



BCM Competencies in Demand to Ensure Career Resiliency

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About Me

Managing Director – Talent Management & Program Analytics

- 20+ years
- Based in southern California & a Wisconsin girl at heart
- Mom and an avid runner



Staffing + Research



35+
Years Expertise in
Business Continuity



20+
Years BCM Data Research



60K+
Largest Hidden Candidate
Pool



90+
Countries: From Japan to
Brazil



25K+
Respondents



2.5
Average Days to Respond
with Qualified Top Talent



45+
BCM Industry Reports:
Compensation, Trends,
Program Maturity & Event
Impact Management

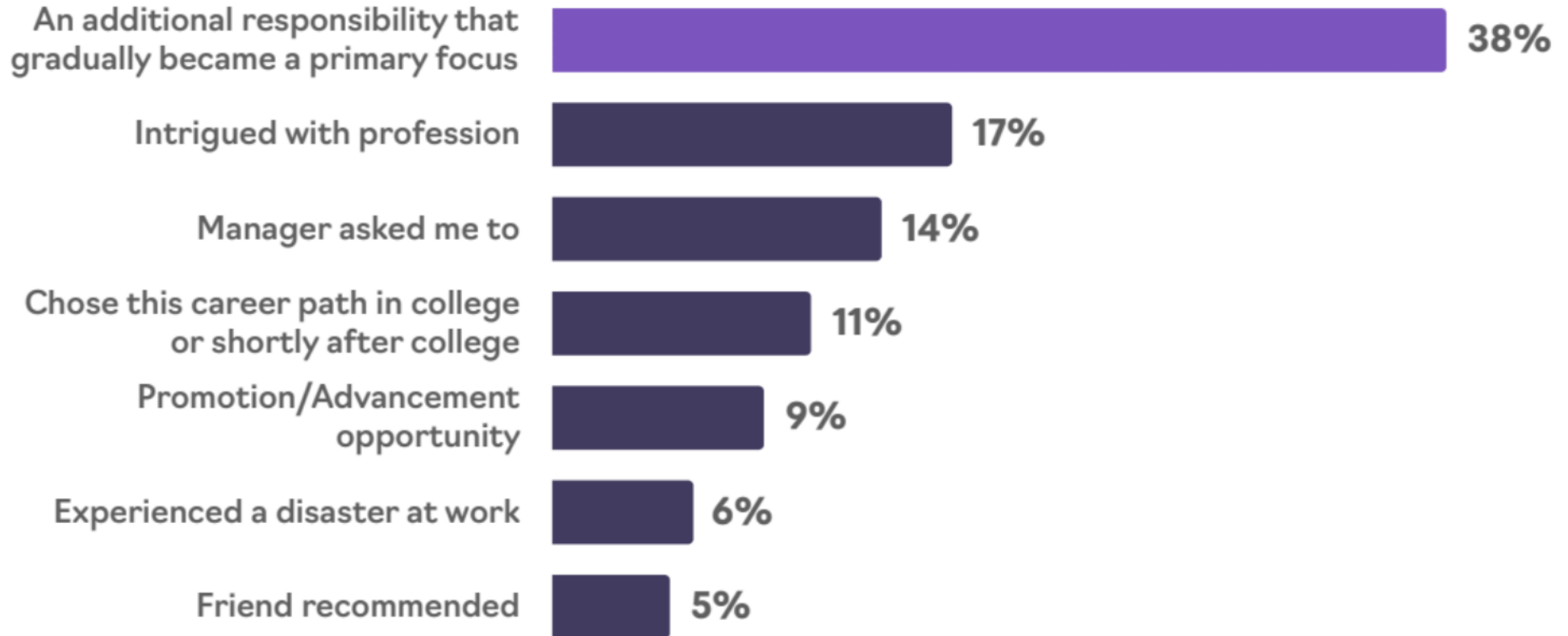


Agenda

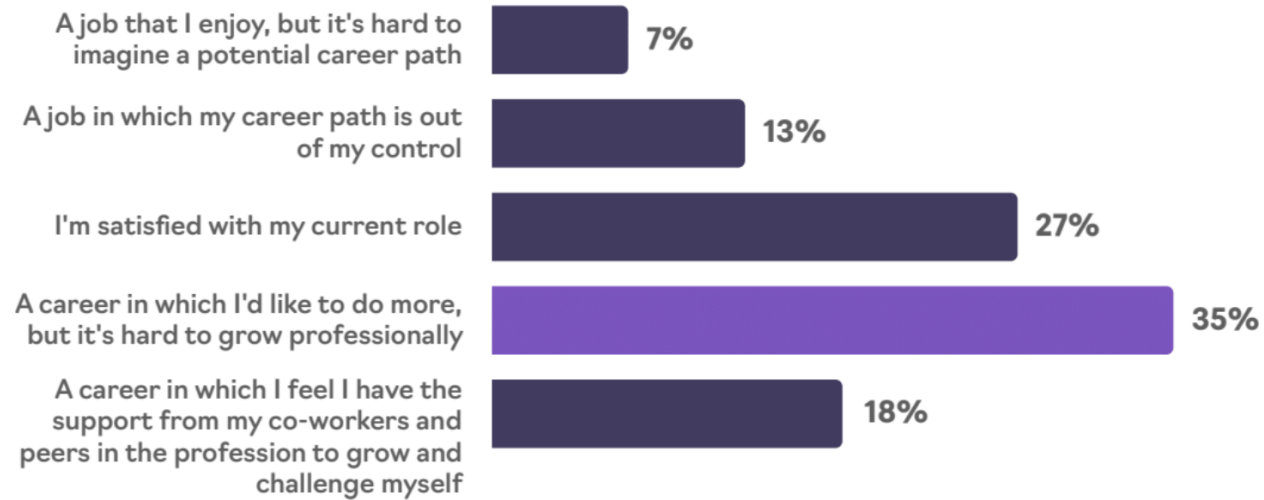
- BCM Career Perspective
- Skills & Competencies
- Top Talent Traits
- Skills Hiring Managers Target
- Personal Brand
- Strategic Career Planning

