

HOW TO DEVELOP YOUR CAREER

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WHAT IS YOUR CAREER GOAL ?

WE ALL ARE WORKING FOR ...

Satisfaction

Growth

Experiences

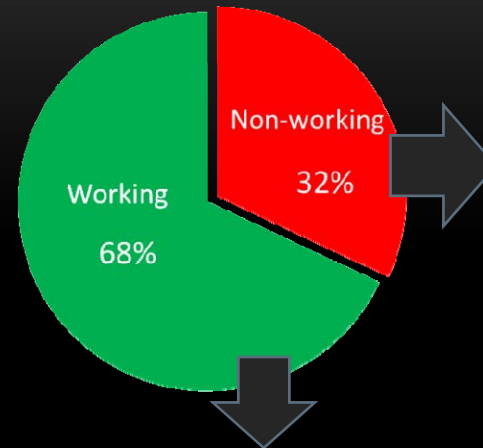
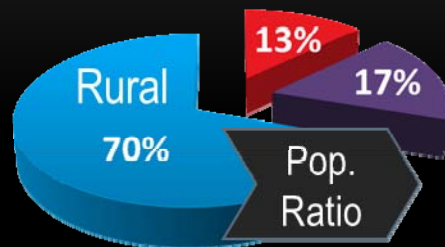
Stability

Financial

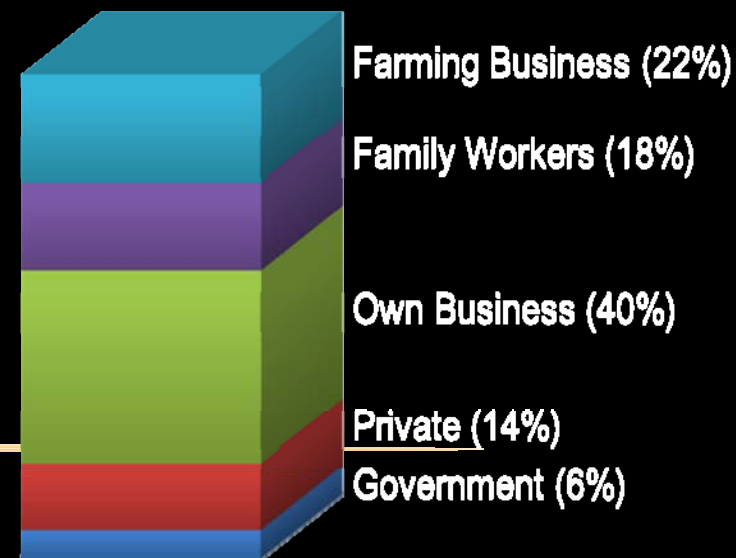
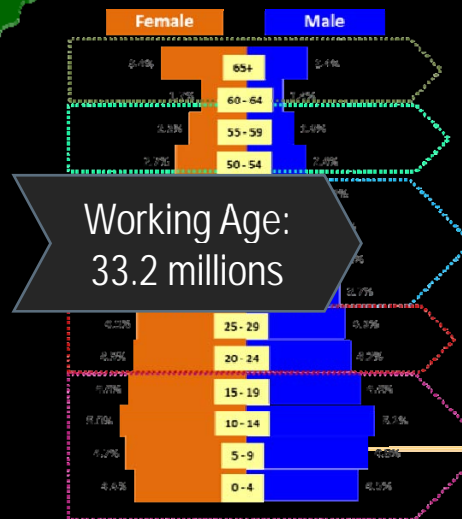
It's an open-ended question with tons of possible answers!

... but it will certainly force you to think about your career and where you will be heading on.

