CAREER STAGES & PROFESSIONAL DEVELOPMENT: THE BEST NEW OLD THING

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Professional Development

What is it?

Career advancement
Continuing education
Personal growth
Professional expertise
Enhancement of skills
Professional Development
Modern Framework & Contemporary Mandate

- In Europe
  - From Welfare Workers Association (London 1913) to Chartered Institute of Personnel and Development (CIPD)

- In the USA
  - Rise of management theory after World War II

- In Arts & Cultural Organizations
  - Change from being about "some things" to being about "somebody" (1980s—present)
The 3 Big Buckets of Skills

- Finance & Administration
- Content Area(s)
- Development & Fundraising
THE Sigmoid Curve: Stages of Professional Growth

1. Initial/Entry Stage
2. Colleague Stage
3. Counselor Stage
4. Advisor Stage

THE SIGMOID CURVE: STAGES OF PROFESSIONAL GROWTH FOR MUSEUM STAFF

1. INITIAL/ENTRY STAGE
2. COLLEAGUE STAGE
3. COUNSELOR STAGE
4. ADVISOR STAGE

STAGES OF PROFESSIONAL GROWTH

INITIAL/ENTRY STAGE

1. INITIAL/ENTRY STAGE
   - Understanding the org. or business
   - Applying educational knowledge
   - Learning new technical skills
   - Learning to work with peers
   - Establishing colleagues

2. COLLEAGUE STAGE

3. COUNSELOR STAGE

4. ADVISOR STAGE

STAGES OF PROFESSIONAL GROWTH

COLLEAGUE STAGE

1. INITIAL/ENTRY STAGE
2. COLLEAGUE STAGE
3. COUNSELOR STAGE
4. ADVISOR STAGE

- Expanding competencies and experience
- Developing a professional identity/brand
- Acting with autonomy
- Independent problem-solving

STAGES OF PROFESSIONAL GROWTH

COLLEAGUE STAGE

1 INITIAL/ENTRY STAGE
2 COLLEAGUE STAGE
3 COUNSELOR STAGE
4 ADVISOR STAGE

- Expanding competencies and experience
- Developing a professional identity/brand
- Acting with autonomy
- Independent problem-solving

- Developing others
- Continuing professional growth
- Chairing meetings and committees
- Developing network internally and externally

STAGES OF PROFESSIONAL GROWTH
COUNSELOR STAGE

1. INITIAL/ENTRY STAGE
2. COLLEAGUE STAGE
3. COUNSELOR STAGE
4. ADVISOR STAGE

- Developing others
- Continuing professional growth
- Chairing meetings and committees
- Developing network internally and externally

STAGES OF PROFESSIONAL GROWTH

ADVISOR STAGE

1. INITIAL/ENTRY STAGE
2. COLLEAGUE STAGE
3. COUNSELOR STAGE
4. ADVISOR STAGE

- Several areas of expertise respected
- Exercising influence in the org.
- Shaping the future of the business

PROFESSIONAL DEVELOPMENT

21ST CENTURY COMPETENCIES AND SKILLS FOR MUSEUM WORKERS

- Global Awareness
- Technological Savvy
Professional Development: 21st Century Competencies and Skills

Interpersonal Skills

- Communication
- Communicating Up, Down and Across an Organization
- Negotiating
- Speaking and Presentation Skills
- Developing a Personal “Brand” and Image
- Collaboration
- Networking
Professional Development: 21st Century Competencies and Skills

Basic and Advanced Business Skills

- Time Management
- Project Management
- Strategic Planning
- Decision Making
- Critical Thinking
- Proposal Writing
Professional Development: 21st Century Competencies and Skills

Leadership Skills

- Learning to Lead
- Team Building
- Delegation
- Succession Planning
PROFESSIONAL DEVELOPMENT:
METHODS OF DELIVERY

- Formal or informal learning opportunities
- Facilitated experiences or individual exploration
- In real time—*in situ* or online
- A bridge—between initial educational learning and specialized practical training/skill application
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It’s what you’re doing now
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