



Session 33017

BUILDING AND SUSTAINING YOUR PERSONAL BOARD OF DIRECTORS

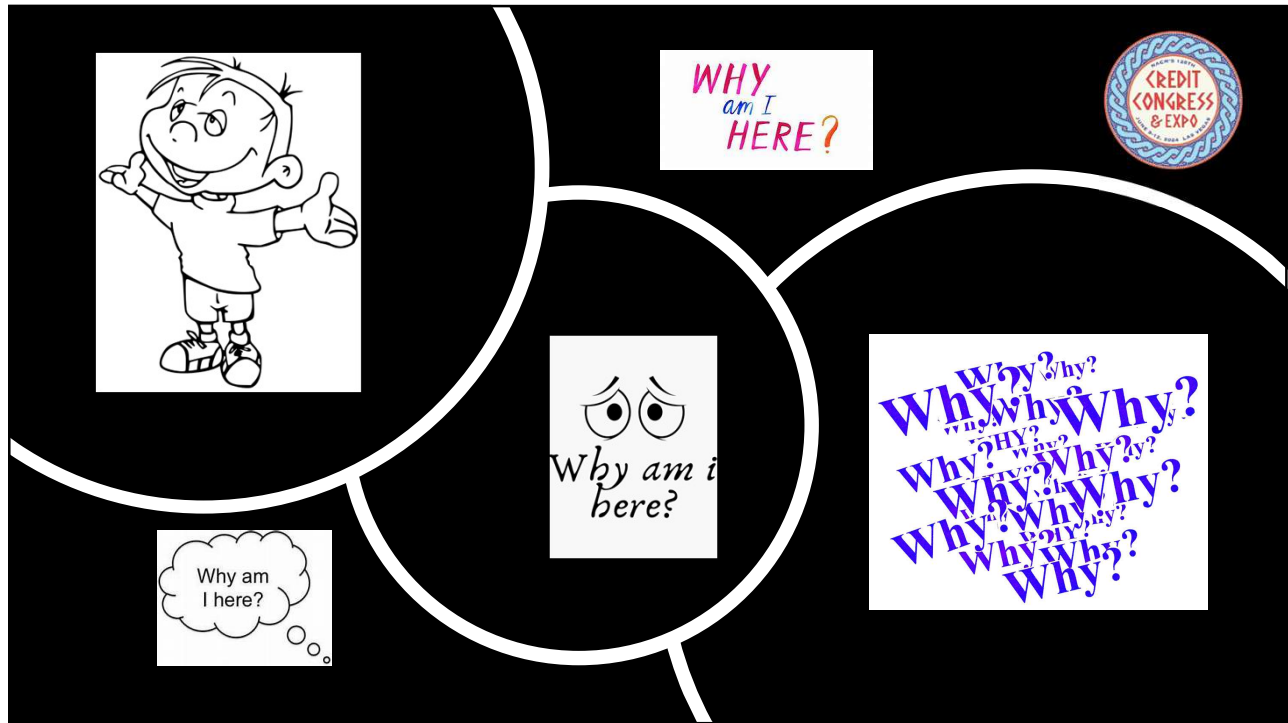

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WHAT IS A PERSONAL BOARD OF DIRECTORS?

- The term “Personal Board of Directors” is often used metaphorically to describe a group of individuals who play advisory roles in one’s personal or professional life.
- Inspired by the structure of a corporate board of directors they are seen as responsible for providing guidance and oversight to a company.
- In the same manner, your “personal board of directors” typically consists of people you trust and respect to help you navigate your professional career.







