

CAREER STAGES & PROFESSIONAL DEVELOPMENT: THE BEST NEW OLD THING

ARCS

2015 Biennial Conference

New Orleans, LA

November 12-15, 2015

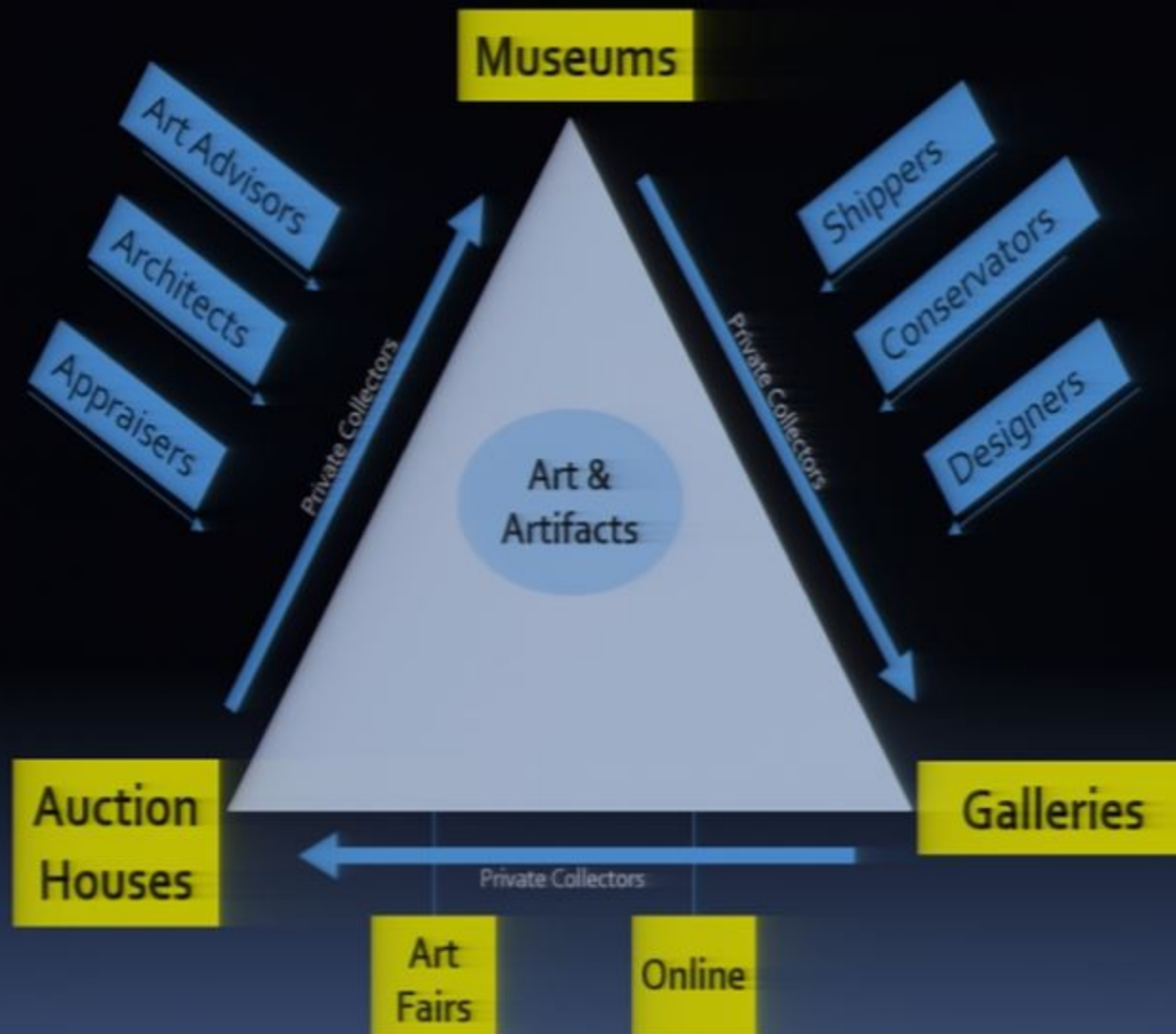
Geri Thomas, President, Thomas & Associates, Inc.

