

CareerChat@Lockdown Series 2021

Intelligent Careers in a Changing World

Host: Deirdre Hughes UK

Guest Presenter: Michael Arthur
USA



Webinar Focus

Career' is a complex and contentious term, particularly in a Covid-19 context. Job roles and labour markets are changing rapidly. Job security has been abruptly and cruelly diminished for many, without warning. Staying healthy, paying the bills and finding meaningful work are priorities for many individuals and families. This webinar will focus on supporting adults with their career transitions. We will consider the concept of career agility, new skills and mindsets focused on opportunities and career resilience.

This webinar will:

- Provide an overview of intelligent career theory and its relevance in a changing world
- Describe how research into intelligent careers has evolved
- Illustrate contrasting individual, group and talent management applications
- Promote conversation about future opportunities – in research and practice.

Intelligent Careers in a Changing World

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What is an “intelligent career”?

- A response to Quinn’s *Intelligent Enterprise*?
- A perspective on “career capital”?
- A point of departure for interdisciplinary scholarship?
- A framework to take ownership of your life?
- Just sex, not marriage???

Dominique Browning, New York publisher



Newsweek, broke glass ceiling

Editor, *House & Garden*

Ten years circulation growth

“The gold standard!”

Dominique Browning, New York publisher



Newsweek, glass ceiling breaker

Editor, *House & Garden*

Ten years circulation growth

“The gold standard!”

Fired!

