

# Expanding Impact

By Reimagining Pathways in Work,  
Career, and Life

Quality Matters East 2020

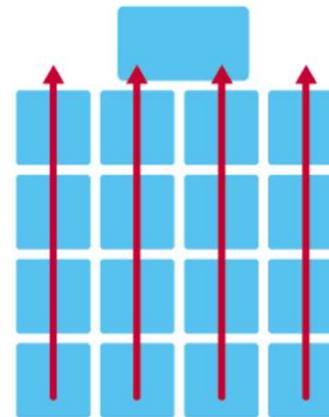
Sasha Thackaberry, PhD

# PATHWAYS

## IN WORK, CAREER AND LIFE

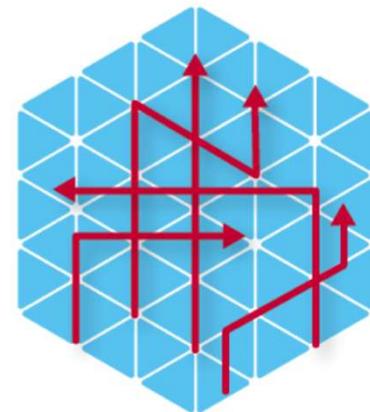
1. Why Leadership?
2. Career Ladders
3. Sanity & Risk

Ladder progression



Examples of linear career paths

Lattice pathways



Examples of more varied paths for growth and development

# 1

YOUR PROFESSIONAL MISSION

## WHY LEADERSHIP?

- Why does progressing to leadership roles matter?
- Why do we need for designers, more faculty, and more operational managers with backgrounds in instructional design in executive leadership?





## The Leaders Set the Culture

CULTURE MAKES THINGS HAPPEN  
– OR NOT HAPPEN

“Culture isn't just one aspect of  
the game—it is the game.”

*-Attributed to Louis Gerstner*

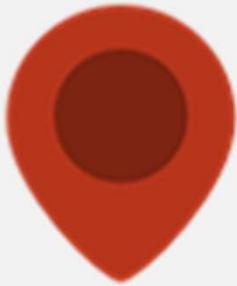
# Setting the Culture is the Most Important Thing

## CULTURES PERSIST & ACCOMPLISH GOALS

- Ways of working
- How you hire
- Who you hire
- How your leaders lead
- Persistent change
- Change that outlasts you
- Institutional habits
  - Setting important goals
  - Measuring results
  - *Continually improving until you get better results*



## THE LEADERS ALSO...



**SET GOALS &  
STRATEGY**



**DIRECT  
THE RESOURCES**



**IMPACT FACULTY &  
STUDENTS**



WRITE SOMETHING HERE

# Well-Designed Pathways



# 2

WHAT DOES THAT CLIMB LOOK LIKE?

## CAREER LADDERS

- Am I going where I want to go?
- Do I know where I want to go?
- Does it matter with constantly moving staircases?



