

The Blueprint_ Super YOU! Sep 21, 2023

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SPEAKERS

Kim, Janelle

Kim

Good morning everyone. Happy Tuesday. I hope you all are doing well. I am so grateful as always to see you and have you in this space alongside me. Welcome to the blueprint. I don't take it for granted that you've decided to invest in yourself and that you feel like I'm the best person to help you do that. So thank you for spending time with me in this space. We're gonna go ahead and get started in the interest of time, so I want to make sure that we are good with all of the things that we want to talk about today. So by way of introduction, my name is Kim Blue. I am an HR executive at a career coach and when I am not leading my own team or coaching others, I am spending time pouring into my community which primarily consists of other HR professionals, new and emerging leaders, and I am passionate about HR leadership, people all things so if you are in this space, that tells me you were one of those things and you're giving consideration to maybe moving into one of those positions. So why do I hold this space for us?

Kim

I hold the space for two reasons, versus I think everybody should be the boss of their own blueprint. And what I mean by that is you should have access to the knowledge skills capabilities and resources that are going to help you operate at your highest potential to show up authentically and to be able to add credibility and value to your role or to the work that you are doing every day. The second reason that I hold space is that because of the work that we do, we are primarily not great at putting the oxygen on ourselves. And so I want to remind you or even give me permission even to tell you that it's okay to spend the time putting your own oxygen mask on before you go to help others because we can't pour from an empty cup even though that's often where we find ourselves. So I do this room three days a week, Monday, Tuesday, Thursday mornings at 10:45. It's a podcast style, type conversation. And every once in a while folks will raise their hand and come to the stage with questions. You're always welcome to engage me in a question. And then I bring guests right who may have expertise outside of my own. I know a lot but I know I don't know everything and the best thing I can do is bring in someone smarter than me who can talk to you about what it is that they know to add value to this space. Right. So with that, that is how we get going in the room.

Kim

Just a couple of housekeeping reminders. The rooms are recorded, right so now you can download the replay after which is really in service to you because at the end of the conversation, I always do a blueprint, Five Minute Journal question so you can reflect to get yourself grounded. So if you're not able to do it right away, or if you're a reflection at the end of the day or whatever your time is type of person you can go back, pull the replay, play it, and then have it to guide you. You're thinking as you are engaging. We don't do the blueprint on Wednesdays and Fridays, what do we do when that time we go and support other folks who are supportive of us and supportive of our growth. So on Wednesday mornings, we spend time on LinkedIn live with the morning mindset with our friend Keisha Hicks, who used to host this space before I took it over. She is a really really great thought leader and HR professional and executive as well and we are just fantastic things in this space. And then on Fridays, I usually encourage folks to spend time catching up on other content, whether it's in clubhouse or whether it's in other spaces that you don't get to during the week. And that's a great time to kind of cap off your reflection and really just prepare for what it is that you feel you need as you are reflecting on your week and getting ready for your weekend and kind of just detoxing from the week, right because that's what Fridays are for a little bit. So let's jump right in.

Kim

Yesterday we talked about we started talking about this week's me algorithm right so I've deemed March the month of May because it's really that focus around us not putting enough oxygen on ourselves and not spending the time doing what we need to do to take care of ourselves. So last week we talked about the relationship between motivation and energy. This week we're talking about the relationship between movement or migration and enablement, right enablement being ensuring that you have access to the resources or the authority to ensure that you can be successful, right, whether that's a person, whether it's a testimony, whatever the case may be right it's in your wheelhouse for you and it's there for you to be able to leverage so that you can be successful in whatever you're doing. And so we're going to spend some time talking about movement, the migration piece of the algorithm today because oftentimes, movement is viewed as this one dimensional experience and I'm here to tell you that it's not and we're going to talk about movement in a way that you may not have thought about it before. And right this whole notion of how we move and where we move, and what that looks like.