Associate Professor, NYU

PROFESSIONAL DEVELOPMENT

WHAT IS IT?





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)

ARTS & CULTURE KNOWLEDGE

The 3 Big Buckets of Skills

```
graph TD; A[The 3 Big Buckets of Skills] --> B[Finance & Administration]; A --> C[Content Area(s)]; A --> D[Development & Fundraising];
```

Finance &
Administration

Content Area(s)

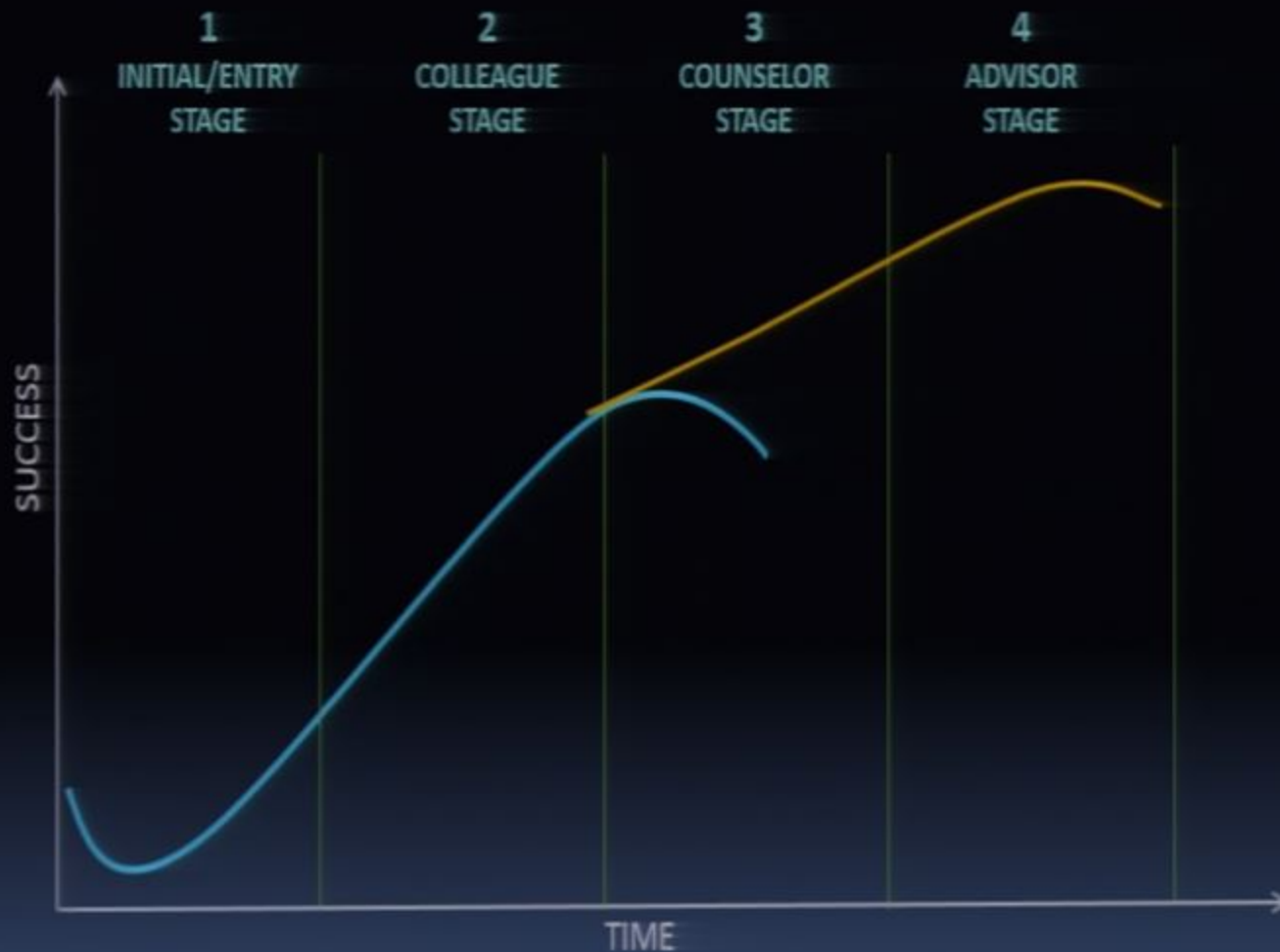
Development &
Fundraising

THE SIGMOID CURVE: STAGES OF PROFESSIONAL GROWTH



Adapted from: Rennekamp RA, Nall M. Professional Growth: A Guide for Professional Development. Kentucky Cooperative Extension Service. *Journal of Extension*. 1994; 32(3). <http://www.joe.org/joe/1994june/a2.php>. Accessed February 7, 2013.

