

**UNIVERSITY OF GUYANA ADDRESS
AT REPUBLIC BANK CAREER COACH 2014**

by
Mr Phillip Da Silva
Deputy Vice-Chancellor



All protocols having been established, I wish to take this invited opportunity to make a few remarks, which hopefully will serve as a motivation for the participants. At the same time I wish to express gratitude on behalf of the University of Guyana to the Management and Staff of the Republic Bank (Guyana) Limited for their interest in and support of this Career Coach 2014 programme.

There are times when many young people think of starting a University career and eventually make it to the end, completing a university education without even considering the job they will have in the future. Many times, they do so without even considering their career path. This I have seen many times and at the end, they often ask themselves: What am I going to do with the University education and qualification that I have finally acquired? I have always tried to say to young people that it is important to start thinking about such things at the time when you decide to enter the University to embark on your study. While some of you may not have a ready answer, at the same time, some of you may know that you will create your own career path. That is a good thing. I just wish to encourage you to be resolute about what you choose to do. Whatever you choose to do may, at times, require that you develop the ability to be entrepreneurial, promote yourself and advocate for yourself.

You must have a vision. Think big and think positive. At times, you may have to think of something entirely different but at the same time always keep in mind what suits your interests, your personality, your passions and/or your unique talents. Always look for cracks and try to fill them as this helps you to grow as a person and as a professional. In terms of employment and careers, always think about what is being done now, that could be done better and, especially, how you can be that person to fix it. Remember if you just look hard enough you may just find the answer.

**UNIVERSITY OF GUYANA ADDRESS
AT REPUBLIC BANK CAREER COACH 2014**

So just how do you find the answers? I wish to say to you that there are many ways to do so.

- Look for problems and focus on those problems. Try to embrace and enjoy problems – because wherever there is a problem, there is a solution. Always try to be that solution.
- Read between the lines. Pay close attention to what others say, or do not say. It is usually the little things that are ignored that maybe need the most attention. Remember that success is often about the little, practical things you can do.
- You should try to get to know people. Learn to trust them and learn to make them trust you. Be very real and candid and form alliances. In so doing, people may identify issues and problems - and who knows, they may help you succeed in fixing them.
- Most importantly, get to know yourself. Identify your strengths and weaknesses and what makes you happy. Ask yourself