

# HIMSS<sup>19</sup> CHAMPIONS OF HEALTH UNITE

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## Career Switchers: Morphing Your Superpowers!

Session CSC5, February 13, 2019

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# Conflict of Interest

- Nick Kagal, FHIMSS, FACHE
- Nicole Mohiuddin, MS, BSN, RN-BC, FHIMSS, CPHIMS

Have no real or apparent conflicts of interest to report



## Learning Objectives

- Understand your inner motivation for a role change
- Plan for success by establishing target destinations and researching the market
- Understand how to leverage your existing skill sets
- Recognize the value of networking
- Enhance your formal education



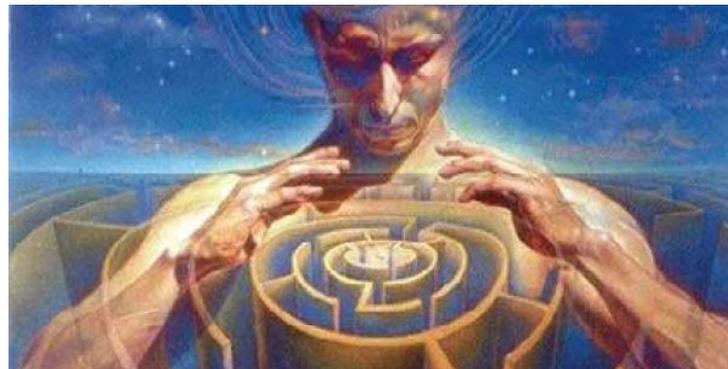
# Why Are You Looking?

- Money
- Lifestyle
- Stagnancy and boredom
- Natural progression / Career path
- Laid off / Downsized



# Perceptions Of A New Reality

- Vendor
- Consultant
- Clinician
- Technician



# Career Switch Tolerance Questions

- Willing to lose money or accept a pay decrease?
- Are you willing to relocate? (how far?)
- Can you adapt to a different culture?
- Willing to take a lower position? (how much lower?)
- Are you willing to put daily effort into your goal? (for how long?)
- Are you willing to proactively network? (events, meetings, phone calls?)



# Switcher's Top 5 Job Search Killers

- Relying on traditional job search advice
- Treating a degree or certification as a magic bullet
- Failing to know and neutralize your red flags
- Disregarding supply and demand
- Ignoring your network



# Gap Analysis?

- Personality Types
  - Myers-Briggs
  - Enneagram
- Job Requirements
- Skills Gap
  - Formal education
  - On-the-job training
  - Knowing your business

# Pursuing Formal Education?

- Do I have the right degree?
- Should I pursue an advanced degree?
- Certifications (CPHIMS, PMP, RN-BC)
- Designations (FHIMSS, SHIMSS)



# Where to Search?

- Online (LinkedIn, job boards)
- Job fairs
- To use a recruiter or not?
- Friends, colleagues, professional associations \*

\* *Spend most time here...why because they know You!*





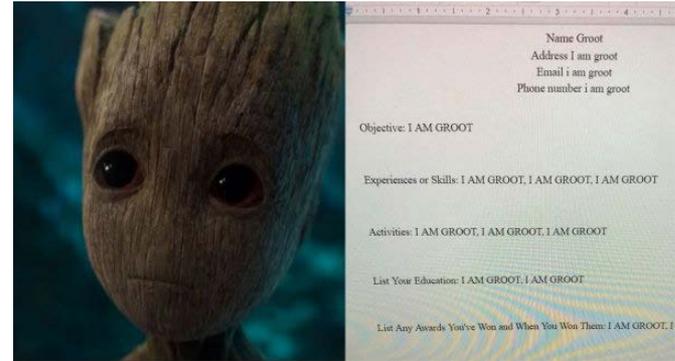
# The Job Search Plan

- Establish target destinations
- Research the market
- Know who's doing the hiring and when



# Resume Review...and that Cover Letter

- Refresh and renew
- Create a strong profile
- Highlight key accomplishments
- Cover letters - *Show that you're willing to go that extra mile!*
- **Stand out from the crowd!!**



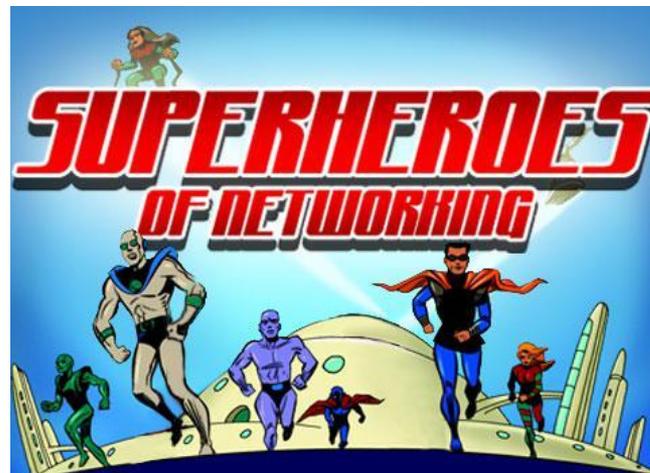
# The Interview – not all are created equal

- Telephone
- In-person
- Virtual



# Networking

- Who do I know?
- How to do it?
- Expand your web of influence
- Create ambassadors



# Rebrand Social Media

- Google yourself
- Update your LinkedIn profile
- Put your online presence to work
- Be careful when you Tweet, 'Gram, post...it's all out there!!



# Transferable Skills

- Data analysis and presentation
- Personal skills - negotiation, conflict resolution
- Time management
- Multi-tasking
- Prioritization, crisis management
- Team building

# How To Get There

- Do the job (volunteer roles and opportunities without the title)
- Find a mentor
- Speak a new language
- Put hiring managers minds at ease





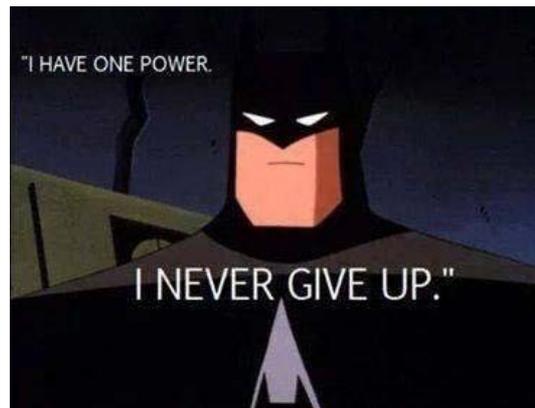
# Ongoing Career Management

- Brand building
- Gaining new skill sets
- Networking
- Evaluating the market



## Craft Your Personal Strategy

- Be relentless, take risks
- Identify gaps and address them
- Differentiate yourself
- Have a growth mindset
- Prioritize yourself, take care of yourself - physically, mentally



# Questions

*Thank you for your gift of time!*

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Remember to complete online session evaluation