Dominique Browning, Reinvention



Retreat from New York

Time to take stock

Contractor

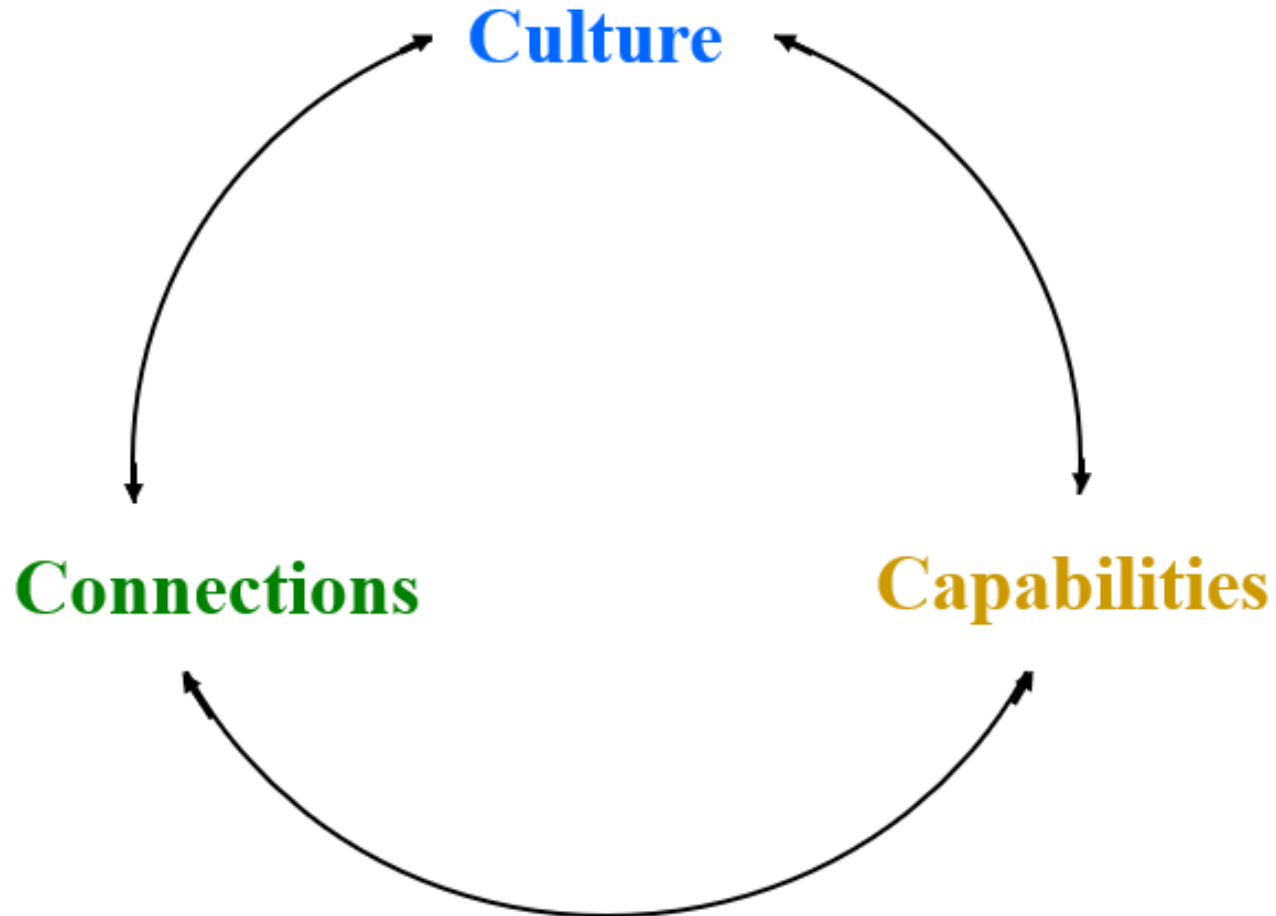
