Strategies for a successful career in IT

Jeannine Abele
CIO, Aviation Services
GE Aviation
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Agenda

Educating
Employing
Marketing
Growing
Life as a student

Academics
Performance & achievement
Meaningful courses

Get involved!
Volunteer
Leadership programs
School activities
Seek mentoring opportunities
Attending events as a student

- Career/Job Fairs
- Alumni Conferences
- Women’s Conferences
- Technology Conferences

Show initiative - establish a network
Interning as a student

Start interning/co-oping as soon as you can!

Intern at several companies

Intern multiple times at a larger company

Internships can lead to full-time job opportunities
Time to graduate
Choosing the right company

- Reputation
- IT investment
- Location
- Image
- Size
- Performance
- Programs
- Culture
- Training
- Growth
- Scope

Your First Job
The guidance and tools you need for every assignment in your career!

Information Management Leadership Program

- 4 rotations; 6 months each
- A wide variety of assignments
- Exposure to different GE businesses
- Training
- Relocation possibilities
- Mentoring opportunities
- Networking
- Great visibility

A great way to transition from school to work!
Early career

MARKETING

U

imagination at work
PIE Model

E = Exposure
Need sponsors

I = Image
Emulate leaders

P = Performance
Always deliver

Based on book by Harvey Coleman - “Empowering Yourself - The Organization Game Revealed”
Performance
Fulfillment of duties and responsibilities

E = Exposure

I = Image

P = Performance
✓ Entry ticket
✓ Performance against goals and objectives
✓ Common denominator in the promotion process
✓ Confirms your ability to take on more responsibility
✓ Must grow to stay above the bar as it is being raised
Image
How you are perceived?

E = Exposure

I = Image
✓ Is the message you send before you speak
✓ Includes many areas...walk, dress, demeanor
✓ Answers the question “I'm Ready” or “I'm not Ready”
✓ The language of serious players at or near the top
✓ Is conservative and traditional in style and dress

P = Performance
Executive presence is subjective and culturally sensitive – watch, look and listen to senior executives.
Exposure

Opportunity to show your dedication, dignity, wisdom & talent

E = Exposure
✓ Significant impact on your career
✓ Makes you visible to those who can influence your career
✓ Can be enhanced by a network of mentors
✓ Bosses and Champions

P = Performance

I = Image
Career advancement
Setting career goals

Many different opportunities in an IT career
Decide where to get started
Interests may change over time

Technical

- Programmer
- Architect (network, application, security, etc.)

Business

- Business analyst
- Quality leader
- Business solutions
- Project management
Build competency to support your goals

GE IT Competency Model

- Business mastery
  - Business knowledge
  - Strategy
  - Negotiation & influence
  - Relationship management
  - Global engagement
  - Financial expertise

- Personal attributes
  - Managing people
  - Leading teams
  - Communication
  - Decision making
  - Values

- IT expertise
  - Technology
  - Solution & service delivery
  - Infrastructure

- Change advocacy
  - Process improvements
  - Change management
Career roadmap

<table>
<thead>
<tr>
<th>Stage I</th>
<th>Stage II</th>
<th>Stage III</th>
<th>Stage IV</th>
<th>Stage V</th>
</tr>
</thead>
<tbody>
<tr>
<td>- Technical Depth</td>
<td>- Technical Breadth</td>
<td>- Domain Expertise</td>
<td>- Technical Thought</td>
<td>- Motivate/Develop</td>
</tr>
<tr>
<td>- Solution Delivery</td>
<td>- Team Leadership</td>
<td>- High Impact Project Delivery</td>
<td>Leader</td>
<td>Large Teams</td>
</tr>
<tr>
<td></td>
<td>- X-Functional or</td>
<td>- Managing Teams &amp; Processes</td>
<td>- Influence Strategy</td>
<td>Change</td>
</tr>
<tr>
<td></td>
<td>Customer-Facing role</td>
<td></td>
<td>- Lead Initiatives</td>
<td>Align IT Strategy with Business Big Ys</td>
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<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td>- High Business Impact</td>
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<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td>- Highly Matrixed Environment</td>
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</tbody>
</table>