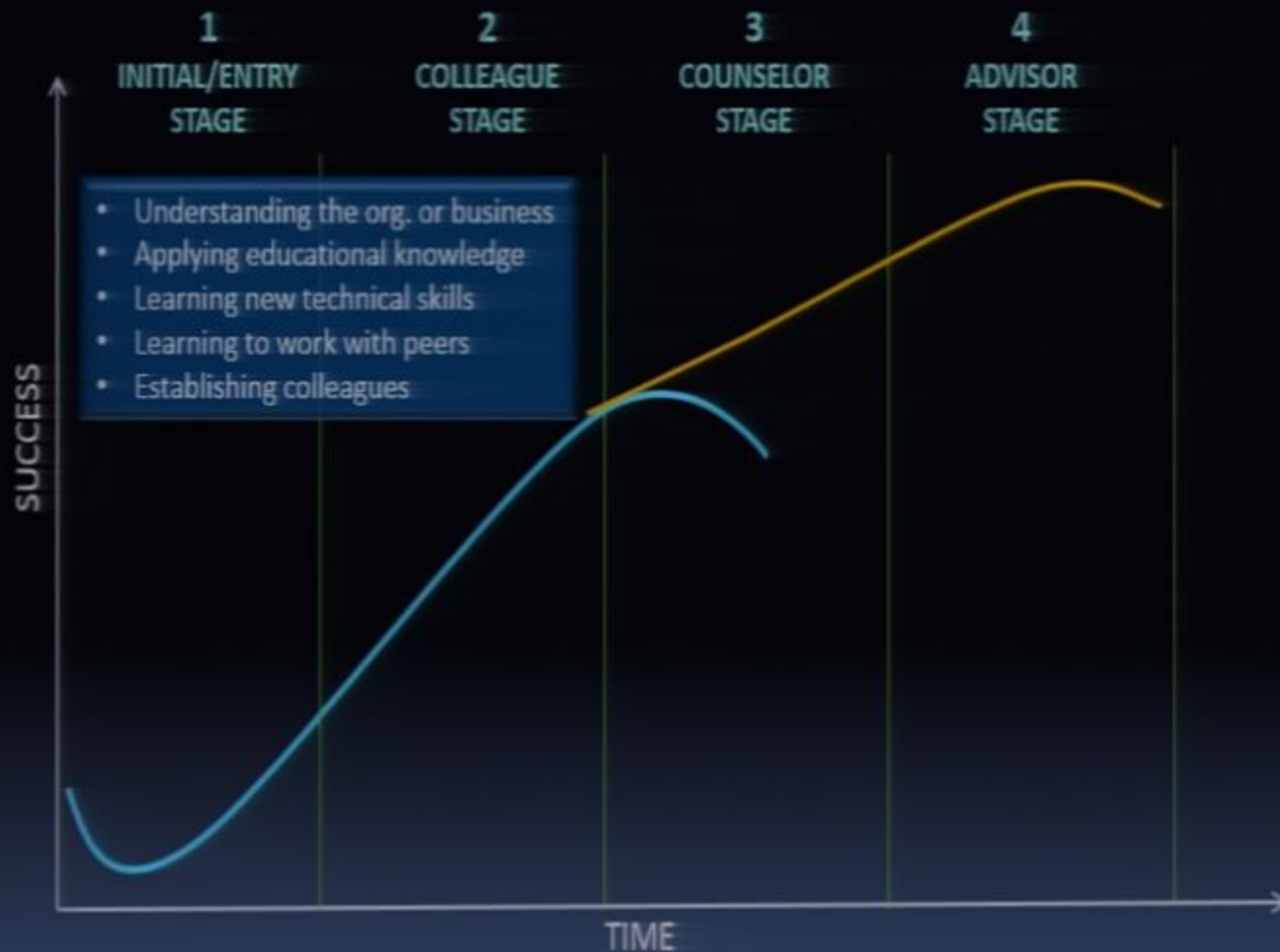
THE SIGMOID CURVE: STAGES OF PROFESSIONAL GROWTH FOR MUSEUM STAFF



Adapted from: Rennekamp RA, Nall M. Professional Growth: A Guide for Professional Development. Kentucky Cooperative Extension Service. *Journal of Extension*. 1994; 32(3). <http://www.joe.org/joe/1994june/a2.php>. Accessed February 7, 2013.