Writer

Volunteer leader

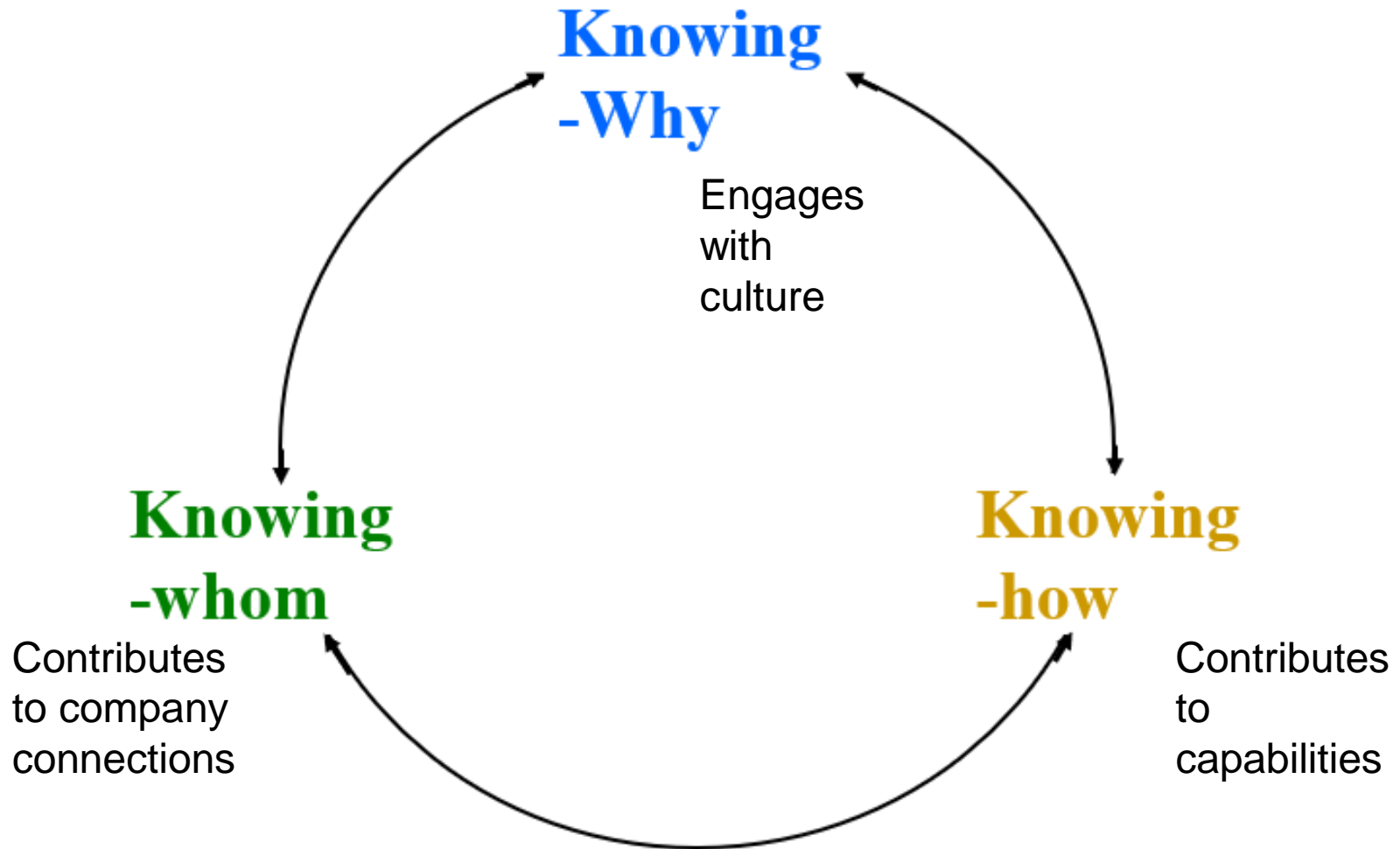
Intelligent Careers: A response to the knowledge-driven firm