- Network Admin
- Programmer
- IMLP

- Apps Architect
- Systems Analyst
- Project Manager
- Data Mgmt Analyst

- MBB
- Program Manager
- IT Leader, Security
- IT Team Leader, Ops

- CTO
- Director, IT
## Jeanine Abele – career path

<table>
<thead>
<tr>
<th>Year</th>
<th>Event</th>
<th>Job Title</th>
<th>Company</th>
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</thead>
<tbody>
<tr>
<td>2004</td>
<td>Join GE</td>
<td>IT Team Leader - Operations</td>
<td>GE Aviation</td>
</tr>
<tr>
<td>2005</td>
<td>Join P&amp;G</td>
<td>IT Team Leader - Operations</td>
<td>P&amp;G</td>
</tr>
<tr>
<td>2004</td>
<td>First child</td>
<td></td>
<td></td>
</tr>
<tr>
<td>2005</td>
<td>Second child</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

### Key Milestones:

1. Central IT – Help Desk P&G
2. Group Manager – Local P&G
3. Group Manager – Remote P&G
4. IT Associate Director P&G
5. CIO, Global Service Shops GE Aviation
6. CIO, Aviation Services – GE Aviation

### Roles and Responsibilities:

<table>
<thead>
<tr>
<th>Role</th>
<th>Description</th>
<th>Company</th>
</tr>
</thead>
<tbody>
<tr>
<td>Computer Operator</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Administrator - Network, End-User, Systems</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Central IT - Help Desk P&amp;G **</td>
<td>Architect - Network, Data Management, Operating Systems, Security</td>
<td>P&amp;G</td>
</tr>
<tr>
<td>Administrator - Network, End-User, Systems</td>
<td>IT Leader - Operations</td>
<td>GE Aviation</td>
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<tr>
<td>Application Architect</td>
<td>IT Leader - Infrastructure</td>
<td>P&amp;G</td>
</tr>
<tr>
<td>Architect - Network, Data Management, Operating Systems</td>
<td>IT Leader - Operations</td>
<td>GE Aviation</td>
</tr>
<tr>
<td>Business Analyst</td>
<td>Program Manager - Business Solutions **</td>
<td>P&amp;G</td>
</tr>
<tr>
<td>End- User Specialist</td>
<td>Program Manager - Operations</td>
<td>P&amp;G</td>
</tr>
<tr>
<td>Systems Analyst - Business Solutions</td>
<td>IT Team Leader - Business Solutions</td>
<td>P&amp;G</td>
</tr>
<tr>
<td>Analyst - Network, Data Management, Operating Systems</td>
<td>IT Team Leader - Operations</td>
<td>GE Aviation</td>
</tr>
</tbody>
</table>

### Education:

- CIS, BS
- Purdue University 2004
# Sharyl Wooton – career path

<table>
<thead>
<tr>
<th>Stage 1</th>
<th>Stage 2</th>
<th>Stage 3</th>
<th>Stage 4</th>
<th>Stage 5</th>
</tr>
</thead>
<tbody>
<tr>
<td>IMLP</td>
<td>Black Belt</td>
<td>Principal Technologist</td>
<td>CIO - Regional</td>
<td>CIO</td>
</tr>
<tr>
<td>Programmer</td>
<td>Project Manager - Business Solutions</td>
<td>Master Black Belt</td>
<td>CIO - Sub Business</td>
<td>Corporate CTO</td>
</tr>
<tr>
<td>Computer Operator</td>
<td>Project Manager - Operations</td>
<td>IT Leader - Business Solutions</td>
<td>Business CTO</td>
<td></td>
</tr>
<tr>
<td>Administrator - Network, End-User, Systems</td>
<td>Application Architect</td>
<td>IT Leader - Infrastructure</td>
<td>Director - Information Technology</td>
<td></td>
</tr>
<tr>
<td>School Community Coordinator **</td>
<td>Architect - Network, Data Management, Operating Systems, Security</td>
<td>IT Leader - Operations</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

1. School Community Coordinator (Setting up IT labs, database design, taught introductory computer courses)

2. IMLP GE
   - IT Communications, Training & Development
   - Application Architect
   - Project Manager: Operations
   - Data Management Architect

3. Black Belt GE
   - Securities & reducing IT vulnerability
   - Incident Management

4. IT Leader - Infrastructure GE

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CS M.S.
Miami University

2003, Join GE

2005

2007
Life - work balance

Marriage
Friends
Kids
Hobbies
Education
Community involvement

Manager expectations
Large load
Deadlines
Global team collaboration
Networking
Extracurriculars
Educating
Academics, involvement, events & internships

Employing
Company traits

Marketing
PIE model

Growing
Career path alternatives & work-life balance

Love what U do, do what U love