

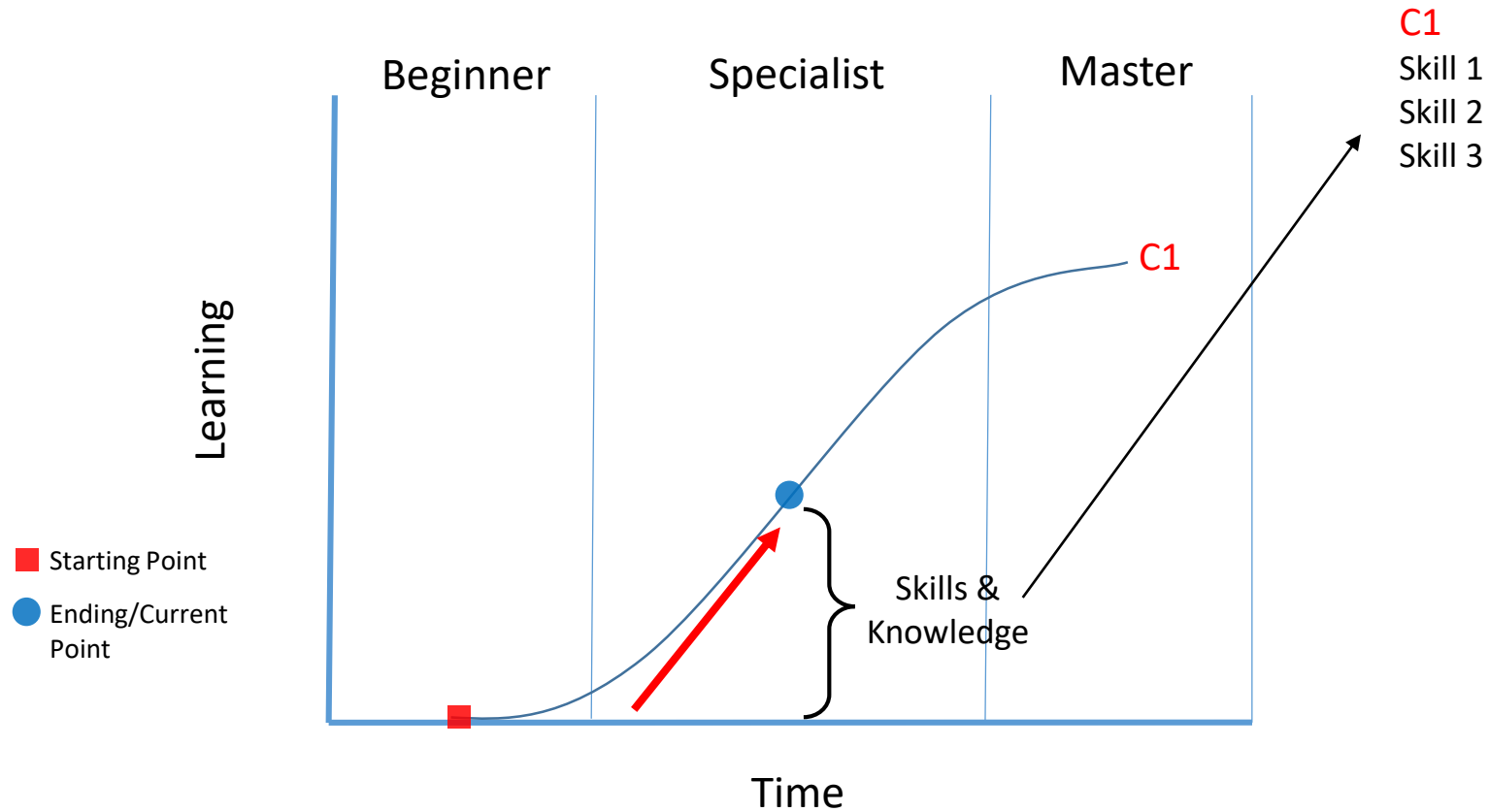
Intro to Career S-Curves

What is a Career S-curve?

How do I use it?

What is a Career S-curve?