THE COUNTRY & ITS PEOPLE

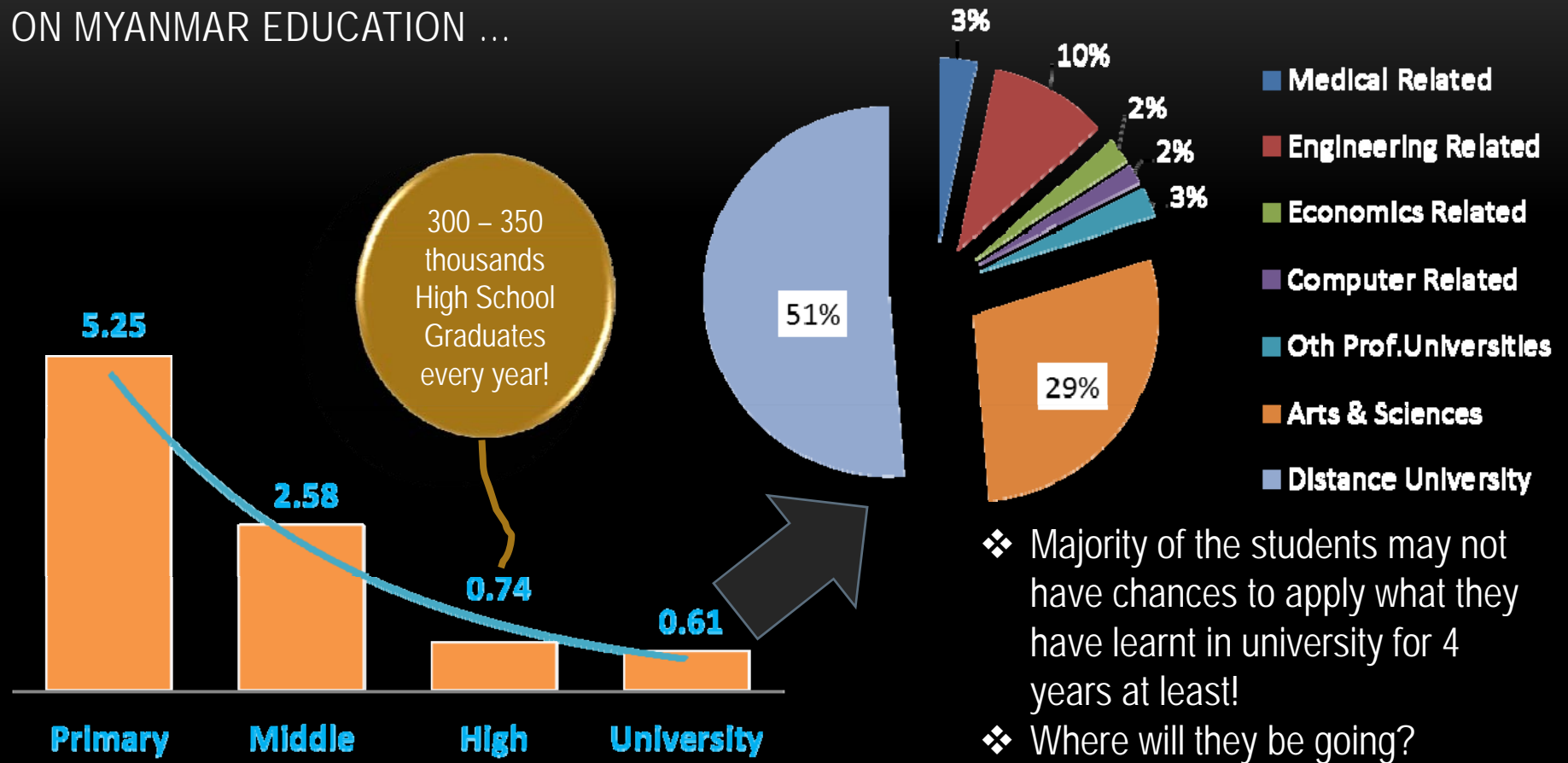


Students
Housewives
Retired
No Job

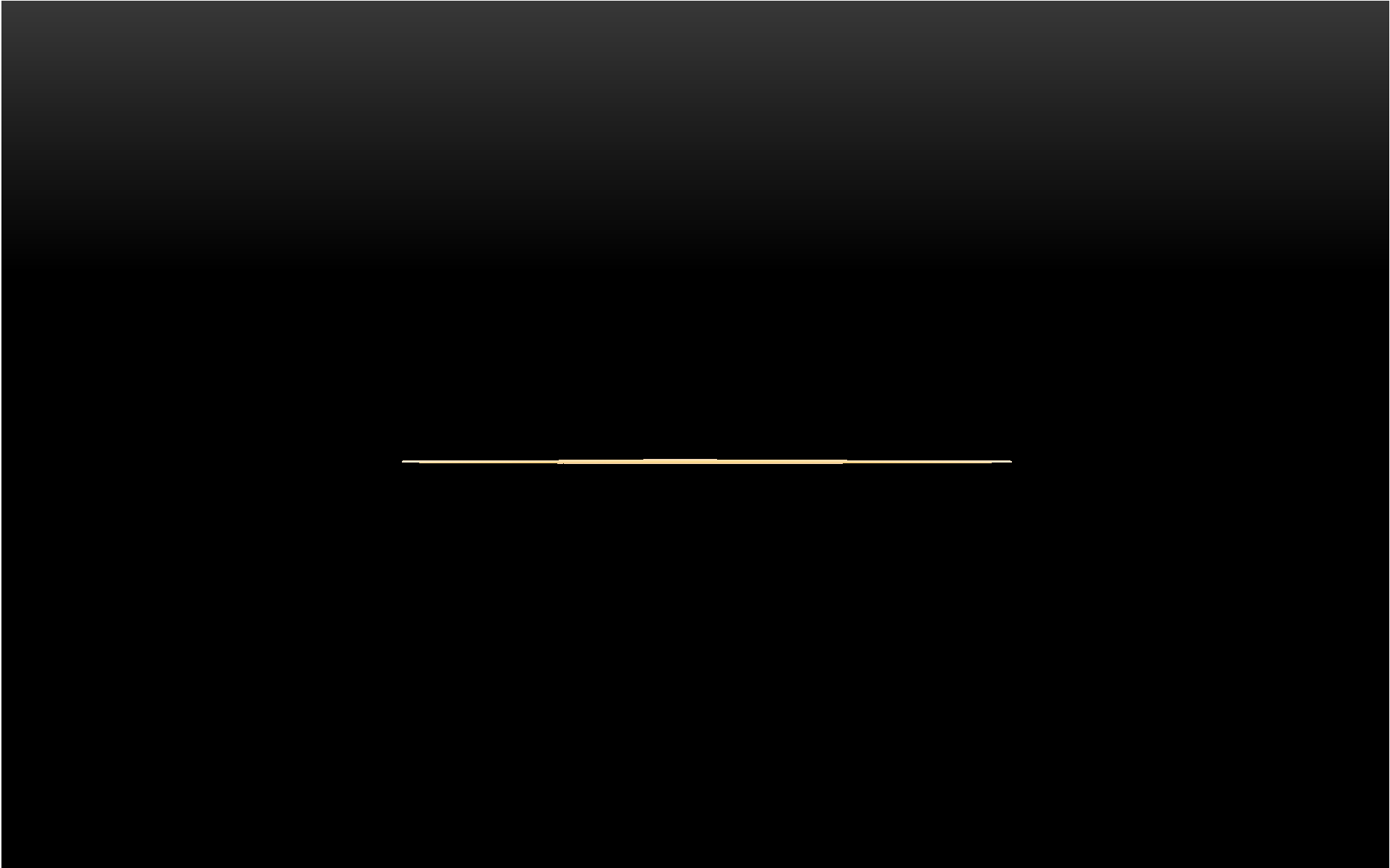


FOOD FOR THOUGHTS

ON MYANMAR EDUCATION ...



Is it just a responsibility of government? Can we do something better ourselves?



Not much problem
finding the right people **6%**



94%

No wonder that employers
were saying that they can
not find the right
candidates !!!

