

Navigating your career as an identity professional

Disclaimer

- The views and opinions in this talk are my own and not necessarily shared by any employers or groups with which I am presently or have previously been affiliated.



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YOUR CAREER

A Totally Non-exploitative "Game"



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A Totally Non-exploitative "Game"



**Did you know what you
wanted to be when you grew
up?**

**Did you end up becoming what
you wanted to be when you
grew up?**

Some questions for yourself

- What is the assumed career arc you expect to follow in this space
- What engages you about your current work
- What would you like to do as you advance in your career
- Why do you want to do what you want to do



Photo by Lindsay Henwood on Unsplash

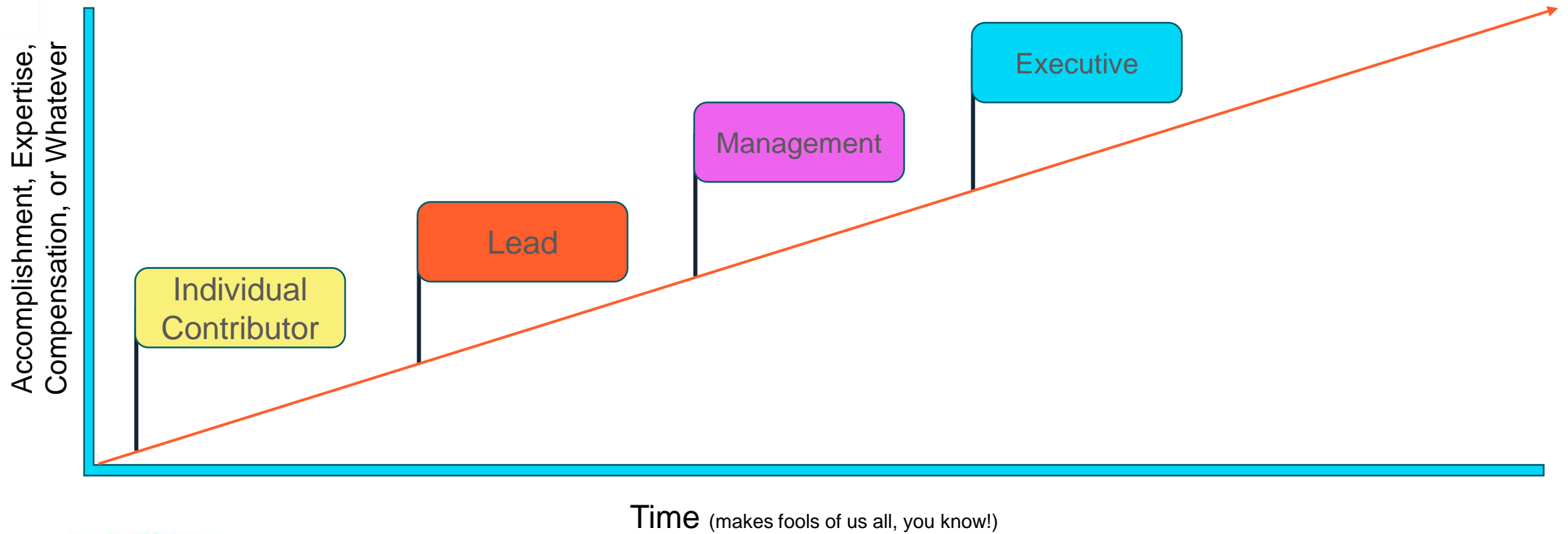
Why I care enough to talk on this

- Non-traditional entry into identity
- Career impacted by external factors
- Report on my own observations and lessons learned
- Hindsight 20/20
- I'm no galaxy brain, but there is value in sharing