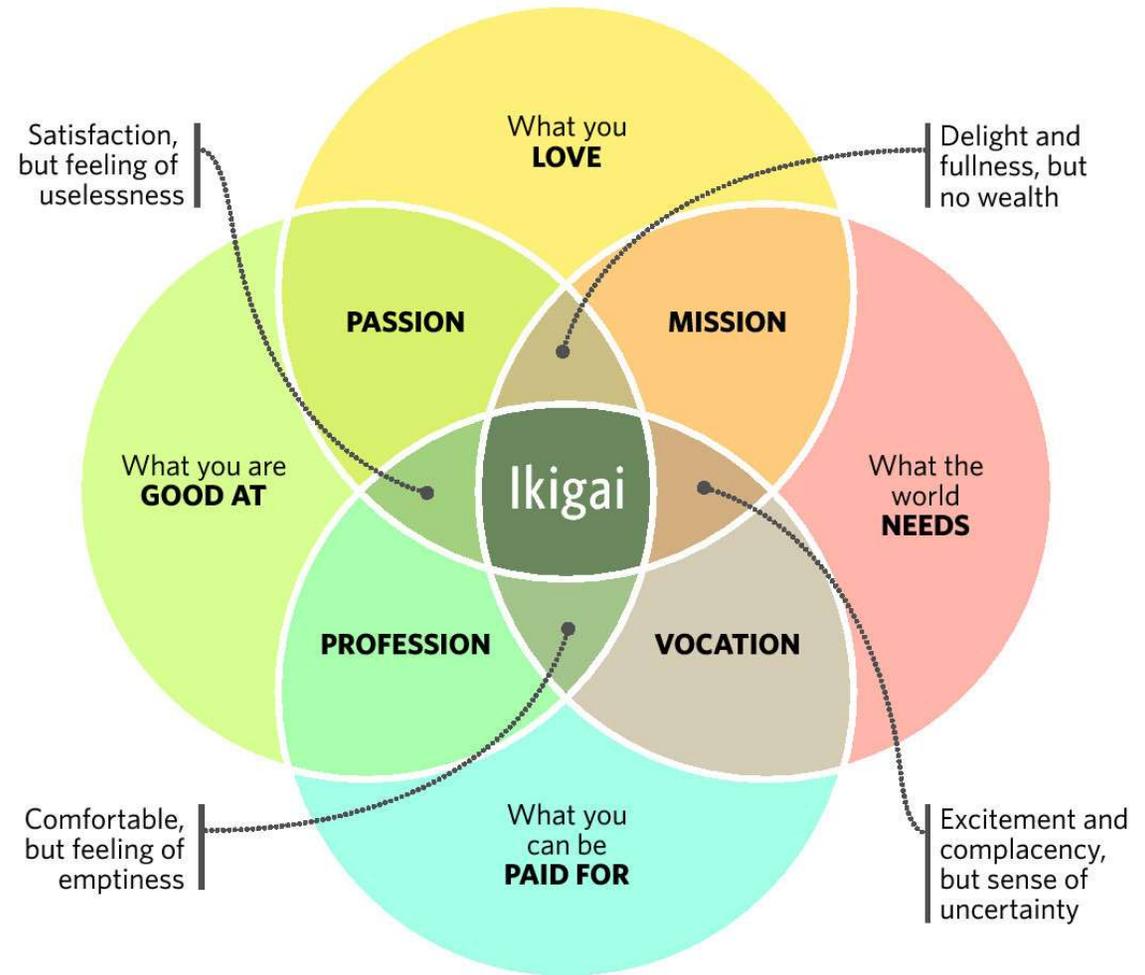


ALIGNMENT OF MISSION TO POSITION

# Finding a Career Home

## Ikigai

A JAPANESE CONCEPT MEANING "A REASON FOR BEING"



SOURCE: dreamstime

TORONTO STAR GRAPHIC

“In nature, things move violently towards their place, but calmly within their place.”



