



Itana Journey Mapping
Hands On will Begin Shortly

Journey Mapping Session - 3 Hour Hands-On

Call Time:

11AM Pacific, Noon Mountain, 1PM Central,
2PM Eastern Time

Agenda:

[Conference Calls \(Wiki\)](#)

NEW: Zoom for Audio/Video

Meeting ID: 928 4053 9502

Passcode: Itana2020

Itana is co-supported by EDUCAUSE and Internet2

We follow the Internet2 Intellectual Property Framework: <http://www.internet2.edu/membership/ip.html>

<http://itana.org>

Journey Mapping

March 19, 2021

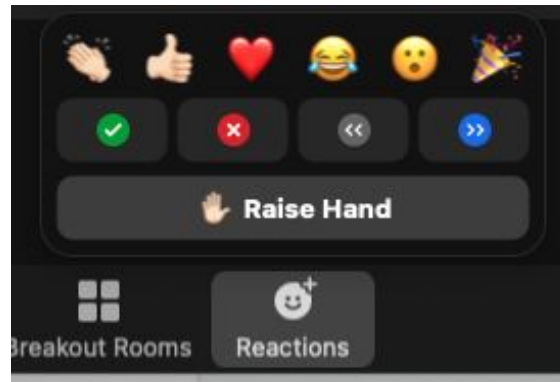
11AM PDT to 2PM PDT

Agenda

1. Kick-Off / Goals
2. Two Types of Journey Maps (or more!)
3. Break-Out 1: Your **Leadership Journey Map** / Report Out
4. **Break (about 12:30 PDT)**
5. Competencies and Pivots
6. Break-Out 2: Your **Competencies Journey Map** / Report Out
7. Applying Journey Maps in your life
8. Continuing the conversation: Mentoring Circle (EDUCAUSE)
9. Wrap Up

How we will use Zoom

1. Break out rooms. They will be randomly assigned.
2. On the Zoom bar, there is a Reactions Button. Click on it, you will see “Raise Hand”. Use “Raise Hand” to ask questions etc.
3. We will do Polls along the way too.



How to make your Journey Map

- > You can use **pen and paper**, though that means any reorganizing or making copies is difficult.
- > You can use any **digital tool** you would like to use: Google Slides, PowerPoint, etc. **But, don't get so caught up in the tool or perfection that you lose the flow of creation.**
- > They can take any **shape**: spirals to tables

Creative Exploration Of Self



Break-Out: Ice Breaker 10 Minutes

Yes, And... Circles.

- > One Person Starts and gives their answer.
(Alphabetically by first name)
- > Next Person, “Yes, and...” they add their answer.
- > Next Person, “Yes, and...” etc.
- > Go around the circle until we return.
- > Be brief.

Break-Out: Ice Breaker 10 Minutes

First go-round: Introduce yourself (Name, Institution, Role)

Then:

“If you could click a button and one task on your to-do list would be automatically completed, what would it be and why?”

Be brief.

Journey Maps

This is a chance for you to be reflective and to do some self-evaluation of your career and life so far. Lessons come from many different things. Be open to where ideas and might come from.

These are all anchored in the milestones of your life. You can use these in all kinds of ways of evaluating aspects of your life.

Jim: HR/Payroll Workday ERP

Openness

Clear Communication

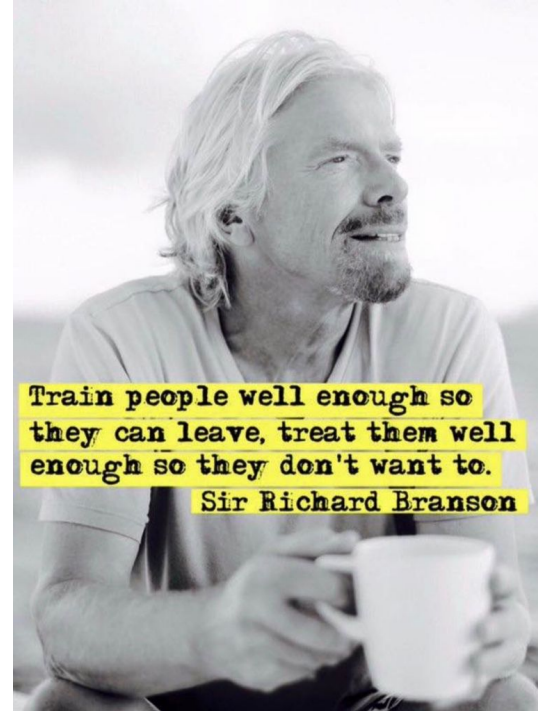
Set clear expectations

Build staff competencies

The people are important

Respect

These are the leadership values that I both believe in and that are at the core of my being.



