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An interview with the author of

Working Identity: Unconventional Strategies for Reinventing Your Career



Herminia Ibarra

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Monday
11 December
4:00pm CET
10:00am ET
60 min

Working Identity Unconventional Strategies For Reinventing Your Career

Antoine Tirard, Claire Harbour-Lyell



Working Identity Unconventional Strategies For Reinventing Your Career:

Working Identity, Updated Edition, With a New Preface Herminia Ibarra, 2023-10-17 Strategies that successful career changers use and how to make them work for you Nearly all of us have entertained the notion of changing careers Feeling burned out at work unfulfilled or just plain unhappy with whatever we're doing we long to reinvent ourselves on a new and different career path But how do we make this transition successfully In this update of the groundbreaking classic bestselling author Herminia Ibarra presents a model for career reinvention that flies in the face of everything we've learned from career experts and is tailor made for changing careers in today's uncertain world Career transition is not a linear path toward some predetermined identity according to Ibarra but a crooked journey along which we try on a host of possible selves we might become Successful reinvention comes not from deciphering and analyzing our past but from inventing and testing our possible futures Using new examples of people in different stages of a career transition Ibarra identifies the three critical strategies experiment with new professional activities and identities interact in new networks of people and make sense of what is happening to us in light of emerging possibilities that all successful career changers use She shows how you can use these strategies to Explore your possible selves Craft and execute identity experiments Create small wins that keep momentum going Connect with role models and mentors who can ease the transition Arrange new learnings into a coherent story Now with action oriented exercises to help you work successfully through your own career transition this updated edition gives you the tools to discover a new path and find success in your new career

Working Identity Herminia Ibarra, 2004-01 A powerful model for career reinvention that reverses conventional wisdom Includes fascinating case studies of personal and professional reinventions from literature professor to stockbroker from psychiatrist to Buddhist monk and from investment banker to fiction writer among others Gives readers a new way to understand change in their lives Career change is not a step by step linear process it's crooked and takes much longer than we think Nor is change the result of one big event Rather many small steps add up to a successful change

Disrupt Your Career: How to Navigate Uncharted Career Transitions and Thrive Antoine Tirard, Claire Harbour-Lyell, 2017-09-27 Professionals face many critical crossroads in their careers sometimes unpredictable sometimes more expected but for which they were often not truly prepared This book discusses many such career transitions from leaving a corporation to joining a non profit evolving from athlete to executive or returning to a former employer Using the stories of 50 leaders from all over the world the authors describe what provokes the change the challenges it creates how the individual is surviving the transition and what effective leaders do to navigate and grow from it Disrupt Your Career offers a simple easy to use framework to help make the most of any uncharted transition Drawing on examples of a wide range of companies it also provides recommendations to help organizations better acquire develop and retain talent

The Management of Global Careers Michael Dickmann, Vesa Suutari, Olivier Wurtz, 2018-05-25 Exploring global career issues in depth this important collection works at the intersection of career

management and international HRM It uses a multitude of perspectives to explore global career drivers experiences and outcomes for individuals as well as career systems and management within organisations and societies Both long term and short term careers are discussed and examined alongside the impact that they have on elements of family life providing a useful guide for academic scholars HR managers and professionals operating in global environments Handbook on Women in Business and Management D. Bilimoria,2007 This very impressive Handbook takes established research topics about women in management and treats them in fresh and novel ways The chapters are intellectually interesting sound and provocative and meet the editors aspiration to stimulate high quality research on women s experiences in work organizations I recommend it highly Jean M Bartunek Boston College US This comprehensive Handbook presents specially commissioned original essays on the societal roles and contexts facing women in business and management the specific career and work life issues of women in these fields organizational processes affecting women and the role of women as leaders in business and management The essays shed light on the extant structures and practices of society and organizations that constrain or facilitate women s representation treatment quality of life and success Despite decades of ongoing inquiry and increasing interest research on women in business and management remains a specialized field without mainstream acceptance within business and management disciplines The Handbook presents the current state of knowledge about women in business and management and specifies the directions for future research likely to be most constructive for advancing the representation treatment quality of life and success of women who work in these fields It provides the foundations for improved societal and organizational structures policies and relational practices affecting all in business and management Thus by enhancing the knowledge base that improves the work and life situations of women it suggests ways to elevate the societal and organizational systems for all The Handbook will be an essential reference source for recent advances in research and theory informing both scholars of organization studies gender diversity and feminism human resource specialists and educators of and consultants to business organizations and management