STAGES OF PROFESSIONAL GROWTH

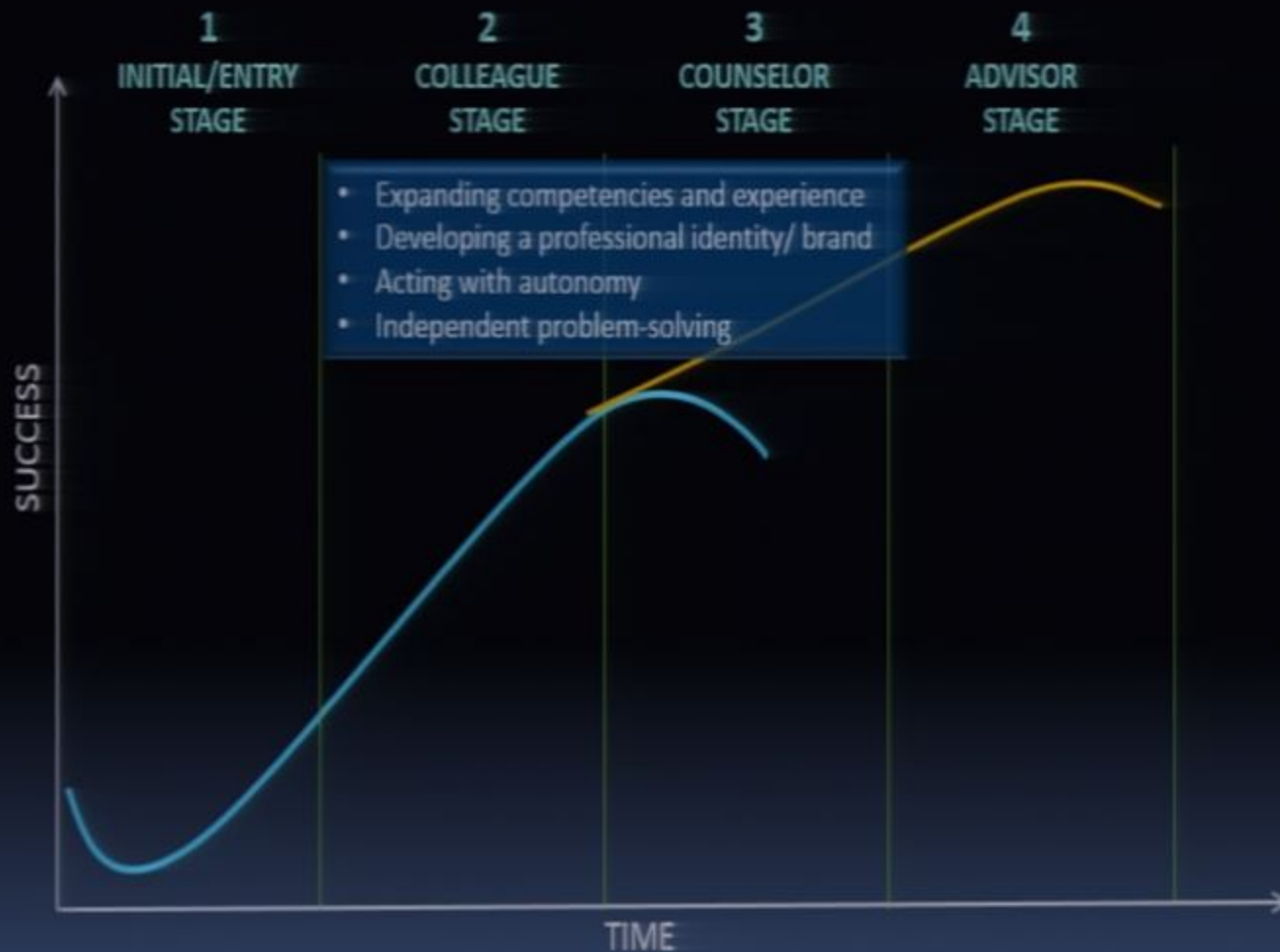
INITIAL/ENTRY STAGE



Adapted from: Rennekamp RA, Nall M. Professional Growth: A Guide for Professional Development. Kentucky Cooperative Extension Service. *Journal of Extension*. 1994. 32(3). <http://www.joe.org/joe/1994june/a2.php>. Accessed February 7, 2013.