- Intelligent enterprise (Quinn1992) and other works
- Intelligent enterprise, intelligent careers (Arthur, Claman & DeFillippi, 1995)

The knowledge-driven firm



The intelligent career response



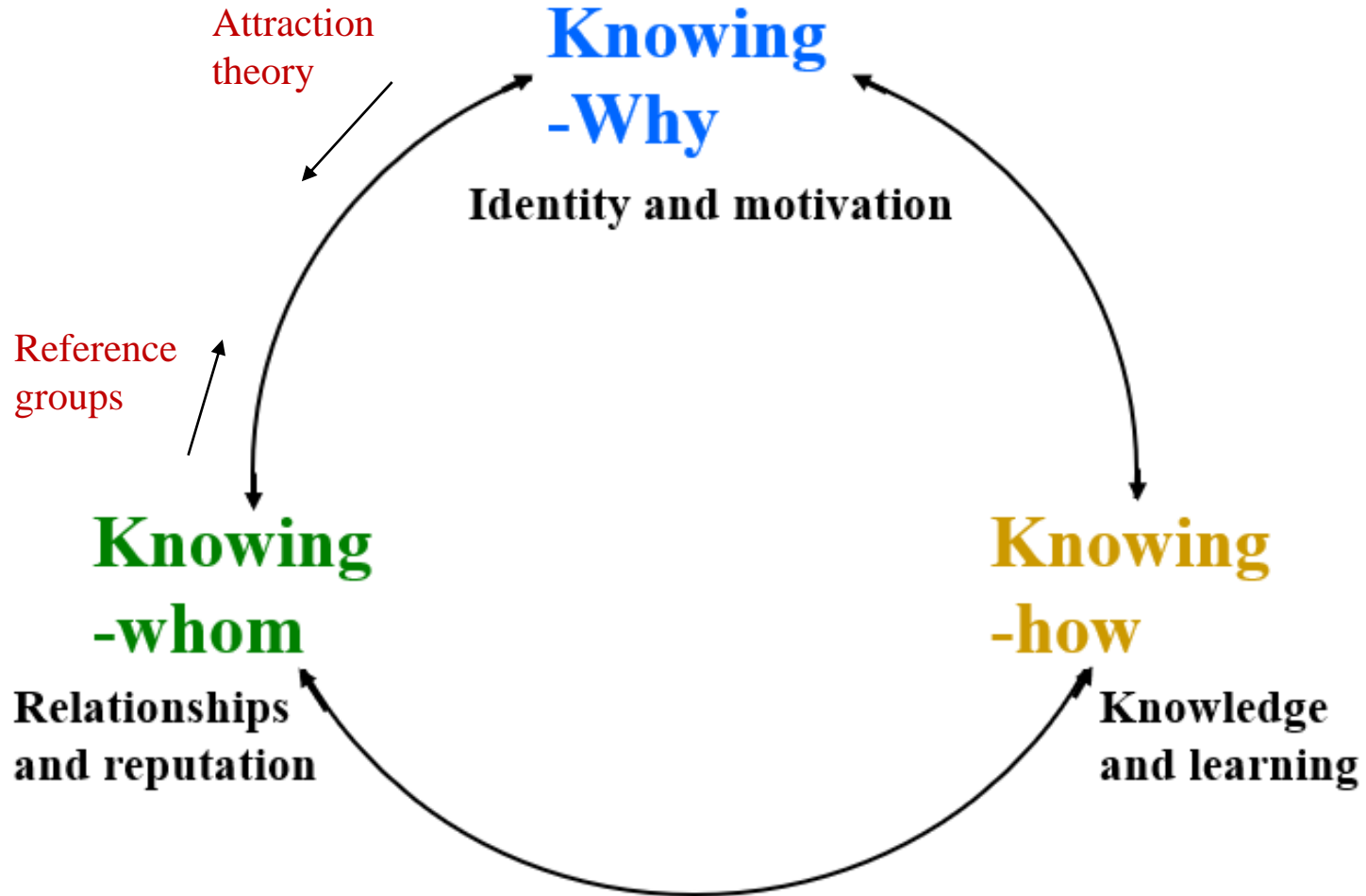