Train people well enough so they can leave, treat them well enough so they don't want to.

Sir Richard Branson

Prof. Harris

UBTL

Target
Therapeutics

Oregon State U.

UW Madison

HRP

●
*Passion for Tech
solving problems*

●
*I need cognitive
challenges*

●
*Repetitive Analytical
Chem is boring*

●
*Holistic design
Saving Lives
Cutting edge
medical*

●
*Quarterly Profits >
morality, honesty*

●
Russ Meints:
*Turned me loose.
"I don't pay you
enough to take
shit from faculty"
Learned that I
love to build orgs.*

●
BCC:
*Step Up & Lead
Everything is politics*

*Managing staff takes lots of
thoughtful engagement*

●
*Bright people make
bad higher in high
places*

●
**Strategic
Partnerships**

*I enjoy:
Solving the big problems
Bringing insight to others*

*I became:
Much more thoughtful
about my leadership, my
presence, developing
others.*

●
**My Brother's
Death**

*Doing what is
important for
others.*

Openness

Clear communications

Set clear expectations

Build staff competencies

The people are important

Respect

●
*Working against
my own leadership
values causes me
great stress*

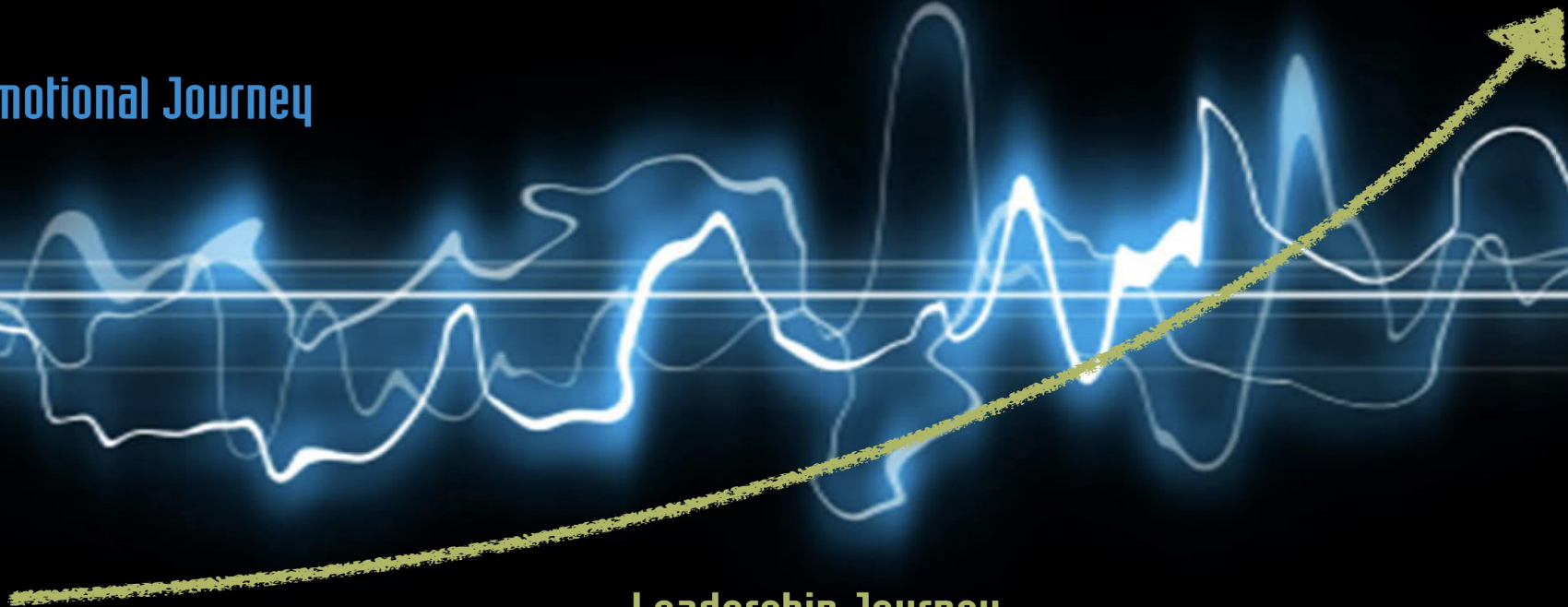
Analytical Chemistry Years

The Materials Scientist / Med.
Prod. Engineering Years.