Kim

Okay, so go with me on this. It's a little philosophical, but I promise you you're going to be able to think very differently, not only about the decisions that you make, but how that has impact to the environment around you or how the environment around you influences that. I think you're gonna walk away from here really feeling like Wow, all right, I've got a whole different perspective on things so I appreciate you getting a little scholarly with me, right, my friends in the foxhole, call me the scholar all the time, because I'm always thinking about it from a scholarly angle, but I feel like you have to be able to learn first, right before you can do, right if you know better, you can do better. So I'm gonna teach you so you know, and then you can do better, right? That's the way it works.

Kim

So the word is migration, right? That's our M into me this week the relationship between migration and enablement. And so the definition of migration is simply to move towards something or to

move from one part of something to another part. So let's talk about our careers. Or as you're listening to me think about this opportunity that you have to move to not stay in the same place, right? It starts with a decision. And that decision starts with comes from a place of reflection. So I've been in this role, I've had this opportunity to really dig my heels in and understand what it takes to be successful here. Perhaps as a leader, the vantage point that you're thinking about it from is you know what, I've been able to have the impact on this organization that I think is beneficial, and now I maybe need to think about doing something different. Or perhaps we've been doing something one way as an organization and it is now time for us to look at how we can do things differently but in service to where we want to go whether that's our goals, whether it is another set of things that we want to try to accomplish, or whatever that is, but a decision is made that we now need to move right we now need to migrate in some way.

Kim

And really folks, what I want to remind you of is that we're either migrating away from something or towards something, okay? So you're either moving towards something that's going to be better for you that's going to be more in service to you. That's going to ensure that the way that you make decisions how you think about the outcomes that you want to aspire towards whatever it is that you are doing or want to do. You're moving towards that. And last week, we talked about motivation, right? What is the definition of motivation? It's those reasons, right? The reasons why you want to do something, that motivation is what's going to inspire the migration. Right. Let me say that again, your motivations will inspire your migrations, your reasons behind something will be what inspires you to move or decide that I want to move whether it is towards something or whether it is away from something and when we decide that we want to move away from something those reasons can be because the thing that I'm doing is not in service to me anymore, because the direction of the organization is actually now being impacted negatively if we stay in this space, because the mindset, the culture, whatever it is that you want to bring in, is not going in the direction that we want it to go with. Last night I was in a fascinating room.

Kim

It and I could share it with folks outside of here if you're interested in it, but it's all about being agents of change. And I was listening to the conversation and we were talking about ecosystems. And I'm going to very quickly just break down what an ecosystem is because what we understand it to be is sort of what we learned in science, right? Physical science or biology or any other of the sciences that kind of talk about that. But it is it's think about this, it's trees, it's birds, it's insects. It's all of the things in that particular climate or an environment that can survive together and thrive. So think about a desert ecosystem. There's only the trees, they're the birds, they're the reptiles. They're the insects there that can survive in that type of heat. Without water for an extended period of time. They can deal with a lot of sunlight, they don't have to have a lot of engagement, right? They can survive in that environment versus a rainforest. A rainforest attracts a completely different set of, you know, again, birds, insects, animals, whatever the case may be because it's wet, it's lush, and there's different types of things that are going to grow there because they can thrive and survive, right? Think about migration or movement in that way. You are moving or operating in some type of ecosystem.

Kim

So there are people around you who may think like you or who may not, who may also be critical to the success of your work. Maybe I can't do my job unless this person does their job, or I can't get this. This project accomplished unless I've got people alongside me who can help me do this because everybody plays a part. Right? What's there are things in that ecosystem that you either throw off the way that everything is operating, you then decide that okay, maybe now I need to move and that's what happens in the real world and the outside. If there is something that comes into the ecosystem that shifts it so becomes a little bit toxic, right? Think about toxic work environments, or it shifts it in a way that things may bubble up. Or you may have things that overgrow or get really out of hand, right. You may decide for yourself. This is an environment I don't want to be a part of the work. And so parts of that ecosystem will start to die off or they'll move away or they will migrate to a place where they can thrive and be healthy and have access to the same resources.