STAGES OF PROFESSIONAL GROWTH

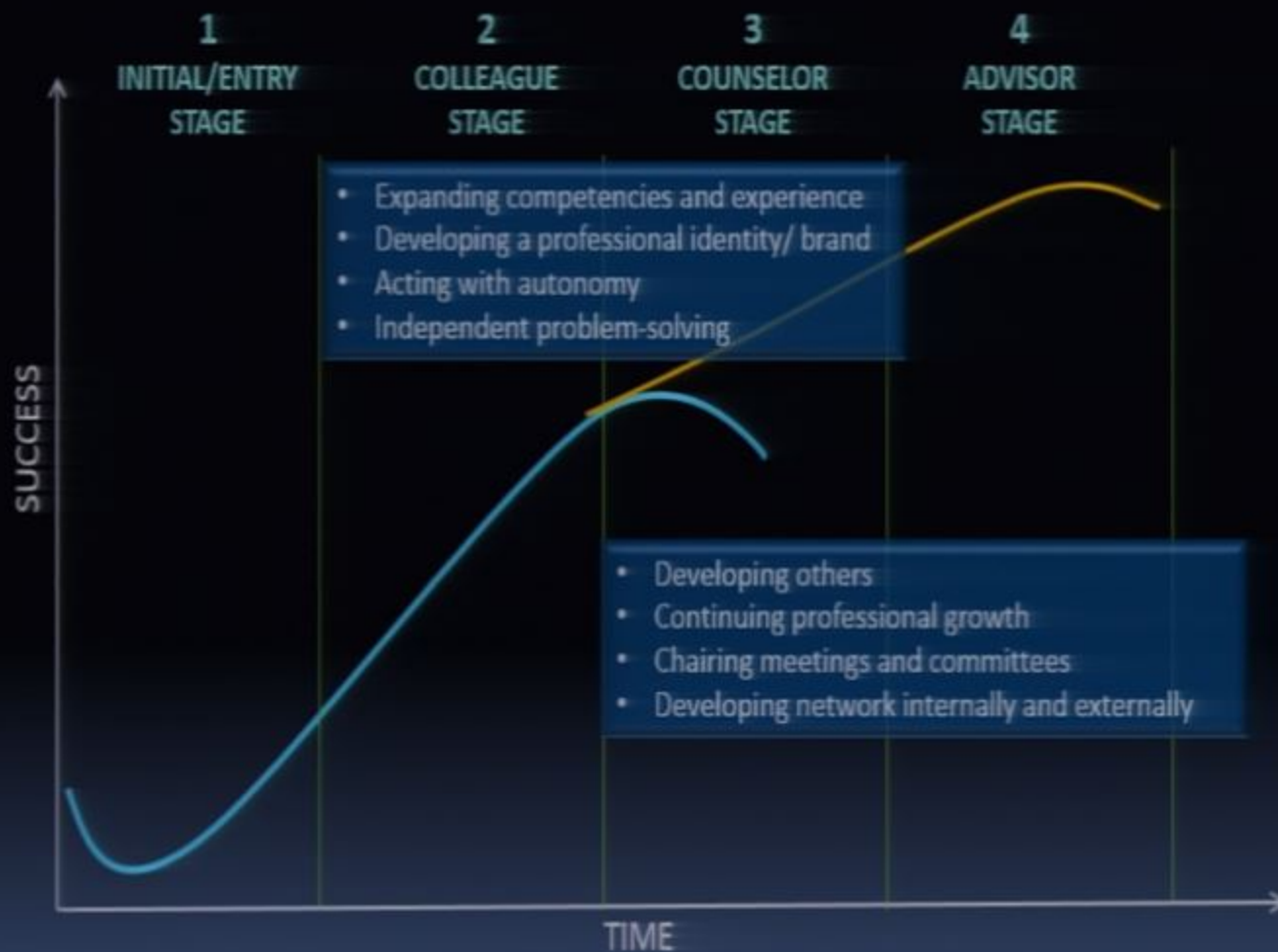
COLLEAGUE STAGE



Adapted from: Rennekamp RA, Nall M. Professional Growth: A Guide for Professional Development. Kentucky Cooperative Extension Service. *Journal of Extension*. 1994. 32(3). <http://www.joe.org/joe/1994june/a2.php>. Accessed February 7, 2013.