Emotional Journey



Leadership Journey



Break-Out 1: Draft Journey Map (40 Mins)

1. Create a **Leadership Journey Map** with critical points of growth.
 - a. Just get the backbone of the map.
 - b. What are the key moments in your career or life so far (they can be professional or personal). Why was it a key moment?
2. What did you learn about your **leadership style, values, skills, etc.**
 - a. What did a mentor teach you... or a bad boss teach you as an antipattern...

“I-Time” the Discussion in Your Room

Take 25 minutes of “I-Time” to draft up your map.

Use the remaining 15 minutes to share and discuss your maps.

Who ever has the **LAST** first name alphabetically, you are timekeeper / facilitator.

Report Back and Poll

Poll 1: How easy was this for you?

Poll 2: Did you get any new insights about yourself?

Discussion: Use the Raise Hand function.

Bio-Break (10 Minutes)



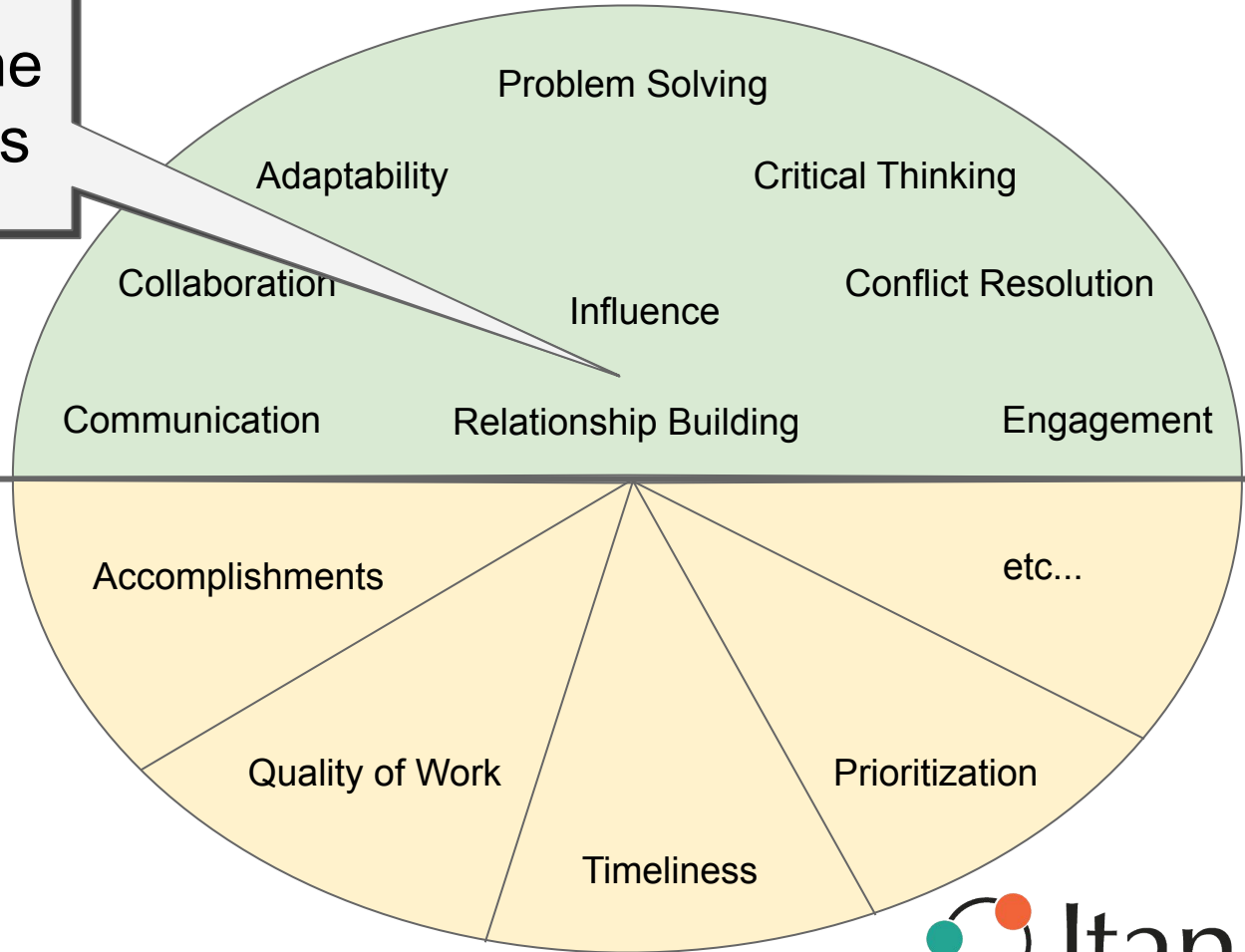
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5. Above-the-Line Competencies and Pivots
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Above-the-Line Competencies