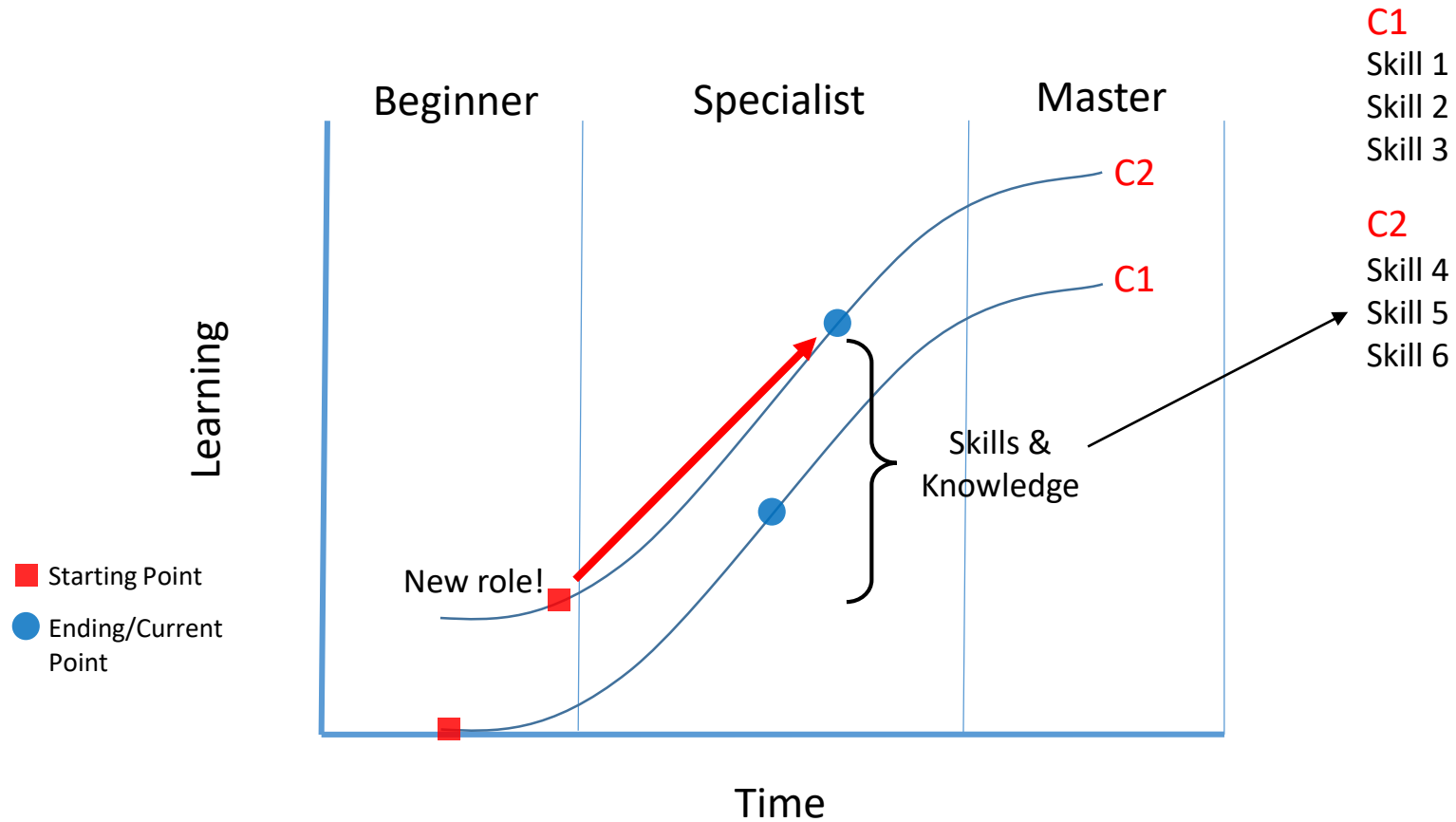
My Skills and Knowledge



It's a Learning Curve!

What is a Career S-curve?

My Skills and Knowledge



What is a Career S-Curve?