STAGES OF PROFESSIONAL GROWTH

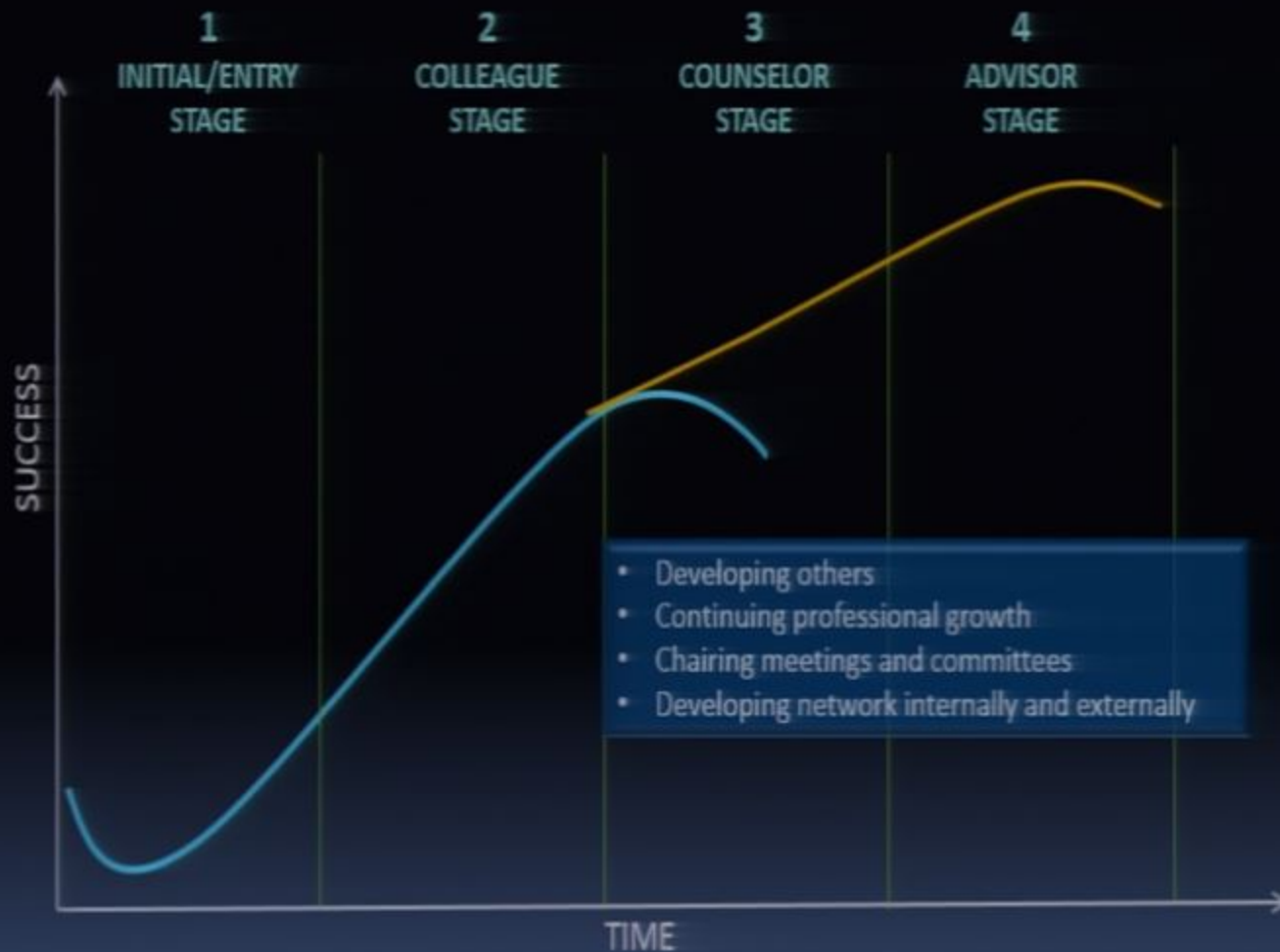
COLLEAGUE STAGE



Adapted from: Rennekamp RA, Nall M. Professional Growth: A Guide for Professional Development. Kentucky Cooperative Extension Service. *Journal of Extension*. 1994. 32(3). <http://www.joe.org/joe/1994june/a2.php>. Accessed February 7, 2013.