**YES, Have difficulty finding
the right people.**

*Senior and Mid Management levels are
the most difficult to find !!!*

Source: Employment & Salary Survey done by





Millennials are **2X** more likely to **leave their current jobs** after 2 years compared to Generation X



Generation Z
(15-20)



Millennials
(21-34)



Generation X
(35-49)



Boomers
(50-64)



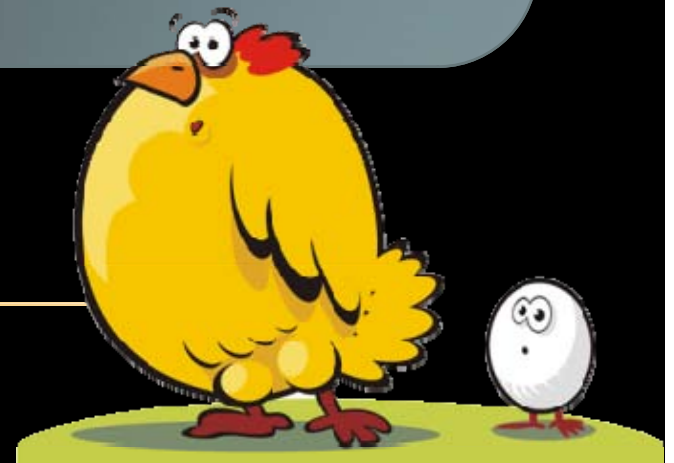
Silent Generation
(65+)



Which one first?

- Cannot pay as applicant expects or pay as market rate as more competition arises in the market
- Required skill set standard becoming more global
- Taking time in making the decision for hiring

- Lack of experience or academic qualifications
- Lack of "hard" or "soft" skills or technical skills
- Lack of (International/ Local) Exposure
- Applying multiple options

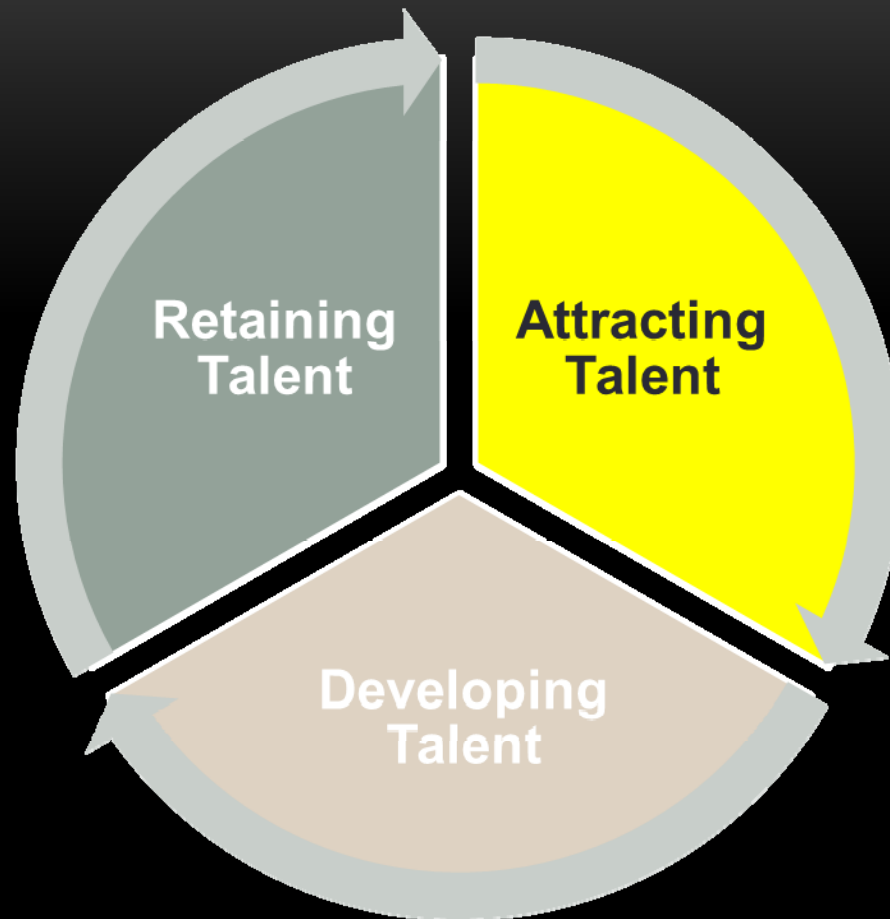


SO WHAT ...