Skills

Accounting abilities

Payment review

Ability to supervise

Data Analysis

Presentation Creation & Delivery

Ability to communicate financial results effectively



Tools

PeopleSoft

Fast Track

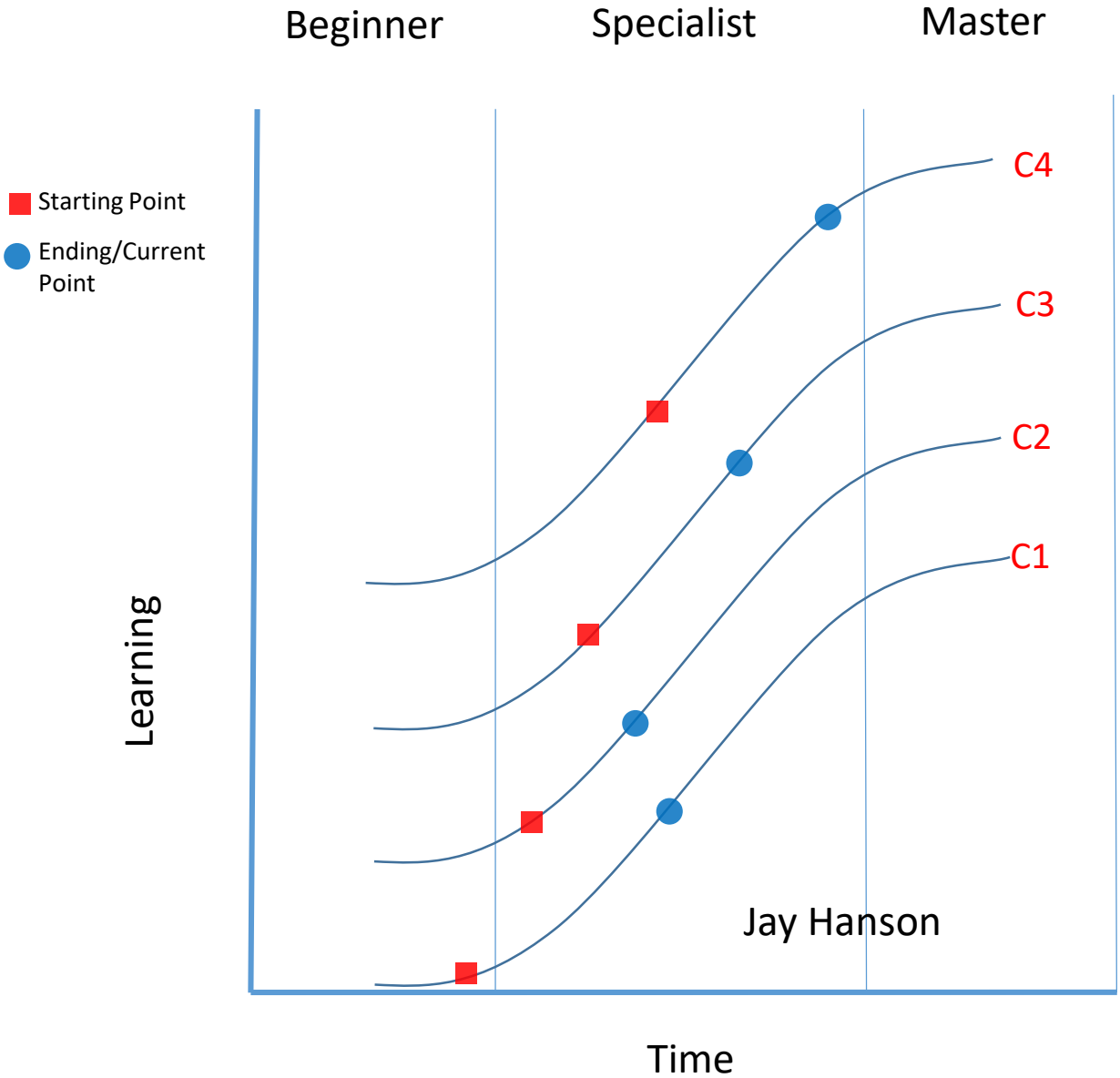
Yjobs

Microsoft Excel

PowerPoint Presentations

Business Objects

What Does Your Career Chart Look Like?



C1 – Audit staff & Manager – Skills: Understanding of technical accounting principles for wide variety of industries. Extensive Higher Ed specialization. Managed small rotating staffs. Developed “auditor focus” for financial reporting; Professional speaking and writing skills. Gave audit summary presentations to senior management and Boards of Directors. Learned to personally manage extensive travel. Managing widely distributed audit teams. Audit/business risk analysis. Learn & teach personal computer skills. Made “tough call” on audit client with going concern issues.

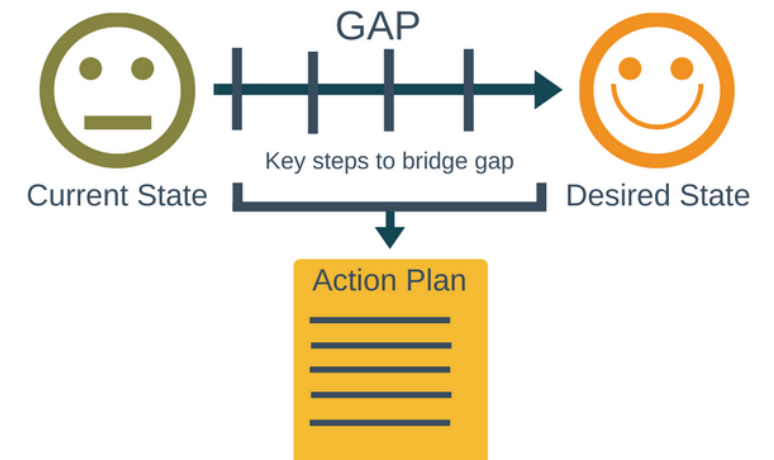
C2 – Self Employed CPA – Developed small accounting system & computer skills. Developed selling & presentation skills. Experienced demands of “up and down” business success. Corporate employment taxes.

C3 – Controller at Bennett Enterprises & BYUH – Developed wide variety of employee management skills. Manage complex computer systems. Dealing with demands of Sr. Management. Deal with unethical internal business practices. Significant legal issues. Developed “Controller sensitivities”. Managed poor cash flows and dealt with vendor/employee cash demands. Widespread volatile workplace politics. Employee training.

C4 – Finance Director, BYU Provo – Manage implementation of significant ERP software system. User design of multiple special purpose computer applications. Presentation at national User’s Group. Manage campus-wide business continuity program. Developed Financial Management Forum & programs for various Dept/Controller retreats. Managed significant team silos & Dept politics. Group based negotiation (i.e. win/win) skills. Presentations to SR Management.

How do I use an S-Curve?

- See Where You've Been
 - ...and how far you've come!
- Take Inventory of Your Skills
 - Interview preparation
 - Might give ideas for careers you hadn't previously considered
- Helps you do personal GAP analysis
 - Where am I now? Where do I want to be?
 - Make plans to close that gap!



Where do S-Curves fit in the new Professional Communities?

- **Career Development Councils**
 - Members of the community who are selected to help give career advice to other members
- **S-Curves**
 - Tool to use to show the CDC what path you have taken