Labour-Market Flexibility and Individual Careers

Simone R. Kirpal,2011-01-12 With labour markets across the world and even in social democratic Europe in a state of unprecedented flux this exhaustive study addresses the problem of how to balance job market demands personal career interests and private life becomes a central issue for millions of employees So how do modern work and employment arrangements restructure individual careers and what is required of individuals in order to manage career transitions successfully over time This is one of very few in depth empirical studies to analyze how labour market trends organisational change and the subjective work orientations of individuals interact The author s detailed assessment is based on a comparison of the structural contexts work orientations and employment histories of nurses and ICT technicians in Germany and the UK These two core service occupations as well as the national contexts of the two European nations have quite different working environments and vocational traditions Nursing is an institutionalized semi profession with clear criteria of

qualification and career continuity while information and communication technology ICT is a new evolving field with varied skill backgrounds and high job mobility To arrive at an understanding of how individual career trajectories are changing this book closely examines the interplay of labour market demands employees work and career orientations and the development of their skills It records the ways in which employees adapt to increased labour market flexibility which on the one hand induces discontinuities of careers employment and work and on the other generates new skill requirements and learning expectations as well as unforeseen opportunities

Understanding Careers Around the Globe Jon Briscoe, Michael Dickmann, Douglas T. Hall, Wolfgang Mayrhofer, Emma Parry, 2023-01-20 This is an open access title available under the terms of a CC BY NC ND 4.0 License It is free to read download and share on Elgaronline.com This fascinating book comprises case studies of careers from 24 countries across the globe highlighting culture specific career issues and encouraging reflection on one's own career Interwoven with current theoretical and empirical insights from career studies it emphasises the importance of our respective contextual settings

Essential Career Transition Coaching Skills Caroline Talbott, 2013-06-19 Career moves even positive ones can be disruptive for the individual and the psychological impact of changing roles or careers is often underestimated Career transition coaching is a relatively new field but one that is highly relevant in the modern world In *Essential Career Transition Coaching Skills* Caroline Talbott explores the most effective career transition coaching techniques and explains the psychology behind them Looking at both self motivated and enforced career changes the book pays particular attention to the psychological processes experienced by the client so that the coach can understand and anticipate their reactions and help them make the most successful career moves It covers general skills tools and techniques that can be applied to any career transition as well as more specific examples such as moving from management into leadership aspiring business owners and career changers Case studies illustrating the methods of experienced coaches and step by step guides to coaching techniques are also included Ideal for those already experienced in general coaching and looking to specialise as well as anyone whose job requires coaching skills such as managers and HR professionals this timely book provides a comprehensive guide to the whole transition cycle from choosing a career direction or change to making a move and adapting successfully

The Handbook of Mentoring at Work Belle Rose Ragins, Kathy E. Kram, 2007-10-09 This handbook is remarkable in that it provides a comprehensive and finely nuanced account of the diverse approaches that researchers theorists and practitioners have taken to mentoring by incorporating insights of some of the most widely known and respected researchers in careers and in mentoring This handbook is poised to become a classic in career and mentoring literature with its potential long term heuristic usefulness in generating new intersections among theory research and practice Rebecca L. Weiler, Suzy D. Enbeau, Patrice M. Buzzanell, Purdue University This handbook is poised to become a classic in career and mentoring literature with its potential long term heuristic usefulness in generating new intersections among theory research and practice it is encouraging that so much of the

handbook establishes grounds for future communication research and relates directly to current trends in organizational and managerial communication

MANAGEMENT COMMUNICATION QUARTERLY

Ragins and Kram both scholars whose work ignited the field of mentoring some 20 years ago and has guided it ever since have teamed up to produce this lucid and accessible compendium of research and theory on mentoring relationships at work

Bringing together an impressive group of scholars this volume offers a comprehensive assessment of the current state of knowledge about mentoring as well as an ambitious theory driven practice oriented agenda for future research

This book is an essential resource and could not be more timely as organizational scholars and practitioners alike grapple with the challenges of developing an ever more diverse workforce to meet the needs of an ever more global and technologically sophisticated organizational world

Robin Ely
Harvard Business School

The most complete reference in mentoring

The most seminal thinkers and the most significant collection of essays in print

A must read for everyone concerned with growth and learning

Warren Bennis
University of Southern California

This book is extremely timely

After two decades of research and debate it provides a definitive guide to the study and practice of mentoring

In a world of looming talent shortages it will prove an invaluable resource to reflective practitioners and organizational scholars alike

The authors should be congratulated for offering this tour de force of cutting edge research and practice on mentoring while also charting new territories for future investigation

Herminia Ibarra
INSEAD

From two of the leading theorists in the field of mentoring comes an extraordinary volume

Ragins and Kram have guided a stellar group of authors toward new heights in theory and practice

The book covers all the bases and provides multiple perspectives some entirely new that promise to be generative of innovative research and practice

No one interested in mentoring neither scholar nor practitioner can afford to ignore this remarkable book

Lotte Bailyn
MIT Sloan School of Management

The explosion of interest in workplace mentoring today cries out for more robust research frameworks as well as new and better practical applications

This superb Handbook closes that gap by bringing together leading scholars and practitioners for a comprehensive overview of this fast growing phenomenon

Researchers students human resources professionals and practicing managers alike indeed anyone who has been a mentor or mentee will find this groundbreaking volume an indispensable companion

John Alexander
Former President and Senior Advisor
Center for Creative Leadership

The Handbook of Mentoring at Work

Theory Research and Practice brings together the leading scholars in the field in order to craft the definitive reference book on workplace mentoring