If you are currently working for an organization/ a company ...

Do you really know your current
role and **responsibility**?

Most people can explain what they are doing and their daily routines BUT
not always clear what their role and responsibility were ...



SAMPLE of HR's Role

Know your

JD
ob escription

Keep adding on ... & review

Understand

whole set of
J

ob

F

unctions



Talent Acquisition	Talent sourcing, Selection, Assessment & interviews process, Hiring, Induction program, Employer branding, University Engagement
Compensation and Benefits	Health care benefits, Insurances, Leave management, Payroll administration, Employee data management, Employee relation, Complaint handling
Talent Engagement & Development	Learning and Development, Motivation & retention programs, Leadership forum, Talent exchange programs, Succession planning and building up stronger talent pipeline (Top/Young talent programs), Team building activities
Performance Management	Managing individual/team performance, Rewards & Recognition, Performance assessments & review
Legal Compliance	HR policies development, Liaison with government offices (SSB, Labour)

SAMPLE of Main Functions in HR

Understand

ES

valuation system



Performance

Leadership Potential

<p>Top Left</p> <ul style="list-style-type: none"> • Has mastered most if not all aspects of the current role • Ready to move on to a next level role • An appropriate new assignment should be found for this individual 	<p>Top Middle</p> <ul style="list-style-type: none"> • Meets the performance standards for the current position • Demonstrates the capacity to move to next level role in future • Should be managed to exceptional performance in the current role prior to the new next level assignment 	<p>Top Right</p> <ul style="list-style-type: none"> • Recently promoted (within the last year) • Must be coached to reach full performance as soon as possible • Monitoring performance to support him/her because the nature of a new job is critical
<p>Middle left</p> <ul style="list-style-type: none"> • Has mastered most if not all aspects of the current role • Ready for a broader assignment within the current leadership level • Development focus on adding skills for next assignment 	<p>Middle Middle</p> <ul style="list-style-type: none"> • Individuals with this ranking need to have their performance optimized to distinguish performance. • Improvement is key. • These individuals should be considered for a bigger job at their level if they can deliver better results. • Stretch goals & direct feedback will have significant impact 	<p>Middle Right</p> <ul style="list-style-type: none"> • Gaps may result from not having sufficiently mastered the requirements of the new position, may be a long standing condition • Incumbents should be: coached to meet full performance, or; should be removed from the position if unable to attain full performance within a short span of time
<p>Bottom Left</p> <ul style="list-style-type: none"> • Has mastered most if not all aspects of the current role • Capable of performing effectively in different role of similar management scope • Seasoned pro who can be considered as a SME (subject matter expert) and can help train others or other circumstances where SMEs are needed • We often see domain experts and deep functional specialties here. • Engagement & clear feedback on their leadership is key to move to higher level of contribution 	<p>Bottom Middle</p> <ul style="list-style-type: none"> • What is holding these folks back in their leadership? These individuals could go either way, depending on whether their performance improves or declines over time. • They may become valuable in their current role or slip. • Sufficient coaching or development opportunities will be required to raise their leadership capability 	<p>Bottom Right</p> <ul style="list-style-type: none"> • Performance falls short of the standards for the position • A PIP must be executed immediately • Individual should be removed from the position as soon as possible

What make you Satisfy?