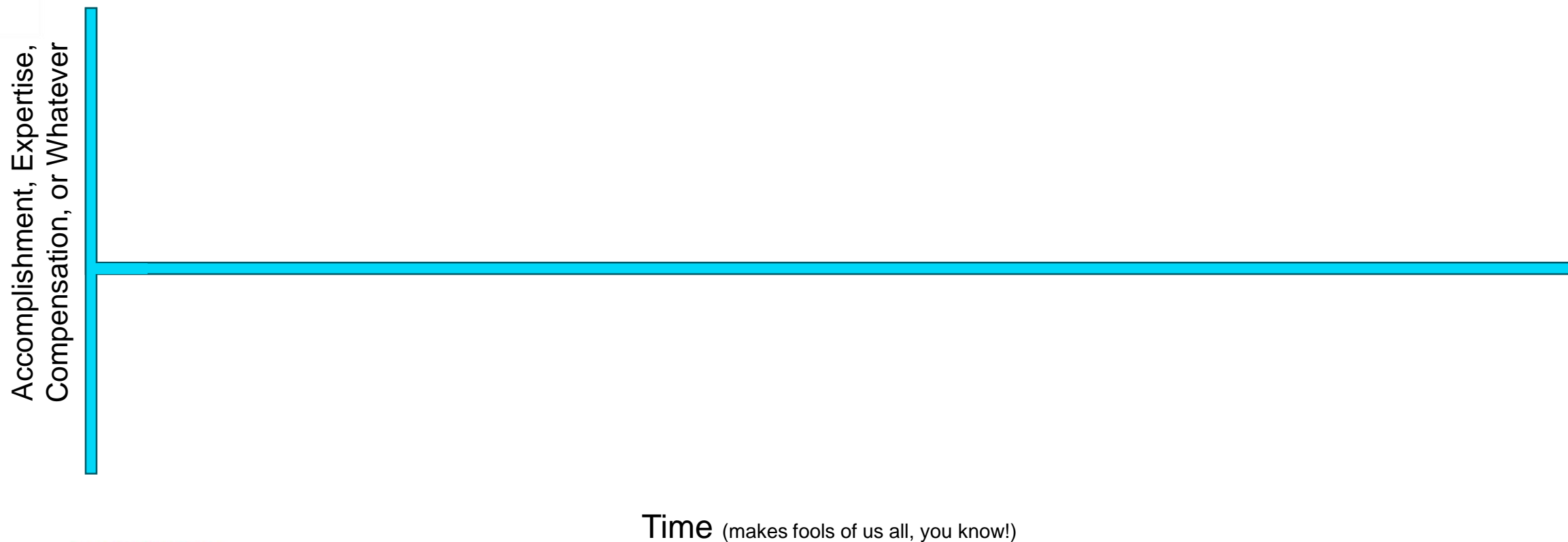


Your Career Lifecycle

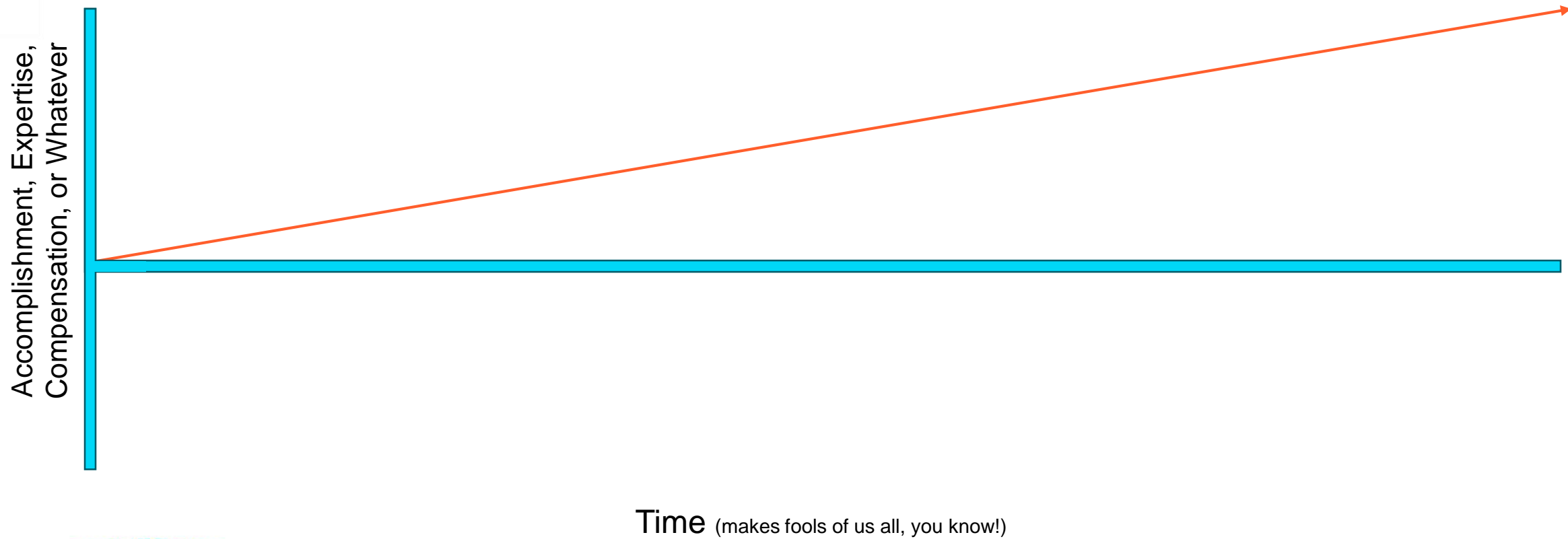
The idealized career path...?