ENGAGING WORK ASSESSMENT

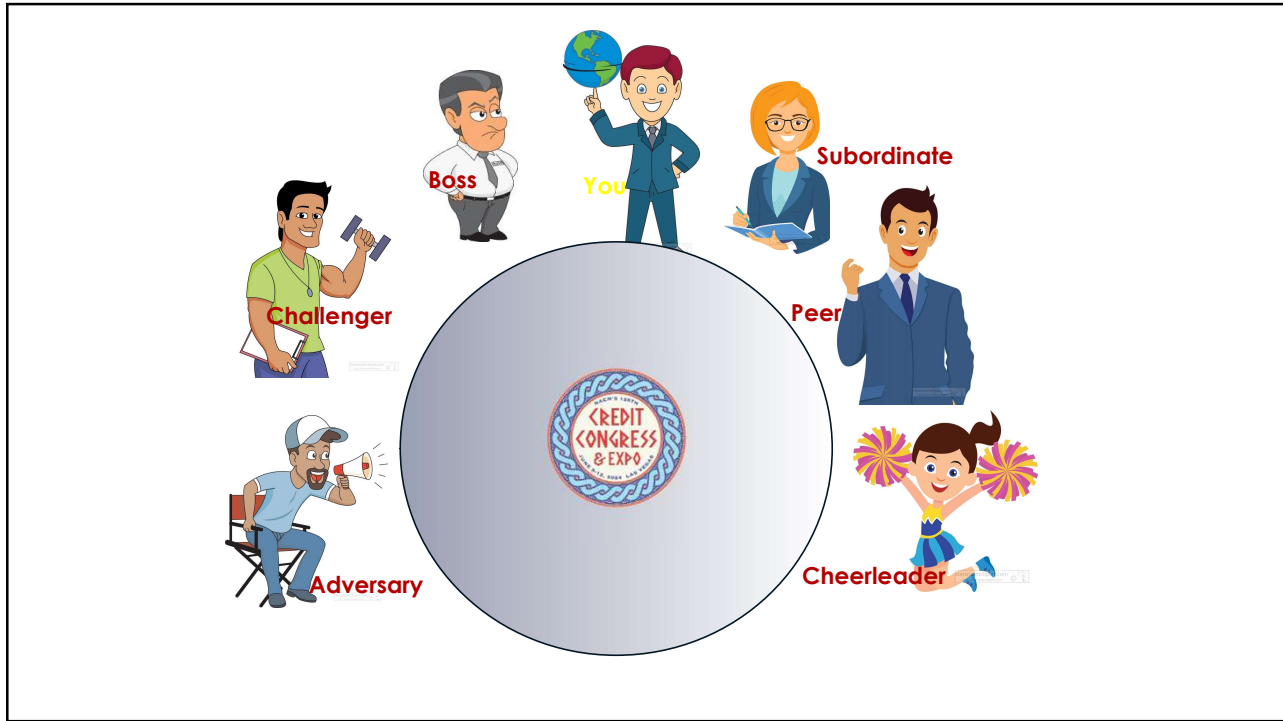
“Being busy does not mean real work. The object of all work is accomplishment and to this end their must be forethought, system, planning, intelligence, and honest purpose, as well as perspiration. Seeming to do is not doing”

- Thomas A. Edison

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Assessment #1

Doing Engaging Work	Scale of 1 – 5
My work challenges me intellectually, socially, and emotionally	1 2 3 4 5
I take initiative to seek out information about new projects and strategies my company or firm is pursuing	1 2 3 4 5
The work I do provides opportunities to gain new skills, knowledge, or experiences	1 2 3 4 5
I have a high level of variety in my work	1 2 3 4 5
I feel energized and enthusiastic about the work I do	1 2 3 4 5
I have a clear written vision for my career	1 2 3 4 5
I have a high degree of autonomy in my work	1 2 3 4 5
I have the right resources (materials, equipment, etc.)	1 2 3 4 5
People I work with are concerned about the challenge my work offers	1 2 3 4 5
I know where my talents best fit the needs of the organization	1 2 3 4 5
Total	_____



RELENTLESSLY PURSUING LEARNING AND GROWTH ASSESSMENT

"A mind stretched to a new idea
never goes back to its original
dimensions"
- Oliver Wendell Holmes

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 Assessment #2

Relentlessly Pursuing Learning and Growth	Scale of 1 – 5
I read at least one book or magazine a month to advance my professional skills and knowledge	1 2 3 4 5
Each year, I create a professional growth and development plan with specific and measurable goals for learning	1 2 3 4 5
I can articulate my strengths and the activities and projects that energize me at work	1 2 3 4 5
I know what differentiates me from other professionals in my area of expertise and am working to build my brand	1 2 3 4 5
In the past six months, I have taken the initiative to talk with someone about my professional development or learning goals	1 2 3 4 5
I serve as a teacher or facilitator by training others at least once a year	1 2 3 4 5
I complete a self-evaluation of my performance each year	1 2 3 4 5
I know my areas of development and have a written plan of action to develop them	1 2 3 4 5
My leadership helps me identify work assignments or projects that address my areas of development	1 2 3 4 5
My training and development plan is linked to the strategic needs of the organization I work for or aspire to work for	1 2 3 4 5
Total	_____



HOW DO YOU LEVERAGE YOUR BOARDS EXPERIENCE?

- ▶ Ask them.
- ▶ Learn what they have and have not done.
- ▶ What are their mistakes.
- ▶ Who do they know.
- ▶ Who do they know that knows someone



HOW TO MAINTAIN YOUR BOARD

- ▶ Stay in contact
- ▶ Stay relevant
- ▶ Serve on their boards
- ▶ Serve on other boards





THE 3 YEAR LETTER

WRITE YOUR VISION IN THE PRESENT TENSE – SEEING, FEELING, AND BELIEVING THAT YOU HAVE ACHIEVED YOUR ASPIRATIONS AND SUCCEEDED IN YOUR EFFORTS TO MEET YOUR CAREER VISION.

MAKE A PROMISE TO YOURSELF TO REVIEW THE LETTER EVERY FEW MONTHS AND SHARE IT WITH YOUR BOARD OF DIRECTORS.

Today's Date
Dear _____
(Fill In Your Name)

It is now _____, and I have achieved a few of the aspirations I defined in _____ When I wrote this letter three years ago,
(Fill In Date Three Years From Now) (Fill In Today's Date)

I wondered if these goals were possible. Today, I can see how my commitment, hard work, and courage to define my goals in specific ways contributed to my success. The work I am doing is engaging and interesting. Specifically, I enjoy:

- 1. _____
- 2. _____
- 3. _____

The people who have most helped me to achieve these career goals are:

- 1. _____
- 2. _____

Continuous learning and growth were essential to advancing my career and making it more satisfying. Some of the learning opportunities I pursued are:

- 1. _____
- 2. _____
- 3. _____

The most beneficial and rewarding lesson was:

- 1. _____

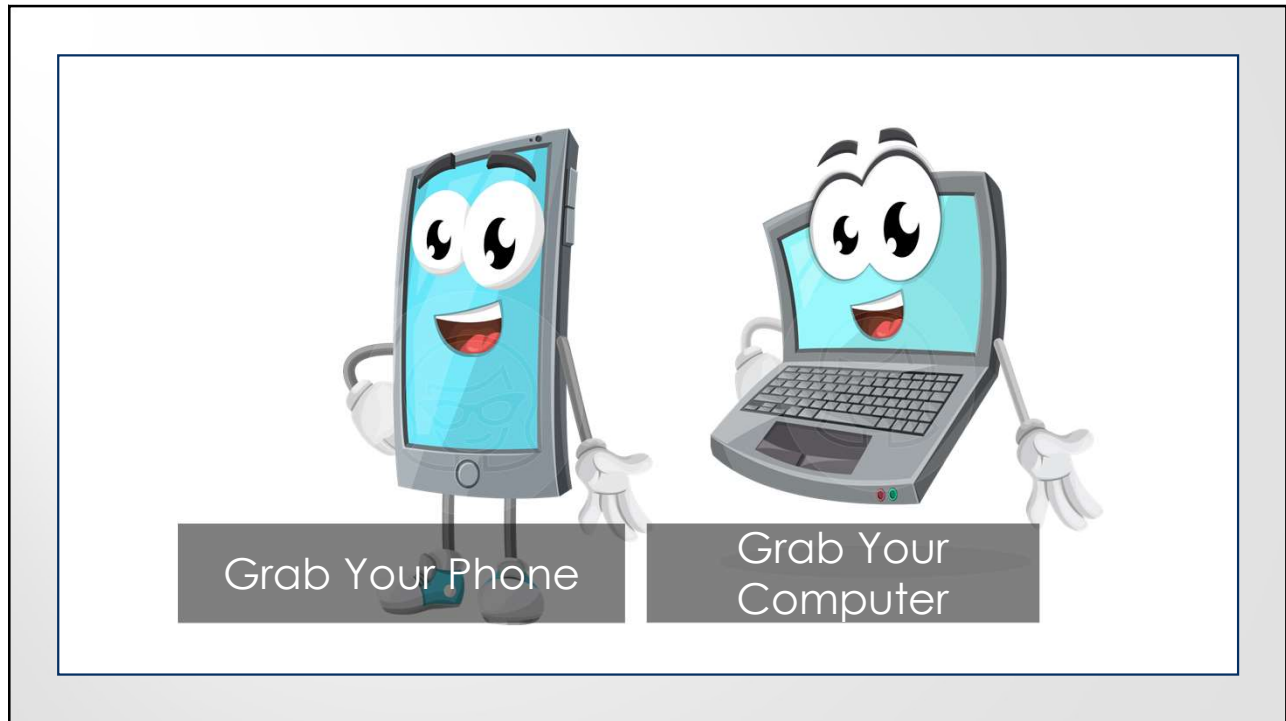
Giving back to others was a key element of my plan. I believe in the principle – give first and generously. For example, I contributed:

- 1. _____
- 2. _____

I am reaping great rewards for my hard work and dedication to my goals and helping others succeed. My income is now _____. But the recognition I received that matters most to me is

- 1. _____
- 2. _____





Inviting someone to Join your Board of Directors

Hi [name],

I'm reaching out because I am building out my personal career board of directors. It's basically a group of people I really admire who I hope to learn from as I grow in my career.

You've been a great friend over the last five years, and I really value your guidance. Your passion for (name something that you admire) inspires me. I would love to learn more about what drives you and would like you to join my Personal Board of Directors.

Would you be open to chatting with me on a call, or maybe over coffee?



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CONTACT US!