BCM Career Perspective

Main Reason for Entering the BC/Resiliency Profession



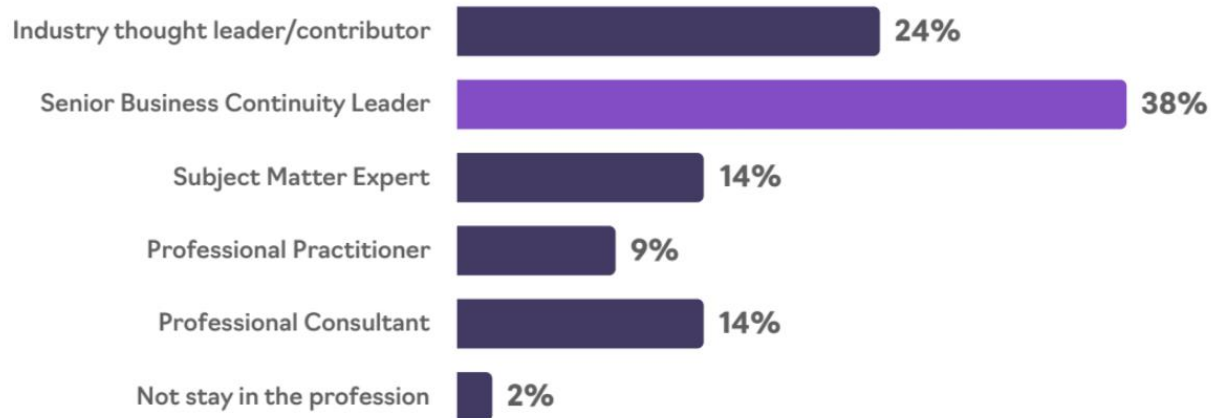
View of Current Role & Responsibilities



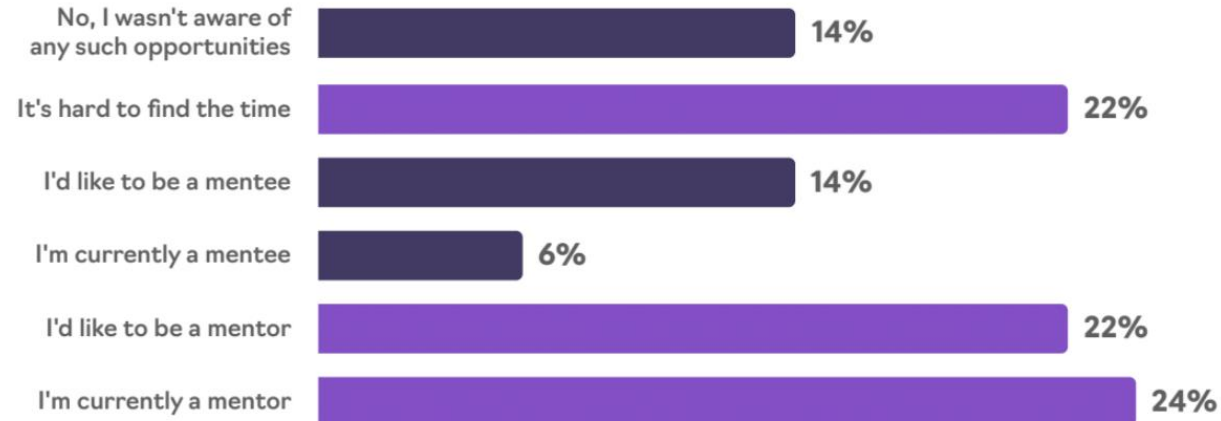
Career Plan in Place Outlining Desired Career Path



Desired Career Aspirations within the Business Continuity Profession



Currently a Mentor or Mentee within the Business Continuity Profession



Skills/ Competencies?



Skill:

the learned ability to perform an action with determined results with good execution often within a given amount of time, energy, or both.

- **Domain-general:** time management, program management, leadership, and presentation
- **Domain-specific skills:** Business Impact Assessment, plan exercises, and event management



Hard Skills:

also called technical skills, are any skills relating to a specific task or situation. It involves both understanding and proficiency in such specific activity that involves methods, processes, procedures, or techniques.

- Easily quantifiable
- May be tested and entail a professional, technical, or academic qualification

Hard Skills is not Enough

- Google discovered that their most desired quality STEM finished dead last as a predictive index for their top performers.
- Additionally, Google discovered that their top performing teams were not composed of the smartest people.
- A recent study by National Association of Colleges and Employers also placed value on the aptitude of conveying the company's product and mission outside of the organization.



Soft Skills:

a combination of interpersonal people skills, social skills, communication skills, character traits, attitudes, career attributes and emotional intelligence.

- Defines your unique brand
- A challenge to develop and quantify

15 Years Ago....

- Organizational Skills
- Communication Skills
- Self Motivation
- Availability
- Commitment
- Confident and Calm Demeanor
- Prioritize Actions

Today....

- Trusted Partnerships/ Possessing Insight into Others
- Deep Understanding of the Business
- Creative Thinking, Critical Thinking, Problem Solving
- Passion
- Emotional Intelligence
- Adaptable/ Embrace Change
- Intellectual Curiosity

Top Talent Traits



Champion:

the ability of an individual, group or organization to “lead”, influence or guide other individuals, teams, or entire organizations.

- **Develop trusted partnerships**
- **Identify value for others**



Situational Awareness:

the perception of environmental elements and events with respect to time or space, the comprehension of their meaning and the projection of their future status.