Kim

Okay, I hope that this example is making sense because it's the strongest visual that I can give you. It's literally like walking into a garden, having plants grow in one place and then all of a sudden the sun stops shining on that part. And then what happens those plants that a different set of plants will grow there that don't necessarily require the sun and the plants that do will die off and they'll grow in a different place. They will literally migrate from one space to another and that's what I'm saying. To you folks. When you think about careers, leadership, whatever it is that you may have in front of you. You decide for yourselves when it is time to make a move. Whether it's to say I'm ready to get promoted. I'm ready to now try this new thing that has been introduced. into the organization. I'm ready to now think about going to a different a different organization altogether. Maybe I want to stay in this company but I want to migrate right I want to move into a different role where I can have greater impact where I can actually be more connected to the people where I can actually lead or drive process where I can influence leaders or sales to be able to think about how we're going to better connect or better innovate, but whatever it is, right? There's a set of reasons that motivation that influences your movement or your migration, and it is either towards something or it is away from something. And it's in that reflection that I talked about last week, right? That helps you determine what is it that I'm moving towards? What is it that I'm seeking? What's the thing that I really want to make sure that I have exposure to every day? Or what is it that I'm trying to get away from what's no longer in service to me? Where are the org? Where's the organization, finding itself challenge and where do we need to kind of think differently or make sure that we are giving consideration to certain things as we elect to figure out what our roadmap right is or what our Blueprint is.

Kim

How are we giving thought to saying this thing or this set of values? These organizational principles are no longer in service to us. And you hear leaders say, we're going to move away from that. And we're going to start to adopt this, right? We're going to move towards something so you literally see migrations all the time. They just don't use those words. I just say we're gonna stop doing this and we're gonna move this here, the new set of things that we're going to do, but I'm giving you the picture and the framing and telling you that migrations happen all the time. They don't have to be these grand gestures. Sometimes it's as simple as moving or changing or prioritizing something differently. We're moving away from this step. And we're actually going to prioritize that step. That's the migration

folks. It doesn't have to be huge. It can be one small change. But that pivot, that adjustment can ensure that you are now going in the right direction. You're moving towards the thing that's in service to you. You're moving away from things that don't align with your values.

Kim

And for anybody who has heard me talk right, you always hear me say you should work in opposition. I mean, excuse me, you should work in alignment with your values, not in opposition of them. That's true for you personally, it's true for organizations. It's true on so many levels. And the more quickly we can get our mind around the fact that migrations really don't have to be big and grand or pronounced but they can really be in service to us, the more comfortable we can feel about these movements, because what happens, sometimes we decide that we want to look for a new job or we decide that we want to maybe do something different and we get stuck because we're comfortable, or we realized that there's work that goes into it. So you kind of have to hold your own mirror and spend some time thinking for yourself, hey, this is really the thing that I should be doing. Right?

Kim

When you think about it from a career standpoint, when you think about it from this angle of I'm ready to take my career in a different direction. I'm ready to lead a different way, especially for leaders who are coming in maybe behind a previous leader, or leaders who are new to an organization, right. You have to spend your time doing discovery and thinking and understanding this is what's really going to be in service to me, to someone else right to whatever that looks like. And so there's so much available to you to be able to say I do want to move towards this, or I want to move away from this. And how are these migrations, these movements in service to me, what are my motivations? How am I checking my energy? And then on Thursday, we're going to talk about what is the resource or authority I'm going to have when I get where I'm going, and what does that look like? How is it going to help me?

Kim

Because here's the thing, folks, if you don't know what you're moving towards, or what you're moving away from, then how are you going to be in alignment with the things you believe in you can be motivated. 100% But if you're not clear on what it is that you're motivated about, are you going to be out there in the wilderness, so to speak, moving without a map, and moving without a map is the fastest way for you to get lost. And that is not anything that we want when we think about our career when we think about our leadership, right? For anybody who has ever had coaching with me if you stepped into a new role, I always talk to people about what you're going to do in your first 100 days. And some people say I have a roadmap and if you don't, then I offer my blueprint for it for folks, because you have to have a roadmap to be successful for the first 100 days in any new role. And I literally have a blueprint that I've been using that I've been coaching with. And it works right and I'm not doing my own horn just because I'm just telling you I've given it to people in their life. It's amazing people have used it in interviews and said, This is the thing that I need to be doing and it really, really resonates. But you're moving towards something you're moving towards impact. You're moving towards something you're moving away from a previous way of thinking leaving, you know responding whatever the case may be, and you're moving towards something but that roadmap is the thing that's going to guide you a map, you know, any type of movement without that is going to be futile.

