

Pathways to
Leadership and
Growth in STEM
Careers

CAREER ADVANCEMENT STRATEGIES



IMPORTANCE OF CAREER ADVANCEMENT IN STEM



- Career growth ensures personal fulfilment, recognition, and increased impact.



- Essential for diversifying leadership and closing the gender gap in STEM.



- Leaders drive innovation, inclusivity, and support a culture of continuous improvement.

IDENTIFYING LEADERSHIP OPPORTUNITIES



- Seek roles that allow visibility and showcase skills.



- Volunteer for projects, particularly cross-functional ones, to build credibility.



- Strategies include taking initiative, proposing new ideas, and gaining support from peers and mentors.



CREATING LEADERSHIP OPPORTUNITIES

01

- Identify organisational needs and propose projects to address them.

02

- Build a reputation for reliability and follow-through, which opens doors.

03

- Develop a clear understanding of organisational goals to align initiatives.



BUILDING A PERSONAL BRAND IN STEM

- A personal brand communicates expertise, values, and career goals.

- Increases visibility, trust, and recognition within STEM communities.

- Elements include professional online presence, networking, and sharing achievements.

CREATING A PROFESSIONAL ONLINE PRESENCE



- ESSENTIAL FOR BUILDING CREDIBILITY IN TODAY'S DIGITAL AGE.



- LINKEDIN: MAINTAIN AN UPDATED PROFILE, SHOWCASE SKILLS, AND ENGAGE WITH STEM-RELATED CONTENT.



- PUBLISH ARTICLES OR SHARE INSIGHTS TO ESTABLISH THOUGHT LEADERSHIP.

LINKEDIN PROFILE OPTIMISATION

- Profile Summary: Clear, concise description highlighting expertise.

- Experience: Showcase accomplishments, projects, and impact.

- Recommendations: Gather endorsements and testimonials to reinforce credibility.

NETWORKING STRATEGIES FOR CAREER GROWTH



- Networking opens doors to new opportunities and mentorship.



- Engage in industry events, webinars, and conferences to build connections.



- Use online platforms to maintain and expand professional networks.



IMPORTANCE OF MENTORSHIP IN CAREER GROWTH

- Mentors offer guidance, feedback, and access to networks.

- Seek mentors within and outside your organisation to gain diverse perspectives.

- Build relationships based on trust, respect, and mutual learning.

FINDING AND APPROACHING MENTORS



- IDENTIFY POTENTIAL MENTORS WITH RELEVANT EXPERIENCE.



- APPROACH WITH SPECIFIC GOALS AND QUESTIONS IN MIND.



- ESTABLISH REGULAR CHECK-INS TO DISCUSS PROGRESS AND GAIN INSIGHTS.

SPONSORSHIP FOR CAREER ADVANCEMENT



- UNLIKE MENTORS, SPONSORS
ACTIVELY ADVOCATE FOR
CAREER GROWTH
OPPORTUNITIES.



- SPONSORS SUPPORT BY
RECOMMENDING YOU FOR
PROJECTS, PROMOTIONS,
AND VISIBILITY.



- BUILDING A STRONG
PROFESSIONAL REPUTATION
CAN ATTRACT SPONSORS.

BUILDING A PERSONAL VISIBILITY PLAN



- Identify areas to increase visibility (e.g., speaking at conferences, publishing).



- Develop specific actions: submitting proposals, joining panels, or writing articles.



- Visibility is crucial for recognition and opening career doors.



NAVIGATING ORGANISATIONAL POLITICS

- Essential for advancing within an organisation.

- Strategies include building alliances, understanding power dynamics, and managing conflicts.

- Focus on ethical influence and maintaining integrity in relationships.



ETHICAL
INFLUENCE
AND
CONFLICT
MANAGEMENT

- Influence should align with organisational values and ethics.

- Address conflicts constructively to maintain a positive reputation.

- Building trust-based relationships enhances career progression.

ACTIVITY: CREATING A PERSONAL VISIBILITY PLAN



- Participants select two key areas for increasing visibility.



- Develop a targeted action plan (e.g., publishing articles, presenting at conferences).



Outcome: A roadmap for elevating professional presence in STEM.

RESOURCES FOR CAREER ADVANCEMENT

- - Mentorship Platforms: Connect with experienced professionals for guidance.
- - Personal Branding Workbook: Tools to develop a unique professional identity.
- - Networking Guides: Tips for expanding influence and navigating work politics.





