press releases, constant networking)
5. Stay abreast and up to date via Wall Street Journal, The New York Times, CNN, MSN, Sac Bee, Sacramento Business Journal (mix it up and keep your objectivity!)

Onto the topic at hand. Why create a strategic plan (or road map) for your future?

Whether you're a corporation of thousands, or a company of one; strategic planning is all about looking to the horizon . . . Taking time out of your daily tasks to think about the future.

Question: What are some reasons this is a good thing to do?

Question: What are some reasons that prevent us from doing it?

Key Learning: Looking at the horizon AND paying attention to the task at hand are both necessary and important . . . The key is to achieve balance between the two.

Question: What happens if you spend all of your time in strategic planning? (No work gets done).

Question: What happens if you spend all of your time in daily operations? (You could miss opportunities, could miss seeing a crisis, the wall, hit in time to avoid it, you could get stuck in doing the same old thing day in and day out which means no growth.)

"Wheresoever
you go,
go with all
your heart!"
Confucius



Managing Transition

(A Roadmap to Your Future)

Key Learning Series

Managing Transition (A Roadmap to Your Future)

Speaker's Notes

Sailing Analogy: Sailors navigate by charting a course (strategic planning) and following it (execution).

Sailing with the wind is the “easiest” in terms of hands-on involvement. You just set the sails wing-and-wing, point the boat in a direction so that the wind is coming directly at the stern (back of the boat) and let the wind do the work. This is easy, but it’s the slowest sail speed.

Sailing with small course adjustments done by tacking with the wind, requires more hands-on involvement, but you can gain and maintain speed depending on the wind. You can make the most of this method by hoisting a “spinnaker” (balloon sail) to get the most distance out of the wind. This method requires work to alternate tack directions (back and forth) but it is more fun.

Dropping the sails and anchor brings to you a complete stop. A perfect way to sit back, relax, and go absolutely “nowhere” and enjoy being where you are!

Small course corrections vs. big “off course” corrections. Let’s say you’ve put your boat on “auto-pilot” and set the sails wing-and-wing to give you a nice slow forward pace. You go down below to prepare lunch and comeback on deck only to find that you’re heading in a completely different direction; in other words, you are completely off course.

Question to audience: What are some reasons this could happen? (shift in winds equates to a shift in trends or market demand)

Question to audience: What can you do? (course correct to resume original course equals stick to your original plan, or alter course to new heading equates to shifting with the trends or demand)

Question to audience: How do you know you’re making the right course choice between correcting your course or altering your course to the new heading?

Question to audience: How does this relate to executing on your strategic plan or roadmap?

After the interactive discussion, go to take-away document.

“Wheresoever
you go,
go with all
your heart!”
Confucius