- **Deep understanding of the business**
- **Calm under pressure/ Tolerant of stress**



Emotional Intelligence:

the ability to understand, use, and manage your own emotions in positive ways to relieve stress, communicate effectively, empathize with others, overcome challenges and defuse conflict.

- **Communicating effectively across the entire organization.**
- **Ability to influence/ persuade**



Change Agent:

the ability to quickly change actions, course or approach to do things in order to suit a new situation. Also, the ability to effect change in a course of action with smoothness and timeliness, without any major setbacks.

- **Nothing is consistent – embrace new ideas**
- **Be innovative & creative**



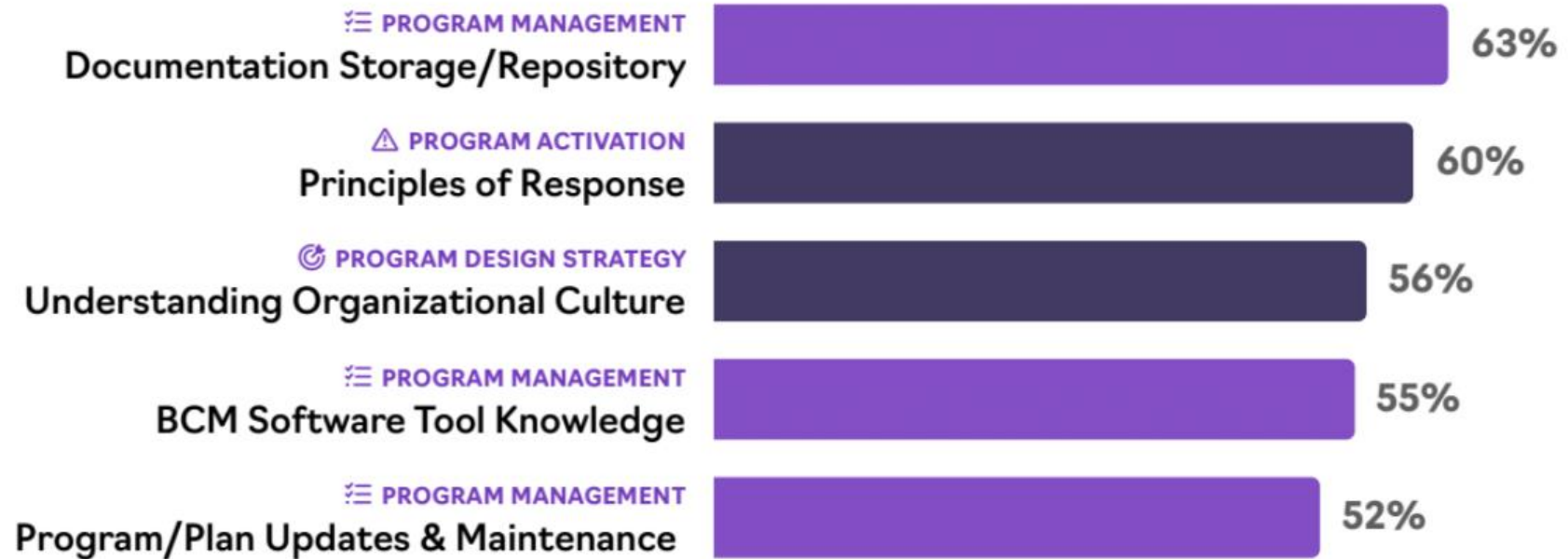
Passion:

the fuel that inspires and drives people towards specific goals, no matter how unlikely or difficult they might be. It generates enthusiasm needed to plow through the biggest obstacles and overcome the most intractable challenges. It inspires loyalty, teamwork, hard work.