This state of the art guide connects existing knowledge to cutting edge theory research directions and practice strategies to generate the must have resource for mentoring theorists researchers and practitioners

Editors Belle Rose Ragins and Kathy E Kram address key debates and issues and provide a theory driven road map to guide future research and practice in the field of mentoring

Key Features

Takes a three pronged approach

Organized into three parts

Research Theory and Practice

Breaks new theoretical ground in a time of change

The theory section extends the theoretical horizon by providing perspectives across related disciplines in order to enrich enliven

and build new mentorship theory Makes sense of research and planning new directions The research part brings together leading scholars for the dual purpose of chronicling the current state of research in the field of mentoring and identifying important new areas of research Builds bridges between research and practice The practice part brings together leading mentoring practitioners to connect theory and research to practice specifically addressing how mentoring has changed over the past 20 years Offers coherence within and across each section At the beginning of each part the editors provide a roadmap of the main themes how they relate to one another as well as to other parts of the book Examines the impact of the changing landscape of careers Framed within the new career landscape the book incorporates changes in diversity organizational structure and technology Intended Audience This complete and comprehensive volume defines the current state of the field making it the ultimate resource for scholars students and practitioners pursuing research on mentoring and related phenomena It can also be used as a core or supplementary text in graduate courses on mentoring in the fields of business management industrial organizational psychology education social work health care nursing communication sociology and criminal justice

Handbook of Research on Sustainable Careers Ans De Vos, Beatrice I. J. M. Van der Heijden, 2015-06-29 What is a sustainable career and how can individuals and organizations develop pathways that lead to them With current levels of global unemployment and the need for life long learning and employability enhancement these questions assume a pressing s

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Table of Contents Working Identity Unconventional Strategies For Reinventing Your Career

1. Understanding the eBook Working Identity Unconventional Strategies For Reinventing Your Career
 - The Rise of Digital Reading Working Identity Unconventional Strategies For Reinventing Your Career
 - Advantages of eBooks Over Traditional Books
2. Identifying Working Identity Unconventional Strategies For Reinventing Your Career
 - Exploring Different Genres
 - Considering Fiction vs. Non-Fiction
 - Determining Your Reading Goals
3. Choosing the Right eBook Platform
 - Popular eBook Platforms
 - Features to Look for in an Working Identity Unconventional Strategies For Reinventing Your Career
 - User-Friendly Interface
4. Exploring eBook Recommendations from Working Identity Unconventional Strategies For Reinventing Your Career
 - Personalized Recommendations
 - Working Identity Unconventional Strategies For Reinventing Your Career User Reviews and Ratings
 - Working Identity Unconventional Strategies For Reinventing Your Career and Bestseller Lists

5. Accessing Working Identity Unconventional Strategies For Reinventing Your Career Free and Paid eBooks
 - Working Identity Unconventional Strategies For Reinventing Your Career Public Domain eBooks
 - Working Identity Unconventional Strategies For Reinventing Your Career eBook Subscription Services
 - Working Identity Unconventional Strategies For Reinventing Your Career Budget-Friendly Options
6. Navigating Working Identity Unconventional Strategies For Reinventing Your Career eBook Formats
 - ePub, PDF, MOBI, and More
 - Working Identity Unconventional Strategies For Reinventing Your Career Compatibility with Devices
 - Working Identity Unconventional Strategies For Reinventing Your Career Enhanced eBook Features
7. Enhancing Your Reading Experience
 - Adjustable Fonts and Text Sizes of Working Identity Unconventional Strategies For Reinventing Your Career
 - Highlighting and Note-Taking Working Identity Unconventional Strategies For Reinventing Your Career
 - Interactive Elements Working Identity Unconventional Strategies For Reinventing Your Career
8. Staying Engaged with Working Identity Unconventional Strategies For Reinventing Your Career
 - Joining Online Reading Communities
 - Participating in Virtual Book Clubs
 - Following Authors and Publishers Working Identity Unconventional Strategies For Reinventing Your Career
9. Balancing eBooks and Physical Books Working Identity Unconventional Strategies For Reinventing Your Career
 - Benefits of a Digital Library
 - Creating a Diverse Reading Collection Working Identity Unconventional Strategies For Reinventing Your Career
10. Overcoming Reading Challenges
 - Dealing with Digital Eye Strain
 - Minimizing Distractions
 - Managing Screen Time
11. Cultivating a Reading Routine Working Identity Unconventional Strategies For Reinventing Your Career
 - Setting Reading Goals Working Identity Unconventional Strategies For Reinventing Your Career
 - Carving Out Dedicated Reading Time
12. Sourcing Reliable Information of Working Identity Unconventional Strategies For Reinventing Your Career
 - Fact-Checking eBook Content of Working Identity Unconventional Strategies For Reinventing Your Career
 - Distinguishing Credible Sources
13. Promoting Lifelong Learning

- Utilizing eBooks for Skill Development
- Exploring Educational eBooks

14. Embracing eBook Trends

- Integration of Multimedia Elements
- Interactive and Gamified eBooks

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