Overcoming Challenges in your Career
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“The oldest and strongest emotion of mankind is fear, and the oldest and strongest kind of fear is the fear of the unknown.”
H.P. Lovecraft - writer

Challenges are what make life interesting; overcoming them is what makes life meaningful.

Challenges - Biases
Sports Turf Manager
Personal
Inequities

.........Your Journey ..........Your Career Path
Daily Inputs

Your Role......
- Planner
- Scheduler
- Event Management
- Innovator
- Project Management
- Applicator
- Purchaser
- Problem Solver
- Time Management
- Operator
- Mechanic
- Budget Manager
- Expert in something??

Sport Turf Manager
Recognition
Expertise
Budget
Staff

Overwelled- Overcommitted
"The Kamikaze pilot who was able to fly fifty missions was involved- but never committed"
Lou Holtz

Personal
Education/ Training
Professional growth
- Human Resources
- Leadership
- Ourselves
- Define success

Inequities in the workplace
- Gender
- Age
- Office Politics
- Leadership
Hidden Bias
Gender
Male vs Female leadership traits
strengths and competencies
actions speaking more than words
Age - Generations differences in values

Ageism
1967 The Age Discrimination Employment Act
1998 Workforce Investment Act
20% of current workers are 55+
50% of people are 55-64
47% of workers aged 55-64 re-enter employment
People aged 25 and younger are 2 times less likely to experience discrimination

Office Politics
Department
Organization Chart
Cliqués, gossips, manipulators
“keeping your friends close and your enemies closer”

Change
Leadership
Supervisor
General Manager
Org Chart
Functionality

Work Life Balance Changes
Marriage
Death
Elder Care
Pregnancy
Divorce
Injury

Are you doing too much that the affects and outcomes are contributing to your challenges

Humility enables work-life balance.
“There can be no great accomplishment without risk”

Neil Armstrong

“Confidence and doubt are at two ends of the scale and you need both. They balance each other out”

Barbara Streisand

Rise up from the challenges to create opportunities

Risk vs Reward
What are you willing to do get what you seek

“Looking for Opportunities”

Become someone nobody thought you could be
Growth

Growth is about mastering new skills, taking on challenges, and pushing to be better—personally and professionally.

Growth vs Advancement—many think of growth as advancing in terms of promotion, title change, and greater compensation.

Professional Self

Setting a vision

Goal setting
Is it about money
What’s work, what’s not
Is it about growth
Emotional Component

Portfolio of Experiences

Development of opportunities and learning experiences at all levels and venues to build a portfolio of experiences.

Diversify experiences
Leading different projects and staff sizes
Various locations and venues

I didn’t come this far to only come this far

“Goals. There’s no telling what you can do when you get inspired by them. There’s no telling what you do when you believe in the, And there is no telling what will happen when you act upon them.”

Jim Rohn
Make the connection

Getting the seat at the table

Developing yourself to be the expert in your field.

Gain Trust
Provide insight and backing- being the resource
Decision making process

What are you going to do to let go of the past to move to the future?

What connection do you need to make stronger with your new employer?

Failures.....
Failures

Don’t fear failure. Just be good at learning from everything around you, especially mistakes (yours and others).

Innovators and achievers weren’t necessarily smarter or inherently more talented. They simply released their fear of failure and kept trying. They didn’t let setbacks or misfires extinguish their curiosity and imagination.

Taking the step to change

“Don’t dwell on what happened, no matter how bad it was. Find something else to do. Find something to do to help others.”

Ruth Handler

Achievements

Every experience in your life is being orchestrated to teach you something you need to know to move forward.

Success

How do you define it? How will you know you achieved it?

Success is appreciating the beauty of the journey along the way.

Finishing what you started, not just getting there but having the staying power to make it all the way through.
Definition of Success

- Enjoying what you do each day
- Be happy with yourself and what you do
- Best possible playing conditions within our budget
- Balanced life work and family
- Loving what you do everyday
- Having a job that I can’t imagine not doing forever
- Valued as part of the TEAM
- Building and advancing your staff
- Making a difference

Saddest summary of life contains three regrets:
- I could have
- I might have
- I should have

Knowledge and passion must be shared, otherwise it will die from lack of use.

Share as much as you can

Your opportunities and challenges make you who you are

It’s not you, its “you”

- you- imperfect, conflicted, fallible
- “you”- awesome, cool, superhero

Don’t think of a career path as a one way road

It’s a map you’ve devised to see if its your best route.
Your Team to get YOU through

Be a Champion

"Champions aren’t made in gyms, champions are made from something they have deep inside them- a desire, a dream, a vision. They have to have the skill and the will. But the will must be stronger then the skill."

Muhammad Ali

My Journey taught me this....

Improve field safety and playability throughout our system- touching as many fields as possibly.

Working with all user groups to achieve programing/usage goals equitably.

Creating sustainable maintenance with given budget.

Investing in the future for the users through renovations and improvements

Denver Parks & Recreation

Over 300 parks
20,000 acres
300 acres Mtn Parks
SOMETIMES THE SMALLEST STEP IN THE RIGHT DIRECTION ENDS UP BEING THE BIGGEST STEP OF YOUR LIFE. TIP TOE IF YOU MUST, BUT TAKE THE STEP.