



Career Development for Life

By

C.J. “George” Chang, DVM, MS, PhD, DABT

Chair, ASQ509 Biomed/Biotech SIG (Rockville)

<http://www.asq509.org/ht/d/sp/i/31557/pid/31557>

gchang2008@yahoo.com; 240-793-8425

(Below are **my personal opinions**)

1981 Veterinary Medicine, NTU, Taiwan, ROC

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Effective Communication

- Practice **elevator speeches**; **Speak English in public**
- “**Toastmaster Clubs**” **help** - Try one out
- How do you **shake hands**? **Build initial Trust**
- **Be honest** with yourself – **Use best your strength; working on your weakness**
- **Speak at every meeting** – **Speak with passion**
 - We might not have a 2nd chance
- Try best to know **3+ individuals** at every event
- **This is my business card; can I have one from you?**
- Do you **smile**? Call people by **first names**

Listen to Your Instincts

- Have **more tools on your belt – Learning for life**
 - Be prepared when opportunities come
- **Take calculated risks**; you will never regret it
 - All challenges are best opportunities
- Everyone can be a **True Leader**; **lead by examples**
- Lose some battles is OK; **WIN THE WAR** is critical
- Choose **A workplace/program needs you the most**
- Continue to increase capability/capacity (**record to CV**)
- **CV** is the single document to carry with you for life

On Our Jobs

Know and Use well the 3 P's at work:

- **People**
- **Process**
- **Politics (how to influence)**
- Always keep an open mind; **think outside the box**

Have 3 Mentors at all the Time (to guide/watch back)

- **Within** your organization – 1 at least
- **Outside** your organization – 1 at least
- **Knock the doors** – Introduce yourself; ask for help
- **You might be surprised for what you will get**
- **If you don't ask, you will never get it**

Network, Network, Network

– “Volunteering” is the key

- Start **networking NOW** – Others have already done that
- CAPA, OCA, Monte Jade, CCACC, alumni associations, FAPAC, AAGEN, special interest groups (SIG)
- **ASQ509 Biomed/Biotech SIG: Every other Thursday evening at Rockville**
- **Practice** through every elevator/event/interview
- **When you want to hire yourself, you SUCCEED**
- **Ups** and **downs** are norms in our career/life paths
- **Enjoy your colorful paths & help others**
- **People refer you to others, because they “thought” they know you**

Ten Traits for a True Leader

- 1. Know yourself** - strength/weakness/opportunity/threats (SWOT)
- **Build your brand** all the time.
- 2. Take calculated risks** - transform risks into opportunities.
- 3. Learn/leverage the politics – 3Ps + Business Acumen**
- 4. Lead changes/People** - Understand needs / build a better tomorrow
- 5. Think/ behave as a main-stream player**, instead an “Asian professional”
- 6. Volunteer the "impossible" tasks/assignments** – We might not have a second change.
- 7. Diversity/inclusion** - implement in everything we do.
- 8. Use multiple mentors** - Ask for guidance.
- 9. Always think outside the box** - Be a best problem-solver.
- 10. Be flexible but determinant** - Results oriented

Washington DC Biomed/Biotech Sectors

- **Government Agencies** – Federal, state, county, city
(NIH, FDA, CDC, PTO, USDA, EPA, NIOSH, on Advisory Panels - **Citizenship/PR**)
- **Government Contractors** – SAIC-Frederick, ORISE, Kelly, BAH, becoming free-agent contractor
- **Research & Development** – Basic, **applied, clinical, preclinical**, (bio-)analytical, environmental – **CROs (GLP, GCP)**
- **Manufacturing**– Pharmaceutical, **Biotech, Medical Device, Vaccine, Diagnostics**, Food, Chemical – **CMOs (cGMP)**
- **Consulting** – **Regulatory**, Organizational Strategy, **quality (auditing/ inspection)**, legal , trading, reference standards, **3rd party verification**
- **Educational** – Teaching, Hospital, think tank, focus groups
- **Business** – **Entrepreneurship**, investor, Corp. agents, trade Group, IP
- **Non-profit Organizations** – **Mission-focused Services**

Winning Career Planning

- Are you willing to hire yourself NOW? –
- A Differentiating Skill Set and Character -

- Knowledge/Experience - **Wisdom** – Yours & others'
- Language Skills – Writing, **Speaking** - Toastmaster clubs
- Soft Skills – Take risks/volunteer (Ask/Introduce/Volunteer)
- Market/Intelligence – Training, qualification, certificates
- **Passion** - Value / Purpose / Honest
- **Winning Resume** – DO **NOT** Just List things, tell a story
- **Networking** – Your status, interest, goals, discussion groups
- **3Ps** (people, process, politics) + **Elevator Speeches**
- **Better than the competing NATIVE SPEAKERS**



Be a True Leader

Build Integrity, Trust/Verify, Empower, Delegate
Explain the “Why”; Give people a “purpose”
Effective Solve Issues + Build Sustainability

3P’s to Learn – People, Process, Politics

4C’s to Excel - Character, Competence, Commitment, Communication

SAFV to Survive: Scalable, Affordable, Feasible, Velocity*

ABC for Life: Adaptive, Be Prepared, Committed*

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*From Dr. Shue-Jane L. Thompson, Lockheed Martin Corporation