Kim

And so that is why your motivations and your migration have to be in alignment because if they're not, you can create such missteps. Right. I don't want to see a new leader not be successful because they didn't take the time to really think about how they need to move in this new role. Right? What are they bringing with them from their leadership journey? That's the way to help them and what are the things that you just need to trash right and let that be you don't have to keep doing something a certain way simply because you've always done it that way. You don't have to manage a new teams a certain way simply because that's the way that you were manage. Do you have permission to move away from something and move towards something and do it in your own way? Because I guarantee you, then those resources and the things that you're looking to be enabled in are really going to shine and stand out as attributes to you. Okay, so spend some time today in your reflection thinking about two questions One, what am I moving towards? What do I want to move towards? Right? What am I moving towards? Or what do I want to move towards?

Kim

And then the second question is, what am I moving away from? Or what do I want to move away from? This could very well be the beginning steps for some of you who have been thinking about making the move in any capacity and I'm talking professionally but you all know b This ties away this ties to personal things as well, right? Am I in relationships, friendships, whatever the case may be that are in service to me. Am I spending my time and energy in circles communities that are really benefiting me or do I need to move away from some of those things and move towards things that are missing that I need that helped make me whole? Think about that everyday? You all move towards the blueprint? Why? Think about why you come here every day. Now look at all of the other spaces you spend time in what do I need to move towards? What am I getting out of that? What are my motivations for going here for say, what will be motivations for leaving right? And start to build that roadmap, you may surprise yourself at how easy it is to sit still and be present and do your work and you may also recognize how easy it will be for you to make the move as you prepare in the right spaces. Okay.

Kim

Now on Thursday, we're going to talk about enablement and then we're going to talk about interviewing because that's the conversation that I think is the most relevant for people and I want to bring that example home for everyone. Because when you think about interviews, interviews are the time that you really have made the decision to say, Okay, I'm going to make a move. It's time for whatever reasons for these sets of motivations, right? We're going to talk about that and I'm gonna bring my very good friend Angel Rush who I know is in the audience today. To the stage she is an amazing, amazing recruiter and Talent Acquisition Manager. She has worked for global companies just like I have we met through some mutual networking circles that we are in and probably from day one, we hit it off, and for the last four years have just really been connected and supportive of each other and she is a great example of someone who has had motivation of a great relationship between motivation and energy.

Kim

But she's also been very intentional about her migrations, right where she's moved to and what she's moved towards or what she's moved away from. And so I want to invite her to have some

conversation with me to talk about her own journey. And then to talk about it from the professional lens as well meaning I'm a recruiter at manage other recruiters have build recruiting infrastructure. And so when you're thinking about these moves, let me take you there from the lens of somebody that's inside. So she's going to join us on Thursday and I am super delighted that she will be with us. So with that, I want to see if there are any questions if there are any hands raised. I do see a note in the chat from Shelley and thank you yes, having a roadmap is absolutely important to the success of whatever it is that you want to do. And I think we're going to spend a little more time talking about that next week, because what I find is, is that your motivations and your migration can be in check, right? You kind of add all that together, but the actual creation of a roadmap how, what are the steps? What are the components that you need to have in order to have a blueprint and so I'm going to talk a little bit about that next week because I think it's a nice follow up to what we're talking about. Right now. So I do see I don't see any hands raised. So are there any questions or anybody have anything for me that's resonating or is hitting home before we go off into our Thursday? Yes. Excuse me into our Tuesday. Good morning. Janelle. How are you? Hey, good morning. Can you hear me?

Janelle

Yes. Great. Happy Tuesday, everyone. So I just had a comment on my grading. And lately I found myself having conversations with whether it's human resources professionals or just middle managers employees who are contemplating migrating and what that would look like and what their next move would look like for them. You know, they're faced with challenges we all get faced with challenges and what the conversations are is, you know, anytime there's a challenging you posted on social media, or you say, this environment is toxic, and I just can't take it anymore. The first response that you get from the masses is that's a toxic environment you need to leave.