STAGES OF PROFESSIONAL GROWTH

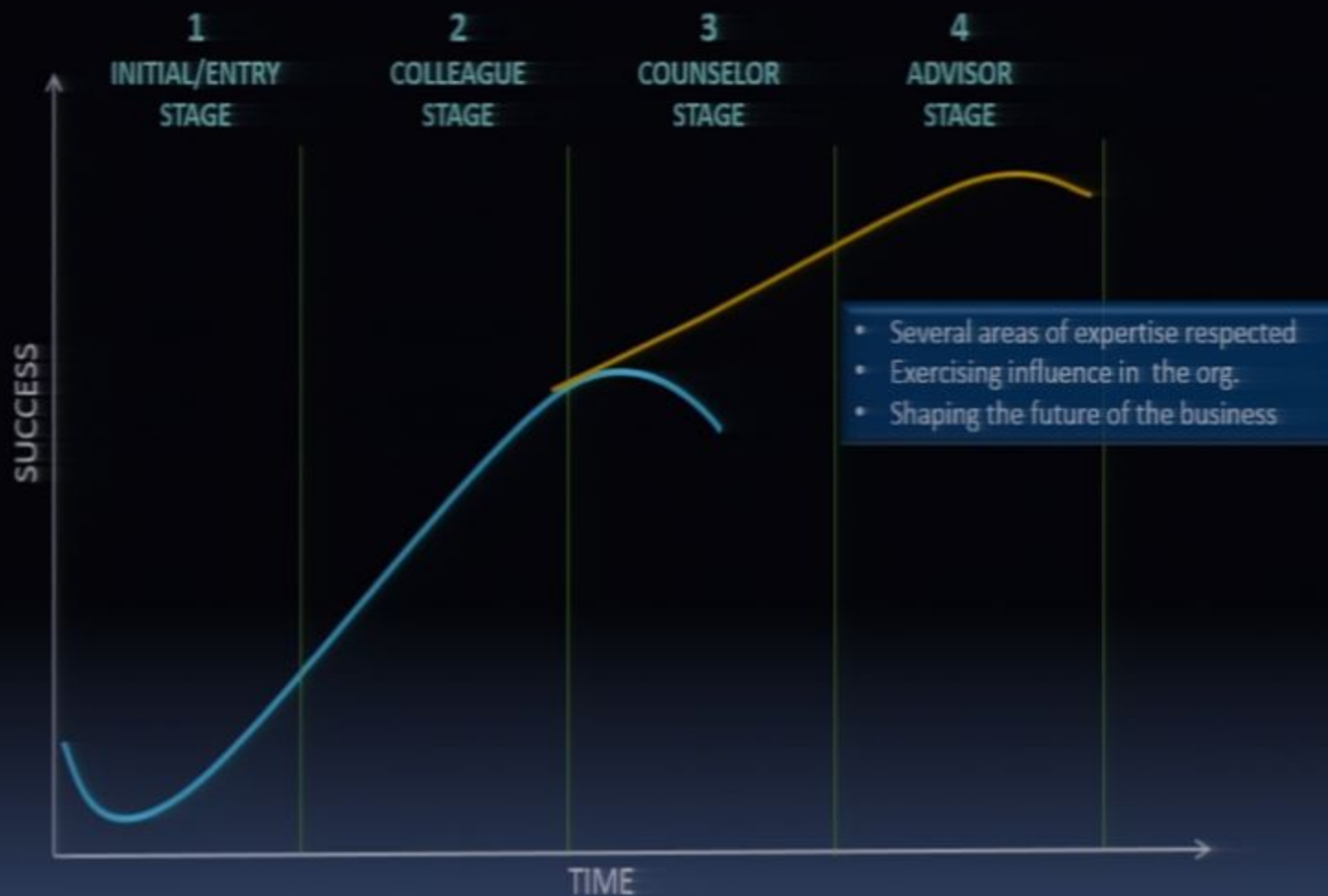
COUNSELOR STAGE



Adapted from: Rennekamp RA, Nall M. Professional Growth: A Guide for Professional Development. Kentucky Cooperative Extension Service. *Journal of Extension*. 1994. 32(3). <http://www.joe.org/joe/1994june/a2.php>. Accessed February 7, 2013.

STAGES OF PROFESSIONAL GROWTH

ADVISOR STAGE



Adapted from: Rennekamp RA, Nall M. Professional Growth: A Guide for Professional Development. Kentucky Cooperative Extension Service. *Journal of Extension*. 1994. 32(3). <http://www.joe.org/joe/1994june/a2.php>. Accessed February 7, 2013.

PROFESSIONAL DEVELOPMENT
21ST CENTURY COMPETENCIES AND
SKILLS FOR MUSEUM WORKERS



- Global Awareness
- Technological Savvy

INTERPERSONAL SKILLS



- Communication
- Communicating Up, Down and Across an Organization



- Negotiating
- Speaking and Presentation Skills
- Developing a Personal “Brand” and Image



- Collaboration
- Networking

BASIC AND ADVANCED BUSINESS SKILLS



- Time Management
- Project Management



- Strategic Planning
- Decision Making



- Critical Thinking
- Proposal Writing

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

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

It's what you're doing now

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

It's what you're doing now

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

It's what you're doing now

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

It's what you're doing now