Corporate Reputation

Vision & Leadership

Career Development/ Performance

Nature of Work/ Responsibility

Payment and Benefit

Working Conditions

Working Environment and Atmosphere



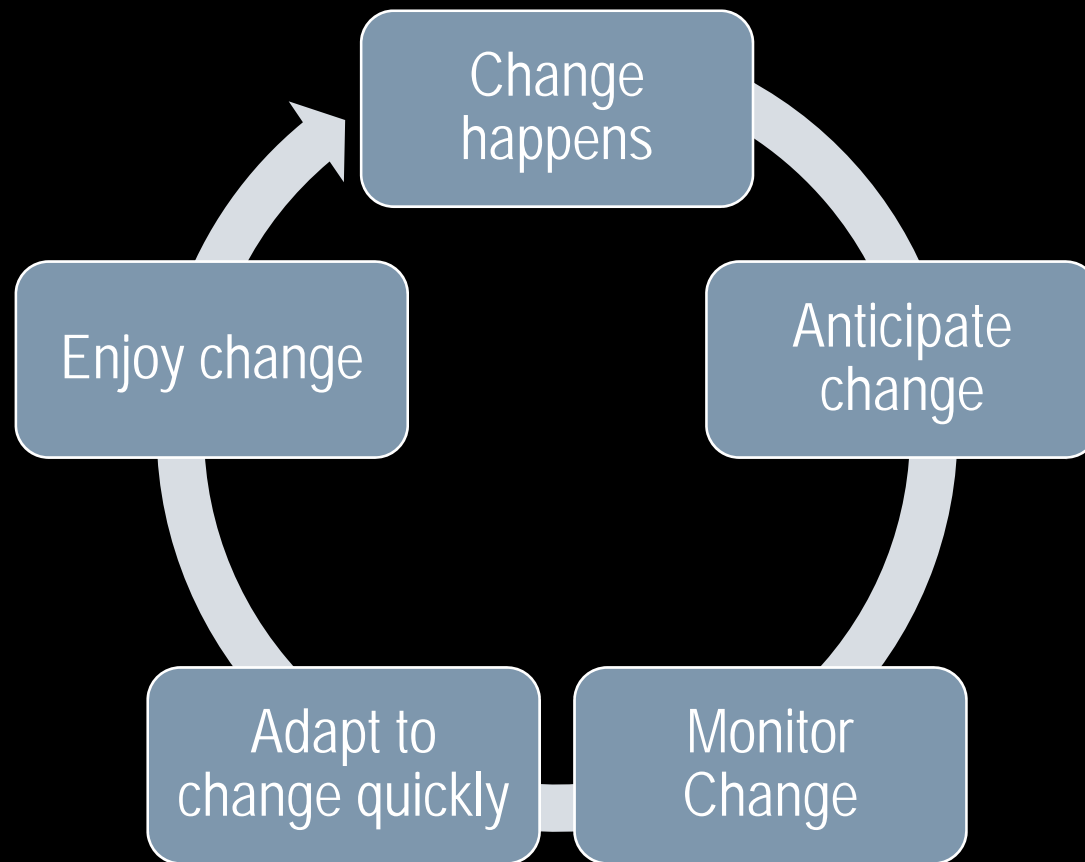
Growth Mindset



Growth Mindset



- Thrives on **challenge** and sees failure not as evidence of unintelligence but as a heartening springboard for growth and for stretching our existing abilities.
- The world of changing qualities - it's about **stretching** oneself to learn something new. Developing oneself.
- **Efforts** put in is the limit of what one can do.
- **Learn** from mistakes
- **Passion**. Persistent. Continued improvement. Curious.



Be Ready to Change Quickly and Enjoy it again

3 Areas You Need To Focus ...

1. Human Resource: YOU + **Enthusiasm**
2. Time: Spend enough Time to work + **Learn**
3. Money: Use for living + **?**

Level - 1

Human Resource: YOU, **YOUR SKILLS,**

Time: Leverage your TIMESPEND on

- **LANGUAGE SKILL**
- **COMPUTER SKILL**
- **EXPERIENCE IN REVELEVANT WORKS**
- **LOCAL KNOWLEDGE/ EXPORESURE**

Level - 2

Money: Use for Living + Learning + invest ?

RIGHT ATTITUDE TOWARDS YOUR JOB

Jack Ma or **Ma Yun** (Chinese: 马云, Mandarin pronunciation: [mà yǔn]; born September 10, 1964) is a Chinese business magnate and philanthropist. He is the founder and executive chairman of Alibaba Group, a family of successful Internet-based businesses.



JACK MA



**Enjoy the show,
enjoy the ride, you
are the same ...**



Work: Thurein.Nyein.MMRD@nielsen.com / Personal: thurein.nyein@gmail.com