




Growing and Adapting Your Career

NOW AND IN THE FUTURE

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Informatics Landscape

THEN	NOW
• EHR implementations	• EHR optimization
• Meaningful Use	• Inpatient Prospective Payment System
• Healthcare websites	• Mobile technology prevalent
• Aging population	• Independent Seniors
• Data Marts	• Strategic data – Precision Medicine

Technology Enabled Care (TEC)
New Technologies for Patient Care

- Telehealth
- Fall prevention
- Remote Assessment
- Robotics

The Importance of Data, Application, Implication

- Analysis
- Quality
- Data/Information Stewardship
- Process Management
- Change Management
- System Knowledge
- Knowledge Sharing



The Power of Education

- Negotiation
- Sales
- Behavioral Styles – i.e. dealing with people
- Data Analysis and Presentation
- Technical Knowledge – i.e. SQL, advanced Excel

LEADERS
KEEP
LEARNING

Another Degree?

MSN, MBA or MS

DNP or PhD or??

The flow of your career is guided by *both*:

- Technical skills & knowledge
 - Transactions
 - Performance
 - Results
- *and* —
- Soft skills & understanding
 - Relationships



Performance & Relationship

PERFORMANCE

- Meeting & exceeding expectations for professional results
- Important because people are hired & paid to solve problems and to deliver results
- Typically easy to observe/measure
- Typically its value:
 - Is immediately apparent
 - Diminishes over time
 - "What have you done for me lately?"



Performance & Relationship

RELATIONSHIP

- Investing into people in one's professional environment
- Important because relationships influence the perception, judgment & cooperation of co-workers & managers
- Typically difficult to measure
- Typically its value:
 - Is not immediately apparent
 - Increases over time



People don't *care* how much you *know*, until they *know* how much you *care*.

- Patients & families
- Colleagues & co-workers
- Managers
- Subordinates




Continuous (Personal) Improvement

- Extroverts
 - Draw strength from outside/others
 - Natural talkers & socializers
 - Action-item: learning to listen better & be introspective
- Introverts
 - Draw strength from inside/solitude
 - Natural individual contributors
 - Action-item: learning to speak up, reach out & play nicely

We have two ears and one mouth; perhaps we should listen twice as much as we speak.

Build bridges of:

- Communication
- Coordination
- Relationship



People Whom You Need in Your Network

- Advisors – as-needed providers of feedback, advice, and insight on specific topics where they have expertise
- Mentors – seasoned professionals in long-term relationship with you, offering wisdom and advice on career path, professional development, and personal growth
- Sponsors - higher-ups within your organization who are aware of your best work, achievements, and goals, so that they advocate for you when you're not in the room

The Importance of Networking

- Exchange professional knowledge
 - Much learning happens informally & incidentally
- Build professional relationships
 - We're all stronger and smarter, together
- Access professional opportunities
 - BUT: don't force, rush or over-emphasize



Network Like a Pro

- Networking is a 'contact' sport ... it involves meeting people
 - 24-hour thank you / 7 day follow-up / 30 day re-engage
 - 12 feet / 12 inches / 12 words

Build your network before you need it!



Networking, advising & mentoring work both ways.

Seek out relationships where you can give back.

Let others refresh you, whenever possible.

Refresh others as well, whenever possible.



Job Searching

- KnowWhatYou Want
- Where to look
 - Friends, colleagues, neighbors – spend more time here
 - Research companies/industry trends – a wealth of information
 - Job boards – spend less time here
- Image check your social media



Resumes

- Still important in this age of technology
 - Don't forget about the cover letter
 - LinkedIn...your online resume!
- Don't get lost in applicant tracking systems
- Goal is to get recruiter's attention
 - Executive Summary (not Objective) at top
 - Consistent, unique personal branding throughout
 - Relevant keywords
 - 2-4 bullet points instead of dense prose

Interviewing

- Research – do your homework, know your industry
- Ask questions
- Put yourself in shoes of recruiter
- Practice, keep it fresh
- Accommodate for telephone/in-person/online



Opportunities for Professional Growth

- Continue building your skill set
 - Finance 101
 - Project Management
 - Lean Six Sigma
- Keep current – read!
- Dust off your LinkedIn profile
- What are your 'transferable skills'?



Taking care of the common element in all your relationships

(HINT: IT'S YOU...)

We all have days when the pressures of life and work can get us down.

Please don't kick us, even when we're in the way.

- Everyone whom we encounter is dealing with fears, wounds and loss.
- A little empathy goes a long way.



Take proper care of yourself!

- Eat sensibly.
- Drink more than enough water.
- Exercise regularly.
- Get plenty of rest.



Don't stay glued to your computer screen.

Every so often:

- Look away / around
- Walk away / around
- Interact with others



Don't keep a lid on your feelings.

Share your life, yourself, your trials and your triumphs with trusted family, friends and co-workers.

Don't be afraid to seek help.



Thank you for your time!

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