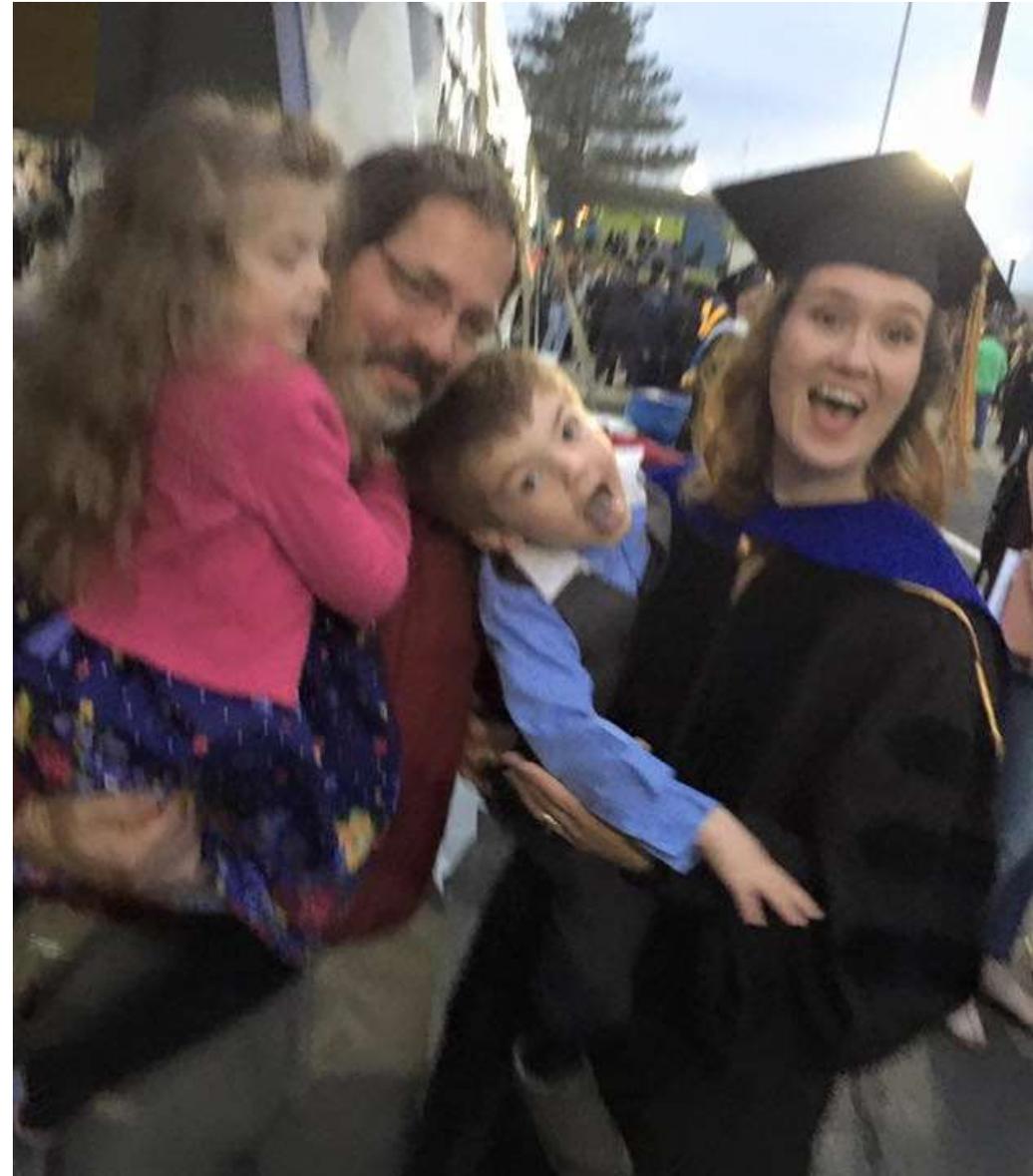
FRANCIS BACON

# 3

CAREER IN CONTEXT

# SANITY & RISK

- How do I do this without losing my thin grasp on reality?





**You CAN have it all...**

**BUT YOU CAN'T HAVE IT ALL AT  
THE SAME TIME**

-Dr. Belinda Miles.

# Strategies for Career Advancement

## WITHOUT PUTTING YOUR HEALTH AND RELATIONSHIPS AT RISK

1. Ensure family / support structure aligned
2. Join & become active in organizations
3. Write articles
4. Conduct presentations
5. Go outside your comfort zone and develop a new area of expertise (GTS)
6. Outsource

Behind every good marriage is a great house cleaning service.



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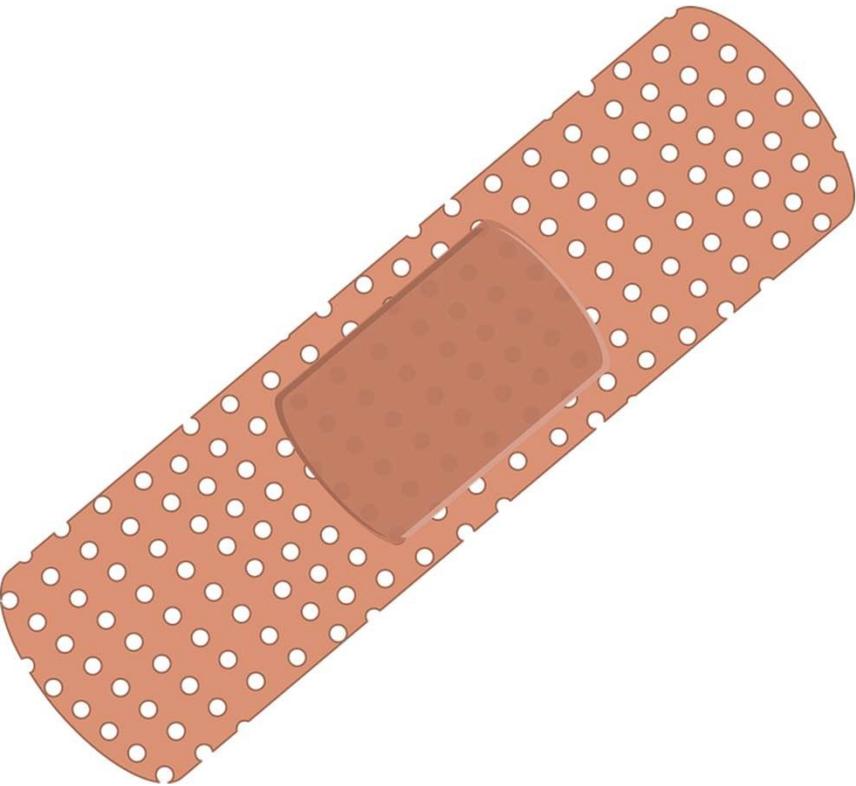
# OUTSOURCING

## THINGS YOU CAN PUT ON YOUR RESUME

- Serving on field-based organization committees
- Another degree
- Teaching
- Presentations
- Articles & blog posts
- Editorial boards for other articles

## THINGS YOU CAN'T PUT ON YOUR RESUME

- Childcare
- Laundry
- Vacuuming
- Cooking
- Vacation planning
- Watching Game of Thrones



## RIP OFF THE BAND-AID

*“From our risk comes our safety,  
not the small sad life that clings  
to anything because it has  
nothing.”*

-Jeanette Winterson

# Thank You

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@sashatberr

Edusasha.com