A response to the knowledge-driven firm

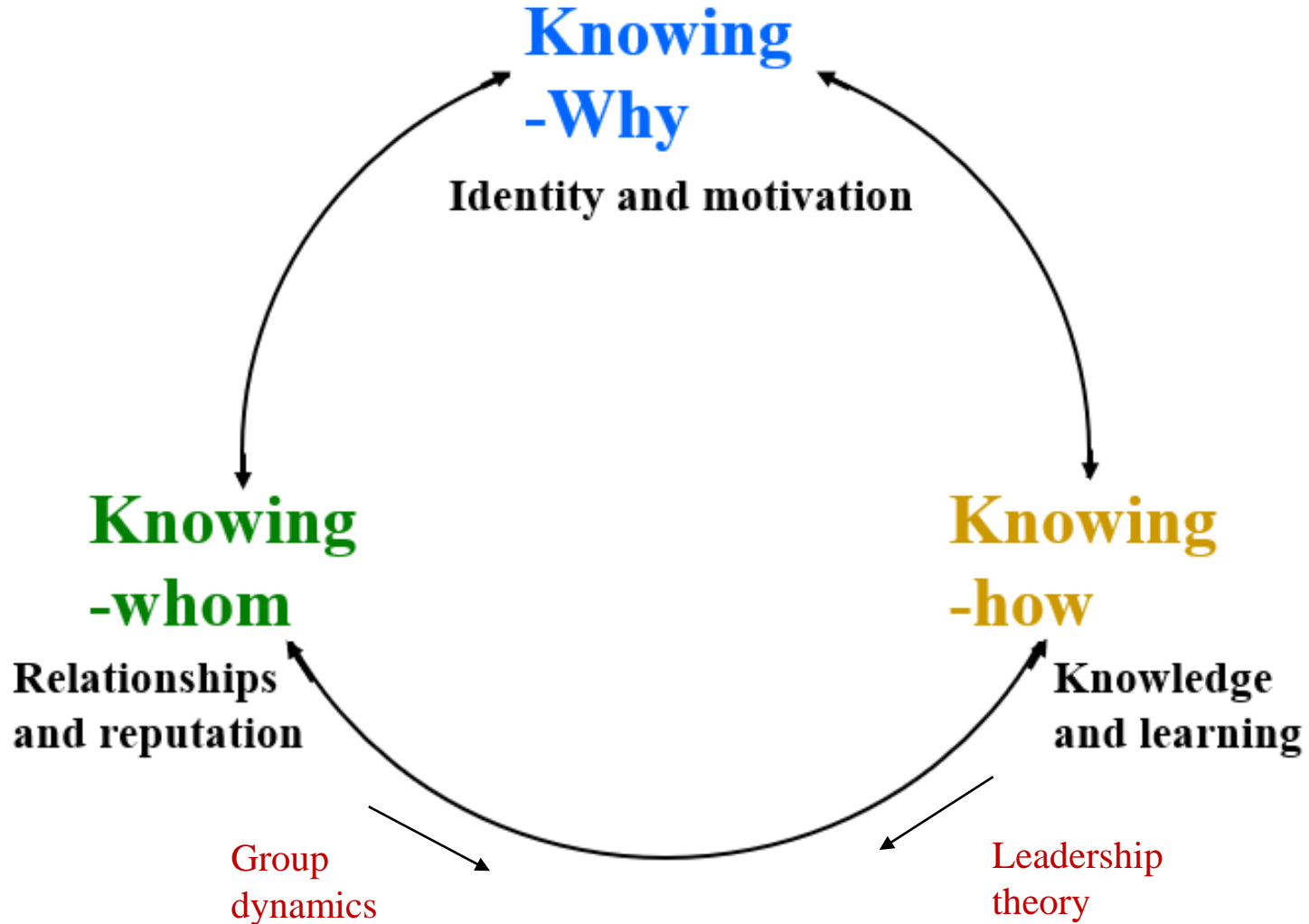
- A useful, still relevant, point of departure
- The *fit* between the firm and your career
- Empowering the career owner!