- **Are you the right person for the job?**
- **Do you view your role as a job or a career?**

Skills Hiring Managers Target

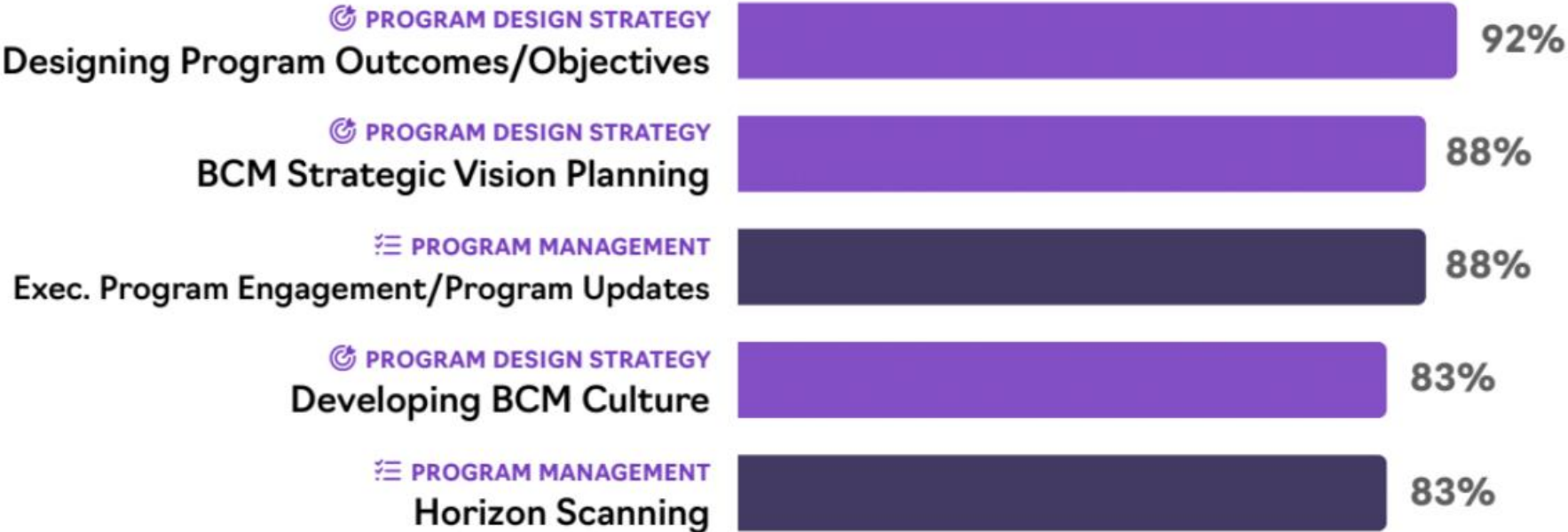
Hard Skills in Demand for Entry Level BCM Professionals



