

**AABE Virginia Chapter Meeting**  
Career Development Strategies, A Panel Discussion and Luncheon  
Tredegar Pump House Auditorium, 2<sup>nd</sup> Floor  
October 19, 2011  
11:30 AM – 1:00 PM



The Virginia Chapter of AABE conducted a panel discussion and luncheon on Career Development Strategies on October 19, 2011, at Dominion's Pump House auditorium from 11:30 AM to 1:00 PM. The moderator was Beth Williams of Hildrup Moving and Storage Companies and the panelists were:

Darius Johnson  
Maxine Jones  
Drexel Harris

Consolidated Bank & Trust  
Dominion Virginia Power  
Dominion Virginia Power



Beth initiated the Career Development Strategies Panel with remarks and encouraged us to "*follow your passion*" and "*look at your strengths.*" The panelists' questions and answers/topics are listed below.

1. What three things lead to your success
  - a. People, prayer, network beyond your comfort zone by walking up to three people you do not know, preparation, and hard work.
  - b. Passion for learning and passion for what you enjoy doing.
  - c. Flexibility and networking, plus focus on what you are doing now, and do it well.
  - d. You are going to have to sacrifice something to reach your desired goal(s).
  - e. Each panelist emphasized the importance of networking.
2. Mentoring.
  - a. People have more mentors than they know.
  - b. The panelists were not aware of a formal networking program at Dominion Virginia Power, but each panelist said the informal process worked well.
  - c. If you are going to be successful, you must know what successful people are doing (approach them).
  - d. Look at the bigger picture to obtain a comprehensive view
  - e. Consider whom you would like to model and approach them.

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3. What was your career changing event?
  - a. Relocation (be willing to move).
  - b. Darius Johnson left his job at the Bank of America to be President of Consolidate Bank.
4. What were the mistakes you made along the way and what did you do to adjust/correct?
  - a. Darius Johnson: In undergrad school, he listened to others that wanted him to major in Engineering, as he was “good in math” but he did not have a passion for the field of study. When he pursued his interest(s), things started to change for him.
  - b. Training a group that may not have been as interested at the time, was helpful in learning coaching and other skills.
5. What advice do you have for others?
  - a. There are no excuses for being unprepared.
  - b. Start with a vision. Talk about ideas that are bigger than you. Work backwards from your vision and seek help.
  - c. Book Recommendation: [The First 30 Days](#).
6. Additional comments during the group Question and Answer session.
  - a. Toot your horn during appraisals and when applying for jobs.
  - b. Get involved with outside organizations. It is extra work but it adds to your tool kit to prepare you for leadership, team work, etc.
  - c. Look up “behavioral interview” on the web to assist you in preparing for panel interview sessions. The interviewers are interested in:
    - i. What you know,
    - ii. Your work ethics, and
    - iii. Wow you fit into the work culture.
  - d. What would be a great question at the end of the panel interview?
    - i. What are your non-negotiable items?
    - ii. What are your expectations?
    - iii. What is the organization/department culture?
    - iv. Is this a new position or did someone have this position in the past?