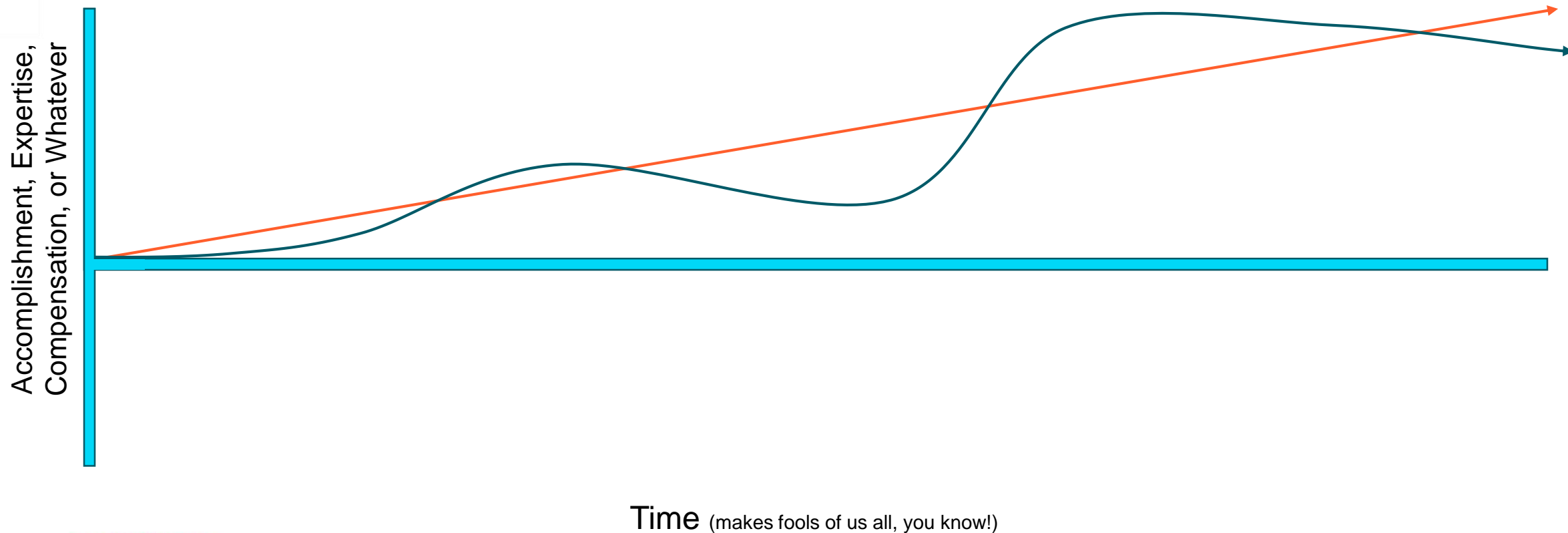
A more typical career path



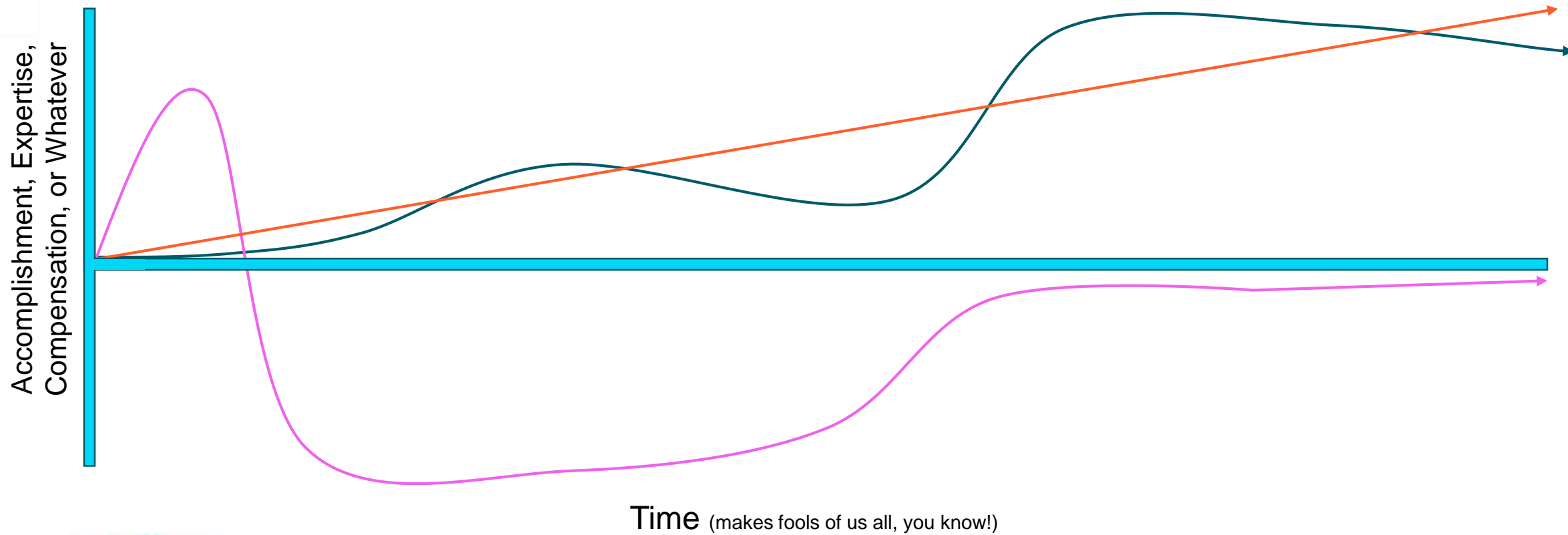
A more typical career path



A more typical career path



A more typical career path



Element of chance in everyone's career



Photo by Amy Reed on Unsplash

Any career can be fulfilling!