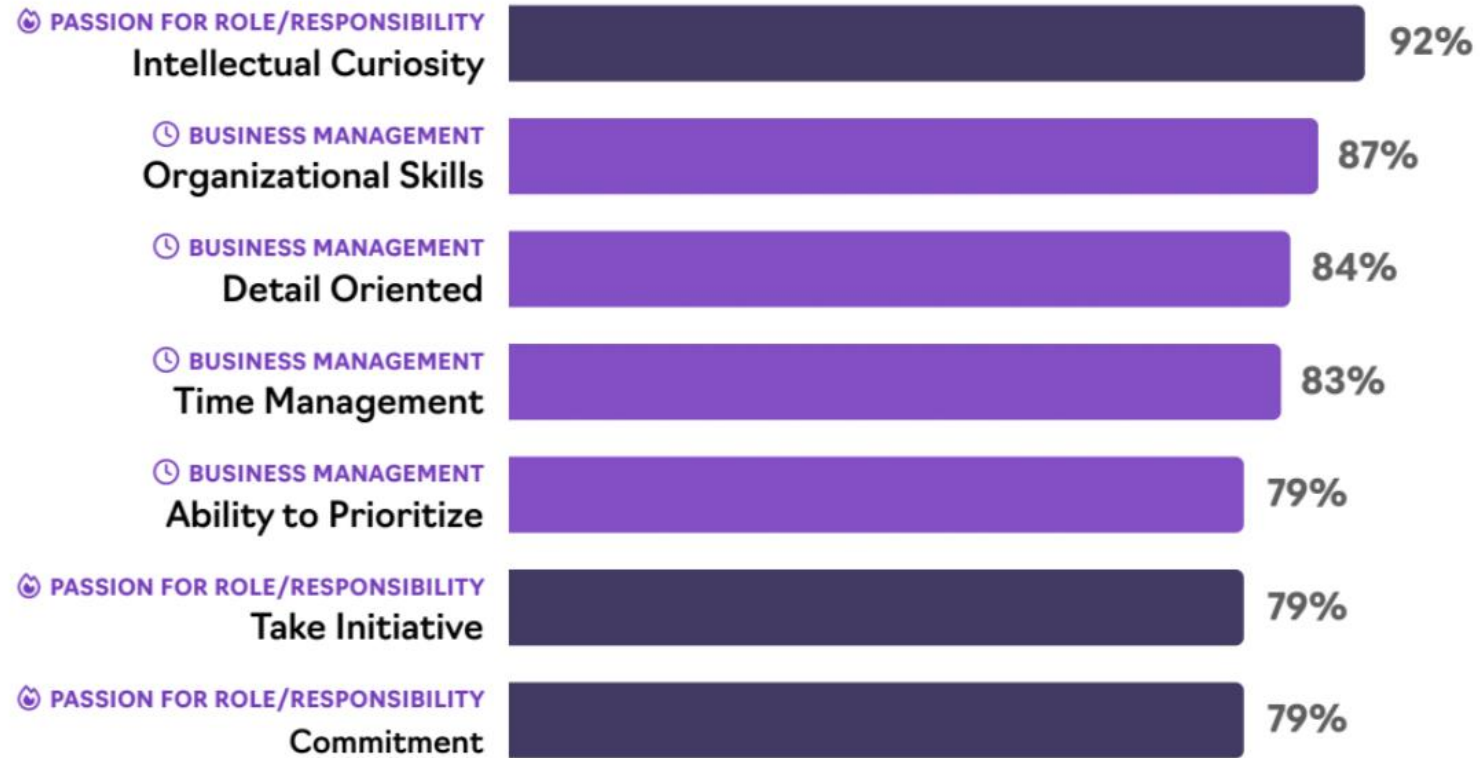
Hard Skills in Demand for Mid Level BCM Professionals