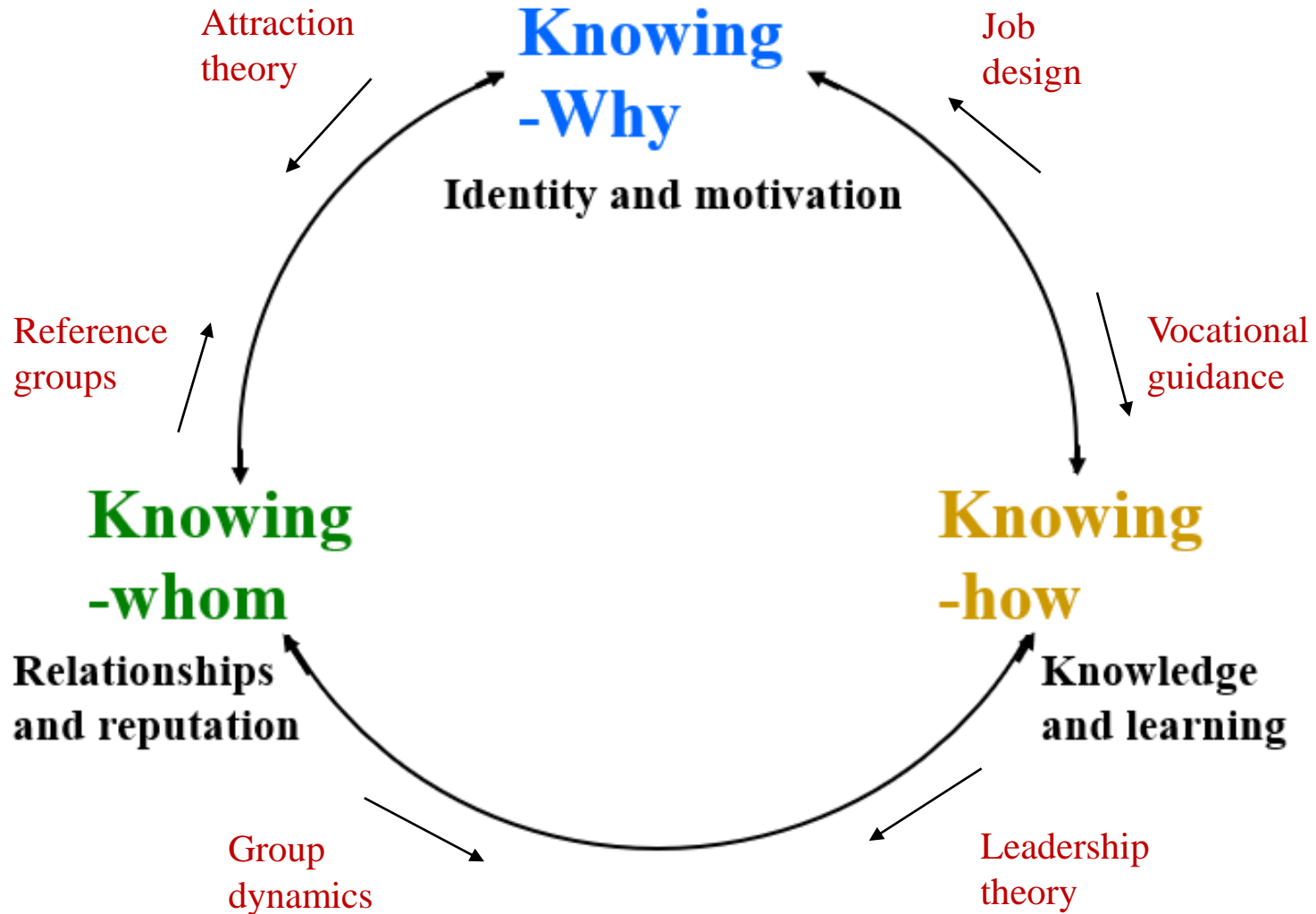
Wider insights

- The intelligent career framework as a basis for interdisciplinary inquiry (Parker, Khapova and Arthur, 2009)









Wider insights

- Expect anything!
- To the client:
 - Take a deep dive!
 - Make your own sense!
 - Use your own voice!

The French music marketer

Jean-Luc Brès



- Entry-level advertising position
- Industry change – vinyl to cloud storage
- Skillful upward communication
- “It’s like cycling”
- “No set career plan!”