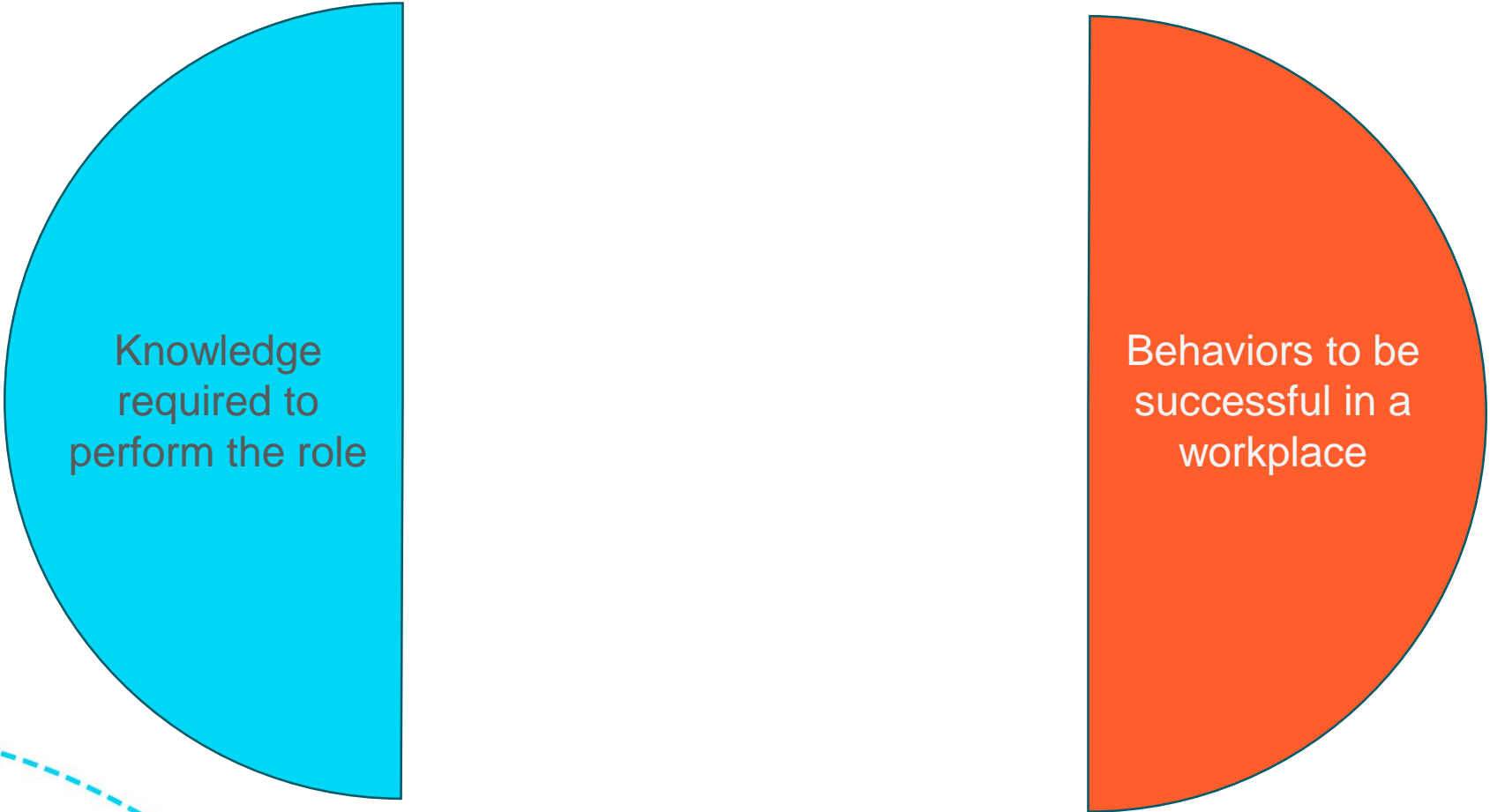
**Any ~~career~~ ROLE can be
fulfilling!**

Early career



Photo by Pang Yuhao on Unsplash

Hard v. soft skills



Knowledge
required to
perform the role

Behaviors to be
successful in a
workplace

Hard v. soft skills



“Hard skills” for the early career identity professional

- General technical knowledge
- Familiarity with tools, code, scripting, administration
- Systems thinking