How Employees Do

What Employees Do

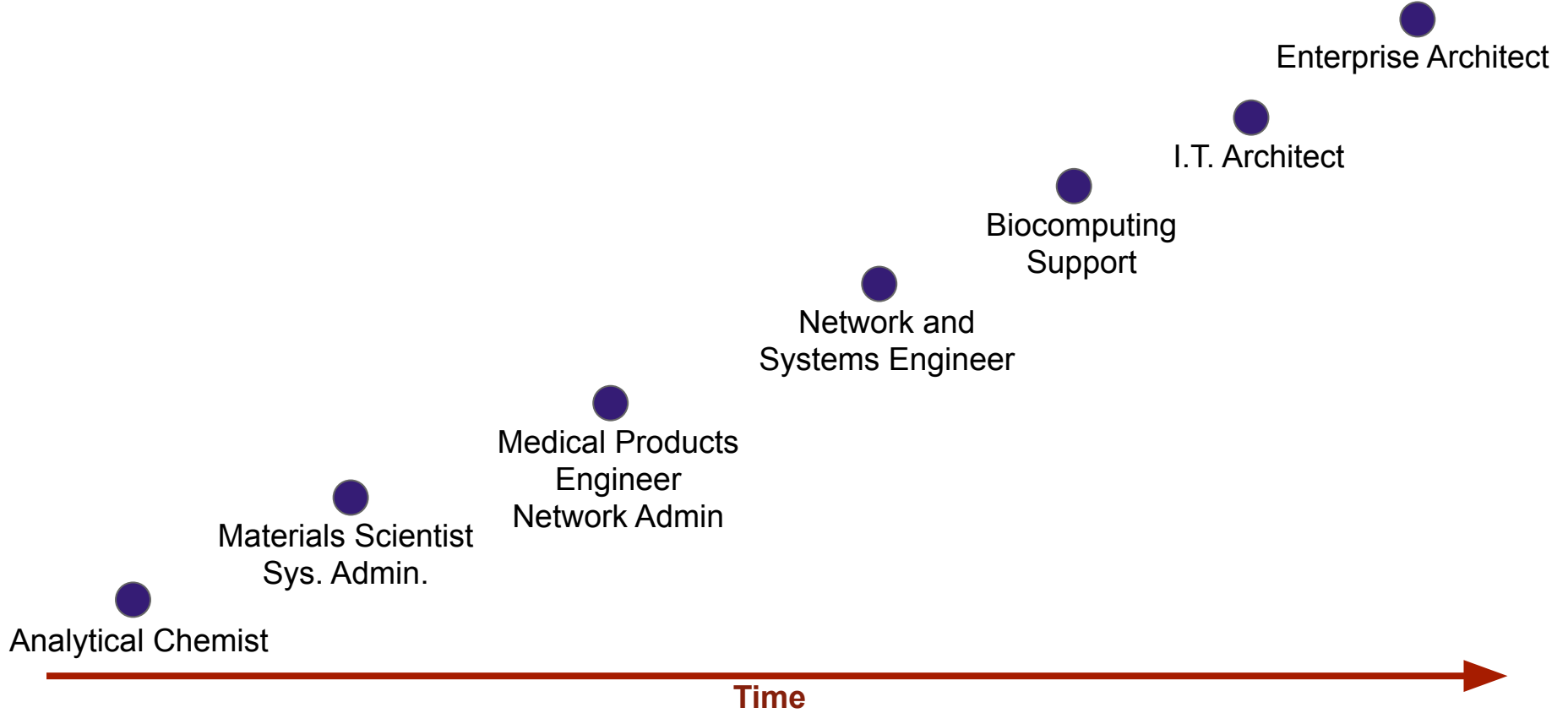



Patronizing & Annoying & Pivots

Jim Phelps

Director of Enterprise Architecture & Strategy,
University of Washington
Chair, Itana







Analytical
Chemist

*Learning Materials
Testing tools and
Techniques, data plotting
techniques, product
aging, etc.*

*Learning about polymers,
molded part design,
medical procedures, etc.*

*Learning how manage a
mini-frame computer.
Learning about network
setups, etc.*

*Learning gene
sequencing, genetic and
phylogenetic analysis,
etc.*

*Learning about Identity
and Access
Management,
requirements
management, etc.*

Enterprise
Architect

Analytical Thinking

Learning Mindset
Adaptability

Coaching &
Mentoring

Strategic Thinking

Communication
Collaboration

Design Thinking

Negotiating
Influence Building

Analytical
Chemist

*Learning Materials
Testing tools and
Techniques, data plotting
techniques, product
aging, etc.*