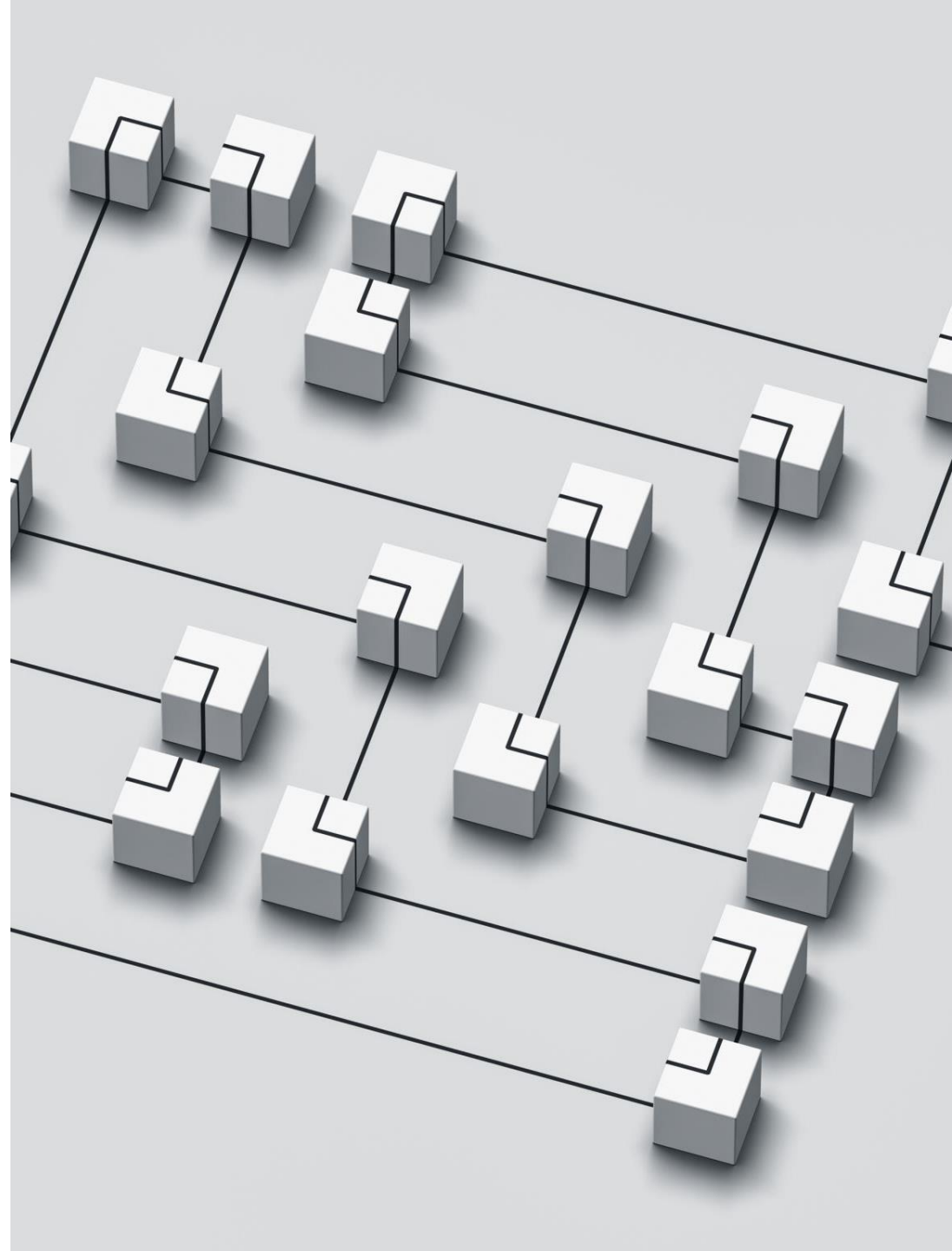
ADDITIONAL RESOURCES

- - Books: 'Lean In' by Sheryl Sandberg, 'The Sponsor Effect' by Sylvia Ann Hewlett.
- - Online Courses: Personal branding and leadership development on Coursera.
- - Templates: Visibility plan, personal branding toolkit.



KEY TAKEAWAYS

- - Career advancement requires strategic planning, mentorship, and visibility.
- - Building a strong personal brand and networking enhance recognition.
- - Navigating organisational dynamics is key to long-term growth in STEM.



INSPIRATIONAL QUOTE

- "Success is not the key to happiness. Happiness is the key to success. If you love what you are doing, you will be successful." - Albert Schweitzer
- Let passion and purpose guide your career journey in STEM.