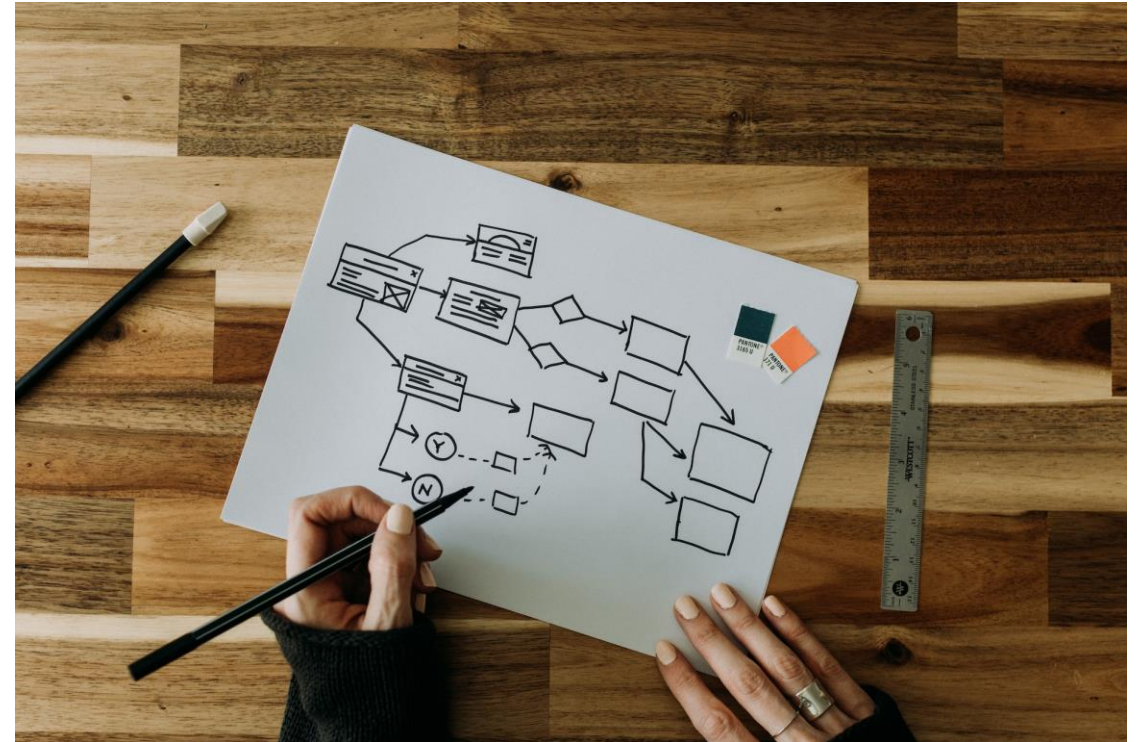


Photo by Kelly Sikkema on Unsplash

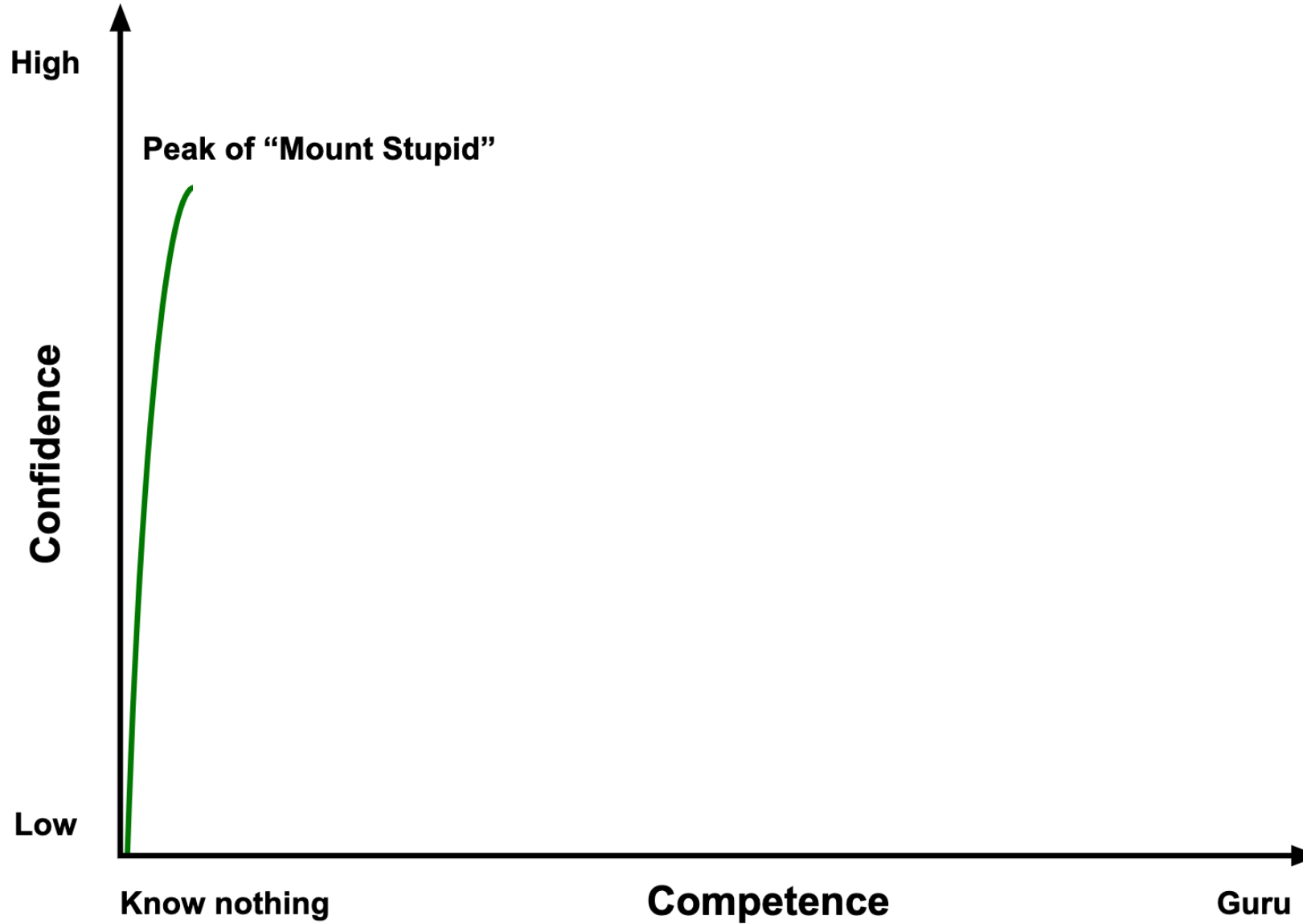
“Soft skills” for the early career identity professional