Hard Skills in Demand for Senior Level BCM Professionals



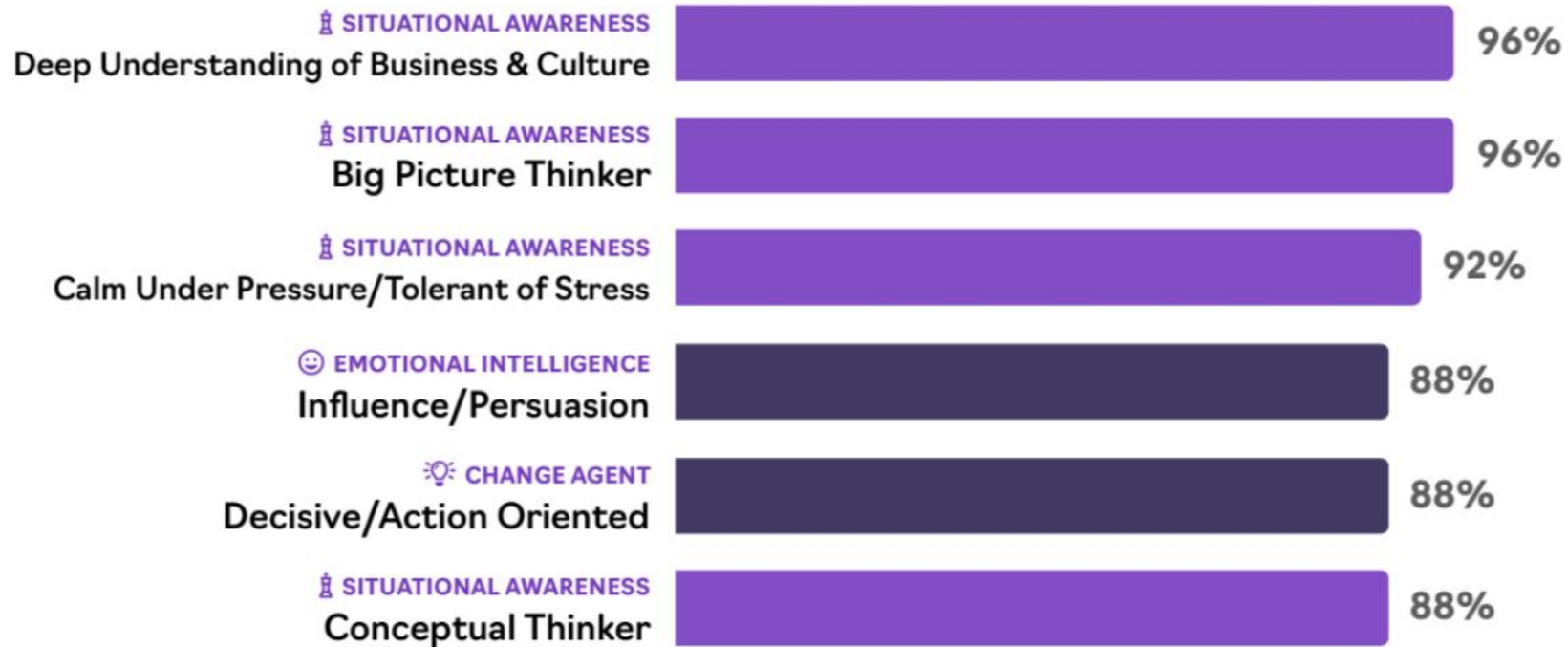
Soft Skills in Demand for Entry Level BCM Professionals



Soft Skills in Demand for Mid Level BCM Professionals



Soft Skills in Demand for Senior Level BCM Professionals



Personal Brand



Personal Brand:

a widely recognized and largely-uniform perception or impression of an individual based on their experience, expertise, competencies, actions and/or achievements within a community, industry, or the marketplace at large.

- **Human nature to assess others**
- **Predictive indicator for the future**
- **Built overtime with each interaction**



What would you like others to say about You?

- **Champion the program?**
- **Passion for your role?**
- **Collaborate across the organization?**
- **Show humility?**
- **Over deliver?**
- **Motivate/ Inspire others?**



Stand out from the crowd

- How do you add value?
- Do you know your audience?
- What's your elevator speech?
- What are your strengths – What makes you unique?
- Be authentic



Protect your Brand

- Think like a Social Media Manager
- Admit mistakes
- Take responsibility
- Think before you act
- Be consistent
- Be true to who you are

Strategic Career Planning



Strategize Your Career

- **What's your career road map?**
- **Evaluate your skills**
- **Take initiative**
- **Always be networking**
- **Be smart about your career – don't just change jobs to jump**



Key Takeaways

- **Hard skills are not enough - Focus on developing your soft skills**
- **Professional growth: Step outside of your comfort zone and challenge yourself**
- **Embrace who you are & guard your personal brand**
- **Be strategic with your career**
- **Be adaptable to change**

Industry Research

We welcome you to participate in our open study!

20TH ANNUAL

2022 BCM Compensation Study

Receive a customized BCM Peer Benchmarking
Dashboard for participating!

PARTICIPATE NOW



[Participate Now!](#)

Thank you!

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