The French music marketer

Jean-Luc Brès



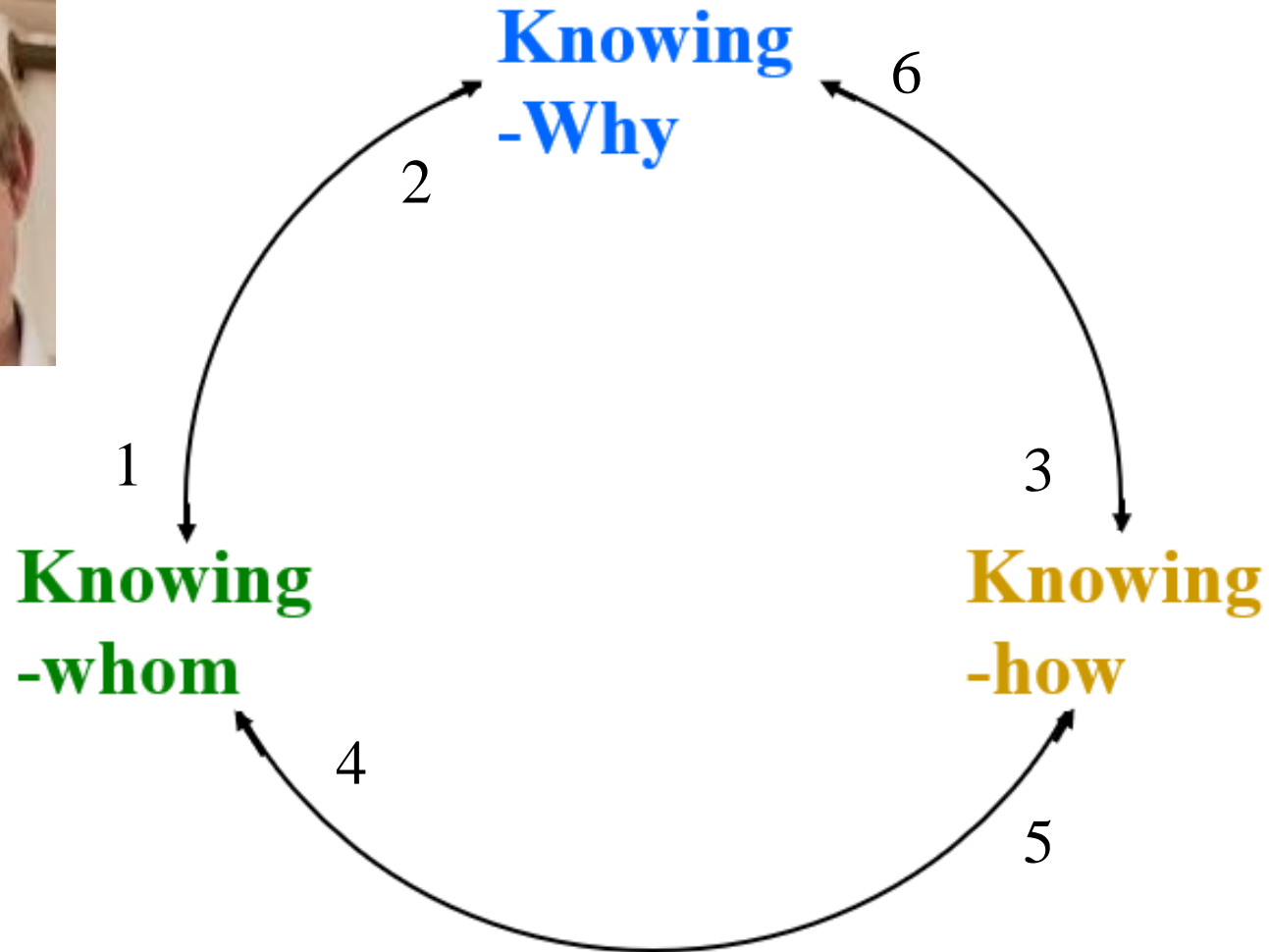
New ideas

Relationships with bosses

New (three-year) projects

New industry relationships

New learning



Contributor to Forbes.com Related to Covid-19

- Reinventing Learning For Hybrid Work: Salesforce Raises Its Game
 - Community-centered learning, mentoring and networking
- Credly And Degreed Partner, And Both Employers And Employees Can Benefit
 - Publicly available CVs and learning paths
- Real Estate Reductions Of UK Banks And The Performance Of Virtual Teams
 - Virtual team productivity
- Building A Bot To Beat The Bots: An Award-Winning Approach From Across The Pond
 - AI-guided career exploration

Contributor to Forbes.com Related to Talent Management

- Creating A Virtuous Cycle Between Talent Management And Career Ownership
 - Relevance of career conversations
- Promoting And Succeeding At Talent Liberation
 - Counterpoint to career ownership
- How Free Are You To Use Your Talent?
 - Ethics of professional judgment
- Credly And Degreed Partner, And Both Employers And Employees Can Benefit (again)
 - Publicly available CVs and learning paths



The ICCS Career Exploration System



- Theory into practice
- Three ways of knowing
- *Invitations* for further conversations
- Taking a “deep dive”
- Client voice, sensemaking, themes and to action steps

Example knowing-why cards

I like to gain a sense of achievement from my work



I want to work in an industry that matters



I like being involved with new business opportunities



I like to fulfill personal goals through my work



Example knowing-how cards

I pursue skills and knowledge specific to my occupation

+

I am learning at the intersection of different fields or approaches

+

I learn through being open to fresh ideas

+

I pursue skills and knowledge specific to my industry

+

Example knowing-whom cards

I build relationships with people inside my occupation

+

I work as a go-between among other people

+

I work to broaden my reputation through new relationships

+

I maintain or develop relationships with previous employers

+

The ICCS Career Exploration System



- A response to a changing world
- “Career agility” as an outcome
- Career ownership firmly established
- “Covid-ready” fully online

The ICCS



Thank you!
Can we talk?

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<https://www.forbes.com/sites/michaelbarthur/>

Thank you!

NEXT WEBINAR: Supporting Young People Transitioning into Work
26th July 2021 from 13.00 – 14.00 (UK time)

**Presenter: Eamonn Davern, European Public Employment Services
Expert**

- Open / free access until the end of June 2021 to the British Journal of Guidance and Counselling Special Issue 'Decent Work, Inclusion and Sustainability' - <https://www.tandfonline.com/toc/cbjg20/current>
- Career Chatbot (CiCi) updated to include UK Apprenticeships: <http://careerchat.co.uk>
Community of Interest in Chatbots: email: admin@careerchat.co.uk
- Receive our Newsletter: <http://eepurl.com/gIOP2f>
Email: admin@dmhassociates.org