- Self-directed learning
- Collaboration
- Influencing skills
- Curiosity

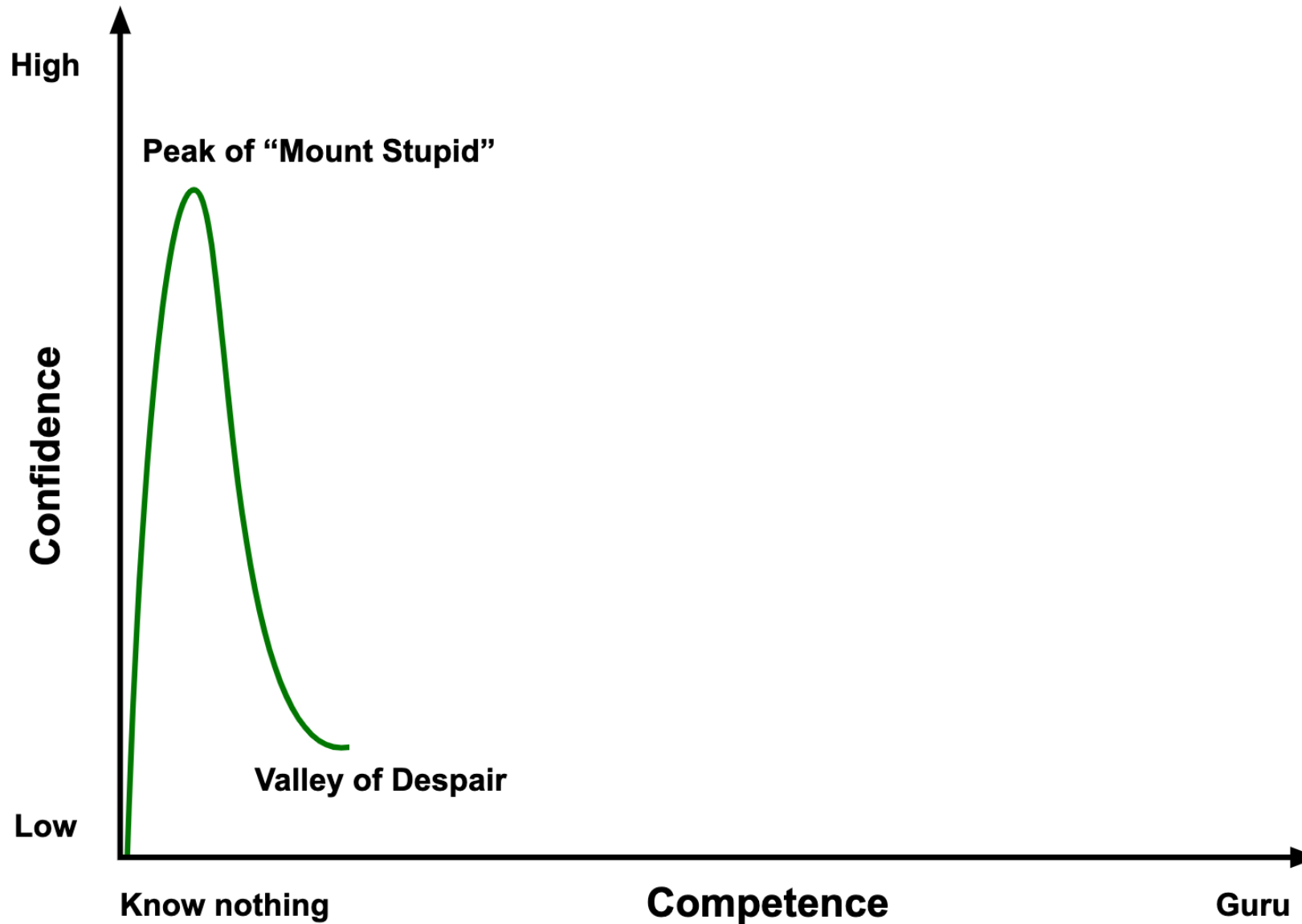


Photo by Mimi Thian on Unsplash

Dunning–Kruger Effect



Dunning–Kruger Effect



Mid Career

“Hard skills” for the mid career identity professional

- Continued awareness of developments in the space that may become germane to strategic planning and implementation
- Simplification and automation efforts
- Tying your work to the organization’s purpose and business (business value analysis)
- Complimentary technologies



Photo by Zoltan Tasi on Unsplash

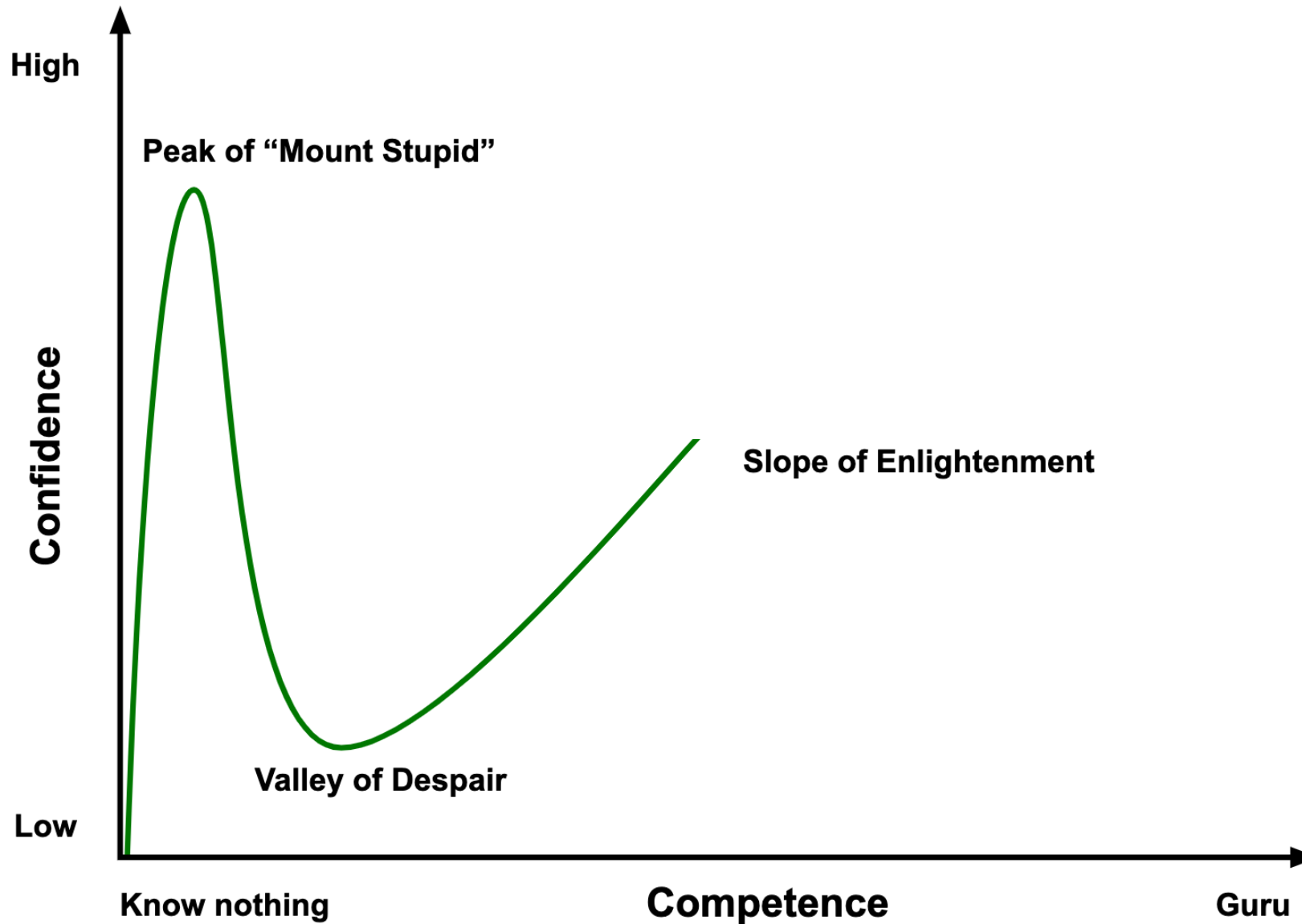
“Soft skills” for the mid career identity professional

- Relationship building
- Succinct communication
- Salesmanship



Photo by Vander Films on Unsplash

Dunning–Kruger Effect

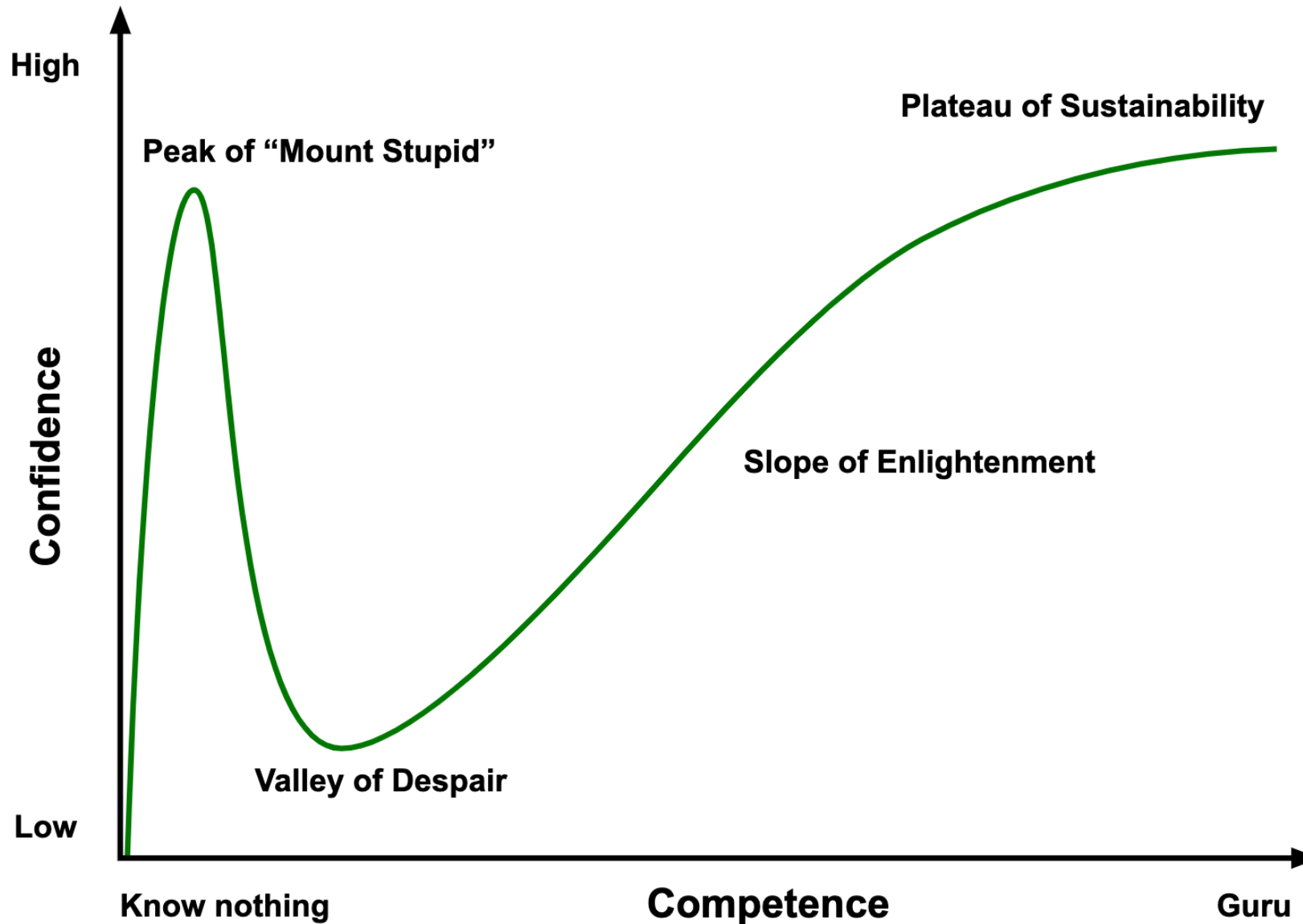


Late Career

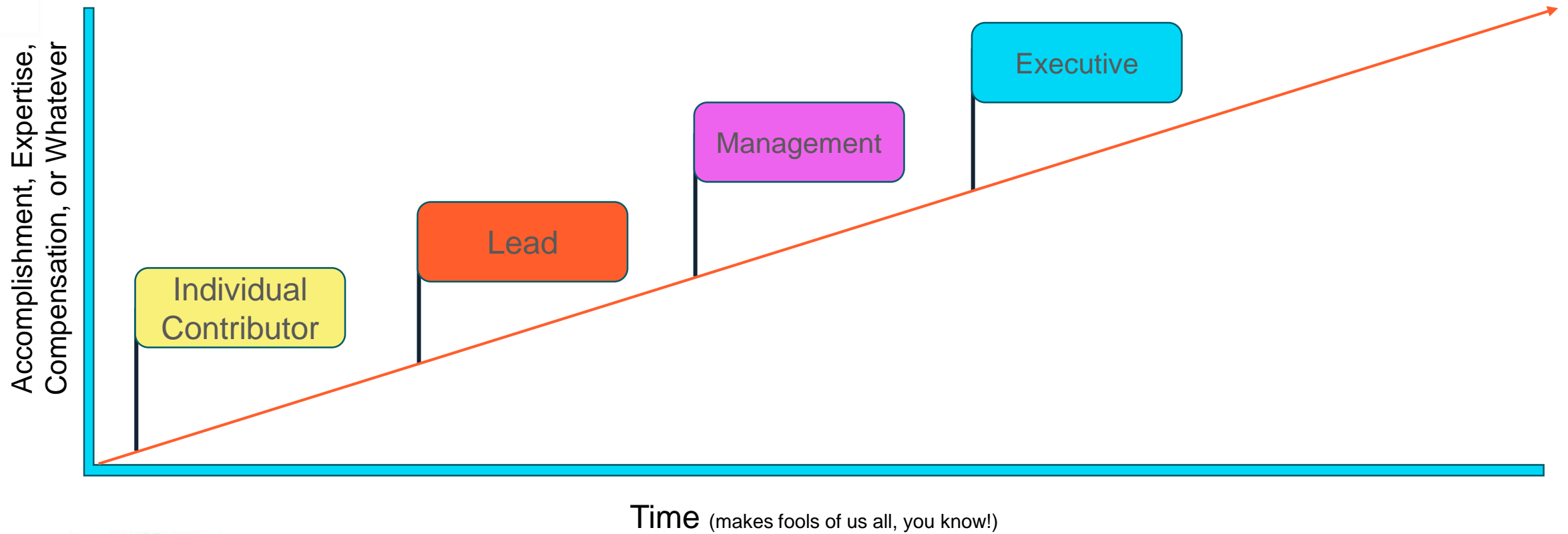


~~Late Career~~ ***Established Career***

Dunning-Kruger Effect



What is the next step for the established professional?



Multiple paths



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Multiple paths

Strategy

Photo by Gary Jones on Unsplash

Multiple paths

Strategy

Management

Photo by Gary Jewison on Unsplash

Multiple paths

Strategy

Management

Stay put

Photo by Gary Jewison on Unsplash



Photo by Fabian Blank on Unsplash

**PLEASE DO NOT GO
INTO MANAGEMENT
FOR THE
COMPENSATION.**



Photo by Fabian Blank on Unsplash



Management != Leadership

Leadership v. management



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- Bureaucratic function focused on the development of your staff
 - Performance
 - Growth
 - Providing value
- Hierarchal for organizational clarity

Leadership v. management

- Inspire, direct, share and communicate a vision for the impact or the mission or work
- Can and should be cultivated and demonstrated regardless position in org hierarchy
- Demonstrate by trusting, supporting, and magnifying others in their own roles regardless your (or their) level



Photo by Mae Mu on Unsplash

Risks of failing to realize this distinction



Photo by Pawel Furman on Unsplash

Going into Management

Opportunities for management

- Be an advocate and advisor
 - Highlight accomplishments
 - Reward behavior
 - Trusted advisor
- Sell your team to the business
 - Be the hype-man for your staff and function
 - Showcase business impact
 - Learn the business and discover opportunities for your staff



Photo by Jacob Rice on Unsplash

What you can offer as a manager

Early career:

- A chance!
- Don't filter on tools knowledge
- Recognition of fresh perspectives

Mid career:

- Listen to their desired journey
- Identify ambition, help convert to forward progress
- Trust
- Ownership

Established:

- Strategic ownership
- Willingness to mentor
- Showcase their knowledge

Resources, Recap, and Closing Thoughts

Some Questions for Yourself

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Photo by Lindsay Henwood on Unsplash

Resources

Hard skills:

- IDPro
- CIDPro

Soft skills:

- *Crucial Conversations* - Kerry Patterson, Joseph Grenny, Ron McMillan, and Al Switzler
- *The 360 Degree Leader* – John C. Maxwell
- IDPro

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Thank you

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