*Learning how to backup,
restore and manage a
mini-frame computer.
Learning about network
setups, etc.*

*Learning about Identity
and Access
Management,
requirements
management, etc.*

Enterprise
Architect

*Learning about polymers,
molded part design,
medical procedures, etc.*

*Learning gene
sequencing, genetic and
phylogenetic analysis,
etc.*

Break-Out 2: Competency Map (30 Mins)

1. Create a **Competency Journey Map** with critical points of growth.
 - a. Think about the **Leadership Competencies and/or Skills** you have learned along the way.
 - b. Top Tip: Put you **Competencies ABOVE** your journey line and your **Skills below**.

2. Look for moments where your Competencies allowed you to make career decisions and/or pivots.

“I-Time” the Discussion in Your Room

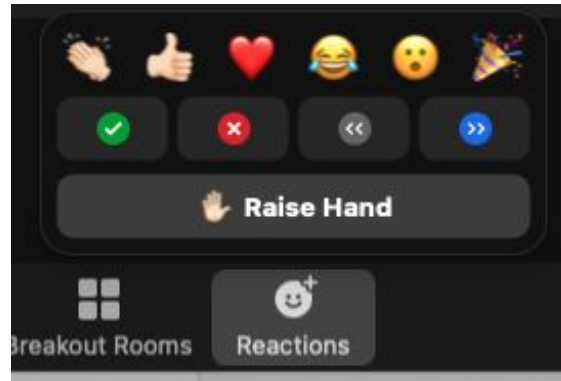
Take 15 minutes of “I-Time” to draft up your map.

Use the remaining 15 minutes to share and discuss your maps.

Who ever has the **MIDDLE** first name alphabetically, you are timekeeper / facilitator.

Report out. Room by Room

Quick talk through insights gained.



Applying this to your career / life

Career/Life Planning



1. Analyze
2. Synthesize
3. Gut Check
4. Plan



Continuing the Conversation.



1:1 Mentoring

One-to-one mentoring is designed to help you develop and achieve your personal and professional goals. This program will help mentees find and connect with an appropriate mentor, and provide guidance for the relationship via a Mentorship Plan.

[Find out more](#)

[Join now](#)



Mentoring Circles

Looking for a way to network while building key skills? Join the Mentoring Circles Program where you can find a peer-run mentoring group on topics and skills important to your unique learning needs.

[Find out more](#)

[Join now](#)

Poll: EDUCAUSE Mentoring Circle

Continuing the Conversation.



Mentoring Circle Dates

Rolling enrollment



Duration

Rolling basis



Time Commitment

30 minutes per week



Who Should Join?

EDUCAUSE Members
looking to engage, learn,
and grow.



Delivery

Asynchronous
discussions
Synchronous live option



Price

Free for EDUCAUSE
Members

Plus / Deltas / Big Ideas

Use Chat to list your:

- > Pluses from today, and
- > Deltas (things that could have been better)

Raise Hand to share your Key Takeaways (Big Ideas).

Plus Deltas

- + good balance between providing working time and the context that the work is built on
- would like a template
- +Stepping back and seeing the big picture
- + Loved the conversations and sharing in the breakout rooms
- +the breakout rooms and the ability to talk with others about their experience
- + nice to have some example artifacts
- + Good hearing from others +
- How to feed the maps into the next pivot
- + Hearing other talk about their journeys
- + Chance to reflect
- template
- + authentic sharing and engagement
- +the examples
- would have been good to share screens in the breakout rooms
- + sharing in our groups
- + learning from others' stories
- + breakout rooms and sharing experiences
- +hearing other stories
- +some groups did screen sharing.
- + Listening to others

+break out room size

+ Seeing the connections between experiences/careers

+Learning how to do a career journey map, Reflecting on my past on a more organized way

+ Really liked the 3 hour session. I wonder if [it could] be done in future for different topics as well

@Amy that's a brilliant reflection --- we're not immutable, and perhaps the challenge we have is how much of the changes coming in the next five or ten years are changes we will shape and control for ourselves (vs those things that we will simply allow to happen or be done to us). RE: Amy's comment about reflecting back on how much you have changed over the past five years vs. how much you think you will change going forward.

Having interview questions, put people in pairs, have them interview each other. + I do like the interview idea

! Breakout rooms on topical areas and that people could join as they want

Thank for providing us the space today to work on this!

hanks; great investment of time in ourselves!

Thank you! It was a very positive experience :)

Thanks so much Jim and Louis!!

Thank you for your help and time

Thank you!

Thanks, all!

Thanks. Great Session