Level Up Your Career with Agile Values

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Abby Frelich, PMP and Joanne Dent, RN, MS, PMP
Senior Project Managers, Nemours Children’s Health System
Meet Our Speakers

Abby Frelch, PMP
Senior Project Manager

Joanne Dent, RN, MS, PMP
Senior Project Manager
Conflict of Interest

Abby Freligh, PMP
Joanne Dent, RN, MS, PMP

Have no real or apparent conflicts of interest to report.
Agenda

• Understand the Agile Mindset
• Collect your Requirements
• Select your Destination
• Execute your Development Plan
• Roundtable Preview
Learning Objectives

- Understand the four values that drive agile thinking and apply them to career development and goal planning
- Collect, select, and execute the right initiatives to reach your defined destination/ career goals
- Use a Kanban board to prioritize and track progress on initiatives to support your goals
WITHOUT AMBITION ONE STARTS NOTHING.
WITHOUT WORK ONE FINISHES NOTHING.
THE PRIZE WILL NOT BE SENT TO YOU. YOU HAVE TO WIN IT.

-RALPH WALDO EMERSON
Agile is a Mindset
Described by Agile Manifesto
Defined by 12 Principles
Manifested through Unlimited Practices

Value
Value
Value
Value

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Kanban
ScrumBan
Scrum
Agile Manifesto - mindset for decisioning & action

- Individuals & Interactions
- Deliverable Software
- Customer Collaboration
- Responding To Change

Value These

Over

Processes & Tools

Over

Comprehensive Documentation

Over

Contract Negotiation

Over

Following A Plan
Destination vs. Problem Focused Improvement
Level Up Process Flow

COLLECT → SELECT → EXECUTE
Define your Destination

- Capabilities
- Core Values and Character
- Aspirations

Opportunities and Strategies (feed your goals)

Behaviors

COLLECT ➔ SELECT ➔ EXECUTE
My Destination - 10/16/17

Opportunities/Goals
- Self-paced Finance Course
- PM@Nemours Ownership
- Speaking Engagements

Capabilities
- Create order from chaos
- Fast learner
- Teaching others
- Visualizing a plan and seeing it through

Core Values and Character
- Mission Driven
- Optimistic
- Curious vs. judgmental
- Authentic and transparent

Aspirations
- Leadership
- Mentoring
- Interacting with new teams

Barriers
- Lack of confidence
- Childcare schedule
- Low tolerance for politics
- Finance knowledge
Find a Mentor

"I have high expectations for you and I know you can meet them. So try this new challenge and if you fail, I’ll help you recover."

Chip Heath and Dan Heath
Authors, ‘The Power of Moments’
Validate your Destination

- Job shadowing
- Interview someone who already has the job/knowledge/skill
- Online research
- Professional organizations
- Audit a class or attend a Webinar
Dare Greatly

It's worse to spend your life on the outside looking in, wondering what if, than it is to try and dare greatly and risk the chance of failure.

DARE GREATLY; get in the arena and try.

– Dr. Brené Brown
Refine Your Destination

- Start with your highest priority goal
- Write a User Story for your goal

As a <role> I want <outcome or deliverable> so that <benefit>

HIMSS20
Create your Story

A user story is a **simple statement** to capture why you’re pursuing the need and what **value** it creates.

Gives a broader context to goals, allowing for **agility** in accomplishing them.

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**Example 1**
As a leader, I want a better understanding of organizational strategy so that I can help my teams see the purpose behind their work.

**Example 2**
As an IT professional, I want to achieve certification in my field so that I can meet the requirements for promotion within my department.

**Example 3**
As a Nurse, I want to learn more about the integration between IT and Clinical Practice so that I can pursue a technical track.
Brainstorm
Power Up #2

- Balance

What I Wish I Knew at 22

“I wish I could go back and tell myself, ‘Arianna, your performance will actually improve if you can commit to not only working hard but also unplugging, recharging and renewing yourself.’”

Arianna Huffington
As excerpted from Business Insider, by Jacqueline Smith
Responding To Change Over Following A Plan

Kanban Board

COLLECT  SELECT  EXECUTE

My Nurse IT Career Development Board

- My Career Goals Backlog
  - Complete CPHIMS Prep Course
  - CPHIMS Practice Test
  - Pass CPHIMS Exam
  - Volunteer
  - Join Professional Organization
  - Attend Conference/Workshop
  - Choose Formal Education Program - MIS or MSN with Informatics
  - Become a Super User
  - Secure Entry Level/Transitional Job in Clinical IT
  - Attend Webinar

- To Do
  - Review CPHIMS Learning Plan
  - Build Skills in CPHIMS Gap Area(s)
  - Establish Regular Meetings with Mentor
  - Complete CPHIMS Application
  - Volunteer for Project

- Doing
  - Complete CPHIMS Gap Analysis
  - Job Shadow
  - Add another card

- Done
  - Research CPHIMS Certification Requirements
  - Establish Goals with Mentor
  - Choose Mentor
  - Add another card
Responding To Change Over Following A Plan

PDCA
- **Execute the plan**, taking small steps in controlled circumstances
- **Conduct regular audits**
- **Monitor progress and performance**
- **Plan ahead for change**
- **Analyze and predict the results**
- **Take action to improve the process**

**Act**
- **Plan**
- **Check**
- **Do**

**COLLECT** → **SELECT** → **EXECUTE**

#HIMSS20
Power Up #3

- Resilience

IT IS OUR FAILURE TO BECOME OUR PERCEIVED IDEAL THAT ULTIMATELY DEFINES US AND MAKES US UNIQUE. IT'S NOT EASY, BUT IF YOU ACCEPT YOUR MISFORTUNE AND HANDLE IT RIGHT, YOUR PERCEIVED FAILURE CAN BECOME A CATALYST FOR PROFOUND RE-INVENTION.

-CONAN O’BRIEN (DARTMOUTH COMMENCEMENT)
Roundtable

Create an actionable plan you can put into play immediately
Questions?

Abby Freligh, PMP  
avrellich@Nemours.org

Joanne Dent, RN, MS, PMP  
Jdent@Nemours.org