
Siemens BRG Panel Discussion June 6th, 2011

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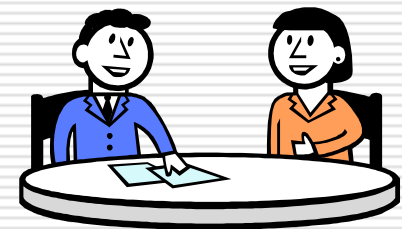
&
Joe Yarusinski



www.SiemensWestinghouseRetirees.org

PART 1

BRG SPECIFIC ISSUES RAISED



Specific issues from BRG Professional Development Committee Planning Session

How to navigate getting info on opportunities for skills/jobs?

- seek challenging projects, develop skills, excel in performance, stay aware and opportunities will present themselves.
- Be aware of where the business is headed, talk to supervisor & HR

Role of Networking, HR, job posting, training, who one knows?

- Networking, resulting from daily activities, projects and contribution, improves awareness and support, establishes rapport & trust.
- Excel where it counts and you will get noticed
- Corporate training programs have a valuable role to learn and meet people, but your development in your responsibility.
- HR "promotability" info to management; an important element
- Who one knows helps make your value to the business more visible.

Specific issues from BRG Professional Development Committee Planning Session

How to assess where one needs to be and what needs to be done to improve chances of advancement

- Know who you are and what you (and family) want.
- Learn the grade progression, its significance and value
- Have a Goal and Plan
- Seek out role models and compare self to them
- Don't get 'stale' in any one position.
- Take risks; i.e., Challenge yourself with tough and important tasks....you'll get noticed
- Know what you don't know; i.e., Learn the business (\$), not just your discipline
- Surround yourself with good people
- Accept negative feedback and improve from it.
- Hitch yourself to a star
- Dedicate yourself

Specific issues from BRG Professional Development Committee Planning Session

Possible Obstacles to Navigate

- Balancing family and career
- Competition among peers
- Getting 'noticed'; i.e., distinguishing one's self
- Fear of failing
- Stability vs. mobility
- Challenge vs. Security
- Not fitting the 'Stereotype'
- Accepting negative feedback (not being defensive) to improve
- Recognizing the need to continue learning the "business"
- ETC.....



Specific issues from BRG Professional Development Committee Planning Session

Sponsor?

- Excel and a 'sponsor' will find you!
- Most often starts with immediate supervisor

- Ask someone you respect, trust and admire to mentor you



Specific issues from BRG Professional Development Committee Planning Session

During bad economic times (and good times), plant closings, lay-offs....

- Though most arise when business is growing, opportunities come at any time.... Opportunities to learn, get challenged, see the organization from all aspects (including the customer's), advance, and grow... but they require decisions.
- Relocation option often increases opportunities, plus enhances your value. (i.e., in my case: 2 of 3 plant closings resulted in promotions)
- Changed disciplines (or products) can broaden your view of the business and add to your value. (my personal experience)
- Products changes enable one to "go where the action is" and opens up opportunities.

Specific issues from BRG Professional Development Committee Planning Session

The path for development and advancement is different for everyone.

Embrace challenges and change; use them to your advantage.



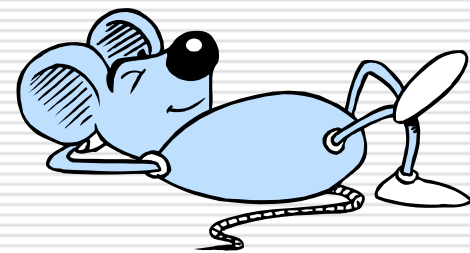
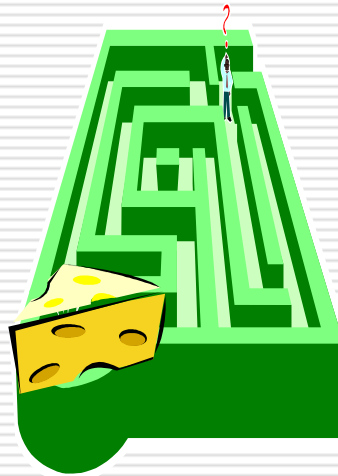
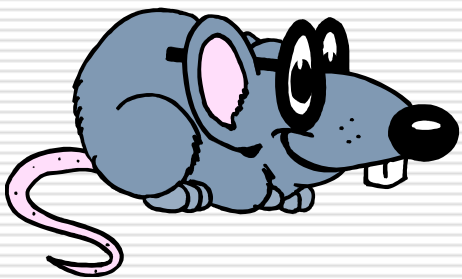


Summary of some essentials.... ...to develop your career and use “change”.

- Know who you are and what you (and your family) want.
- Learn the grade progression, its significance and value
- Have a goal and a plan.
- Embrace change and challenges.
- Establish your Competence, Credibility, Dependability, Dedication...and Integrity.
- Develop your value to the business.
- Fear the “Peter Principal”...continuously grow
- Don't get 'stale' and resist change with too much ownership.
- Learn from your mistakes....really.
- Establish relationships and networks
- Surround yourself with good people.
- Find role model(s) and a mentor.

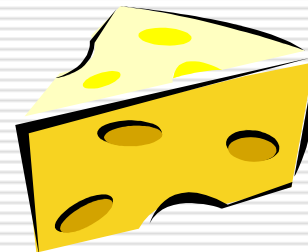
PART 2

THE CHEESE METAPHOR



“Who Moved My Cheese?”
by Spencer Johnson
24 Million Copies Sold Worldwide

- Cheese is a metaphor for what you want
- Characters “Hem, Haw, Sniff & Search”
- The Maze is the organization, relationship, community , etc



The Scenario of the Metaphor

- Cheese makes you happy, the more important it is the more you want to hold on to it.
- If you do not change, you can become extinct.
- What would you do if you were not afraid?
- It is safer to search for new cheese than to stay in the maze.
- Old beliefs do not lead to new cheese.
- Noticing small changes helps you adapt to bigger changes to come.
- Imagining yourself enjoying new cheese, before you find it, will lead you to it.
- When you see that you can find and enjoy new cheese, you change course.



Handwriting on the Wall

Change Happens: They keep moving the cheese.

Anticipate Change: Get ready for the cheese to move.

Monitor Change: Smell the cheese often, so you know when it is getting old.

Change: Move with the cheese.

Adapt to Changes Quickly: The quicker you let go of the old cheese the sooner you can enjoy the new cheese.

Enjoy Change: Savor the adventure and enjoy the taste of new cheese.

**Be ready to change quickly and enjoy the new cheese again...
....they keep moving the cheese.**

PART 3

RETIREMENT



The "Gist"....Your Retirement Plan Fits Only You!



Finances – Start now; get professional help as needed

Family – Involve the family in the planning and decisions

Health – Get and stay in shape now (while you can)

Growth – Continue to have a purpose after retirement

Time – Stay involved, make things happen, don't wait, enjoy

***Pick the brains of recent retirees! Take one to lunch!
It's never too early to start planning***