



CAREER MANAGEMENT: THE NEXT 1000 DAYS

Introduction

As the MiM draws to a close, you will have the opportunity to reflect on your professional goals and what you want to accomplish in the course of your career. One of the advantages of this mini-course is that it affords you the time and the space to reflect deeply on your motivations and values, and to set concrete objectives in line with those values.

In a brief 3-day course it is highly unlikely you will have enough time to fully discern your long-term *professional purpose*, but you can make significant strides in that direction. If you make progress in developing a purpose and a mission which you can pursue with passion in the years ahead, you will have accomplished something very worthwhile.

The focus of this course is you: your life story, your aspirations, your vulnerabilities, your talents, your imagination as you project an attractive and meaningful career that will have a positive impact on people, your company and society at large. At IESE, we want you – our alumni – to think big and accomplish great things— if for no other reason than so that we can succeed vicariously through your successes.

This course addresses several fundamental aspects of managing yourself and your career, starting with achieving increased self-awareness and developing a sense of purpose that will serve as the foundation of your authentic professional leadership.

On a personal note, let me just say that I look forward to discussing these big questions with you. The big question that led me to do a PhD in Organizational Behavior, was how to create the conditions for meaningful work. I believe this is a central concern for people beginning their careers and it is a question that is closely related to the most pressing needs of people, companies, and society, especially in these times of uncertainty and crisis.

Objectives

Deeper self-awareness: understanding yourself more deeply in your uniqueness and in the context of your meaningful relationships, your values and motivations. Each of you is a unique human being with particular life stories, aspirations, talents, and opportunities.

Sense of purpose: infusing your personal identity with a meaningful life project that becomes your dream and guiding strategy, your compass for career decisions big and small. Finding a clear and strong sense of purpose will help you to manage your time, focus your attention, and avoid distractions, which, no matter how outwardly attractive,

may divert you from your core values and goals. It will also help you to develop deep and meaningful relationships at work, and a credible style of leadership that suits you.

Competences

Basic Competences

- CB7. The students know how to apply the knowledge acquired and their ability to solve problems in new or unfamiliar environments within broader (or multidisciplinary) contexts related to their area of study.
- CB8. The students can integrate knowledge and face the complexity of formulating judgments based on information that, being incomplete or limited, includes reflections on social and ethical responsibilities linked to the application of their knowledge and judgments.
- CB9. Students know how to communicate their conclusions and the knowledge and ultimate reasons that support them to specialized and non-specialized audiences in a clear and unambiguous way.
- CB10. Students possess the learning skills that allow them to continue studying in a way that will be largely self-directed or autonomous.

General Competences

- CG2 - Work effectively in multicultural teams, assuming the leadership of a project when required. Integrate the value of diversity in the decision process and teamwork. (Ability to work in multicultural teams).
- CG3 - Critically evaluate the information and the context of a business situation to reach its own conclusions for making prudential decisions. (Critical thinking).
- CG4 - Acquire the self-knowledge and self-control necessary to work effectively in professional environments under pressure, understanding the motivations of others and the culture of the company. (Emotional intelligence).
- CG5 - Apply proven ethical criteria in making business decisions, respecting the intrinsic dignity of each person and the achievement of the common good. (Integrity).

Specific Competences

- CE03 - Analyze and design optimized customer-oriented operations and logistics systems, according to the principles and applicability of the Lean philosophy (eliminate what does not add value).
- CE08 - Identify the sources of competitive advantage of a company to make a judgment on its sustainability in the future based on the competitive structure of the industry, the expected response of competitors and the internal resources of the company itself.
- CE14 - Identify the mechanisms of team management that generate an environment of collaboration, communication, trust, and achievement of the common goal.

Content

This three-day course is divided into the following sessions:

1.	Career anchors
2.	Your life story

3 & 4.	Becoming as a leader
5.	Professional speaker (TBD)
6.	Career choices and meaningful leadership: ikigai framework
7 & 8.	Your projected future

Evaluation

Your grade will be based on your class participation (50%) and on your assignments for the course (50%). To do well, you need to come prepared to class, turn in the assignments, and participate in team and in-class discussions.

The IESE Business School's Honor Code and Learning Partnership apply to all activities in this course. For individual assignments, unless explicitly stated, you should not interact with anyone else. For deliverables to be done in teams you should interact only with the members of your team.