



# You've made it past the welcome mat, now what?

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# Mentoring & Coaching

- Identify a BA Mentor/Coach
  - Where to find a Mentor/Coach:
    - Find out if organization supports a mentoring program
    - Ask your supervisor - It is ideal if this mentor/coach is on your team
  - What do I do with a BA Mentor/Coach?
    - Shadow your mentor
    - Review documentation with your mentor
    - Ask mentor to attend your meeting and provide feedback
- Identify a Career Mentor
  - Where do I find a Career Mentor?
    - This mentor can be within your company or part of another organization
    - Identify leaders (or individual contributor further advanced in their career) that exemplify the characteristics you align with
    - Ideal for this mentor to be two three steps ahead
  - What do I do with a Career Mentor
    - Use this mentor to help map your overall career path
    - This mentor can also help guide you through difficult career decisions

# Engage Your Manager

- Set your own Professional Objectives
  - Short and Long term goals
  - Education and training goals
  - Professional certifications
- Set aside specific time to discuss with your manager
  - Quarterly discussions
  - Don't wait for your manager to engage you in the conversations
  - Hold an open discussion about your goals
- Ask for a plan to help you achieve your objectives
  - Your manager is your advocate
  - They work for you too!
- Ask for feedback and act upon it
- Be your own advocate

# Continuous Learning

- Internal Trainings
  - Free and often provide immediate application to your role
  - Easy to obtain support to set aside time for internal trainings
- External Trainings
  - Look for trainings that align with development goals
  - Look for trainings that will enhance your work performance
  - Look for trainings that will allow you to “train” your team
- Clubs
  - Seek out professional clubs that support your career aspirations
    - Toastmasters (internal or external)
    - BA Center of Excellence (internal)
    - IIBA (external)
    - Twin Cities Business Architecture Forum (external)

# Network

- Make connections and network within your organization
  - Get involved
  - Engage in mentoring programs
  - Ask your Manager for contacts
- Connect with individuals outside your organization:
  - Get involved
  - Utilize LinkedIn
  - Meet/Talk with recruiters even when you are not looking to change jobs
  - Take the time to get to know the people around you



**Questions?**