Janelle

But the truth is, is that your next move is entirely dependent on what you're saying in terms of your values, operating from your values and what you want to do and what you think makes the most sense for you. Because the truth is maybe, yes, it's challenging now, but you may make the decision to stay and make an impact for the better on that organization. Or maybe the decision is for you to move. But whether or not you migrate is entirely dependent on you, and not what the consensus or anyone else says. And I think that is important when we talk about making moves. And Kim you've talked about your foxhole, I've talked about circles and squares. It's really important that when you contemplate those major moves, you close your ranks, and you go and you talk to the people that are in your corner holding you down. For me it's a triangle. I have three people and you know you be pushing a new challenge when they encourage you to look at it from all angles, and then bring you back to your core values and what makes the most sense for you. Because only you can make that decision for yourself. So for me that's the takeaway there that we just need to be conscious about the moves that we make and who we rely on because the truth is, is that when you open things up to social media, when you put things out there to the masses and when you when you share with so many people what you're doing is you're giving them a vote, or you're allowing them to think that they have a vote in your next move and what you're doing in your life. That's not necessarily true. Those opinions are like you know what, everybody has one, but so you really have to be careful about how you communicate it with and how you contemplate what your next move is. My name is Janelle. And I'm done speaking.

Kim

I love that detail. And I think when you talk about motivations, right, we talk about this notion of the reasons but your reasons should be your reasons and you just made a really great point Janelle around saying when you start to put it out there in such a way that it's accessible to other people, that creates this notion of entitlement. People feel like they've got your ear, a relationship enough with you where they can contribute to your decision, but it's not their decision, right? And you may not even be opening it up to them. You may be using social media to vent or to do other things. And they may be in a position where they feel like they can add to that and really that's not their space. And so it's up to you all to decide how you want to navigate that. What that looks like what's important to you so that you can ensure that you are doing the best thing for you. So thank you for adding to that Janelle. And for talking about circles and squares which is going to come up again very in very short order because, you know, you already know how we feel about you know, understanding who's in your circle, but definitely cultivating the corners in your square. So I appreciate you. Anyone else who would like to come to the stage to add anything. Don't see any notes in the back channel or any additional notes in our room chat. All right, well, I have put the link to my LinkedIn profile up here. If you are not connected with me, please connect with me. And going forward in this room.

Kim

You're going to hear me start to encourage you to drop your LinkedIn profile in the chat because it's our good friend Keisha Hicks says you absolutely should know people before you need them. And this is a space for community for networking for connection you want to be able to tap into the things that you're hearing from other people, which is exactly why I'm going to invite our guests up on Thursday. And so on Thursday, what I'll do is I will pin her LinkedIn profile to the top so you can connect with her and just get familiar with her journey for those who are in the recruiting space. It's always great to have additional recruiters in your network because you just never know where you're going to need to look for talent. And you're going to need to bounce ideas off of some people who may have come from circles and spaces that you haven't. And I will also make sure that Angel has plenty of time to introduce herself. So please be on time we're going to kick off right at 7:45 so that we can have the full 25 minutes of our space to be able to not only go into a little bit about enablement but then certainly hear from Angel and hear her story.

Kim

I'm excited for you to meet her and to connect with her. So if there are no more questions, or there's nothing new in the chat than what I am going to go, and I see some I see some engagement in there. So thank you. Thank you, Felicia. Yes. That 100% If you're in the chat, you can read it. I will. I'll read it to you because you guys are super smart and can take care of that on your own. So I am going to send you into your Tuesday with all of the good energy and light you need to guide you. Take care of yourselves and today as you're doing your reflection give some thought to those moves, folks. I really want you to spend some time thinking about what you're moving towards and why. What you're moving away from and why you might surprise yourself at what you discover, right when you're really honest. Because it's your journal. Right? The Blueprint journal is your time to reflect with yourself. Nobody's going to see it unless you put it out there. So be very honest. It's your time to get real with yourself where you journal. Okay. Take very good care. of yourselves and we will speak again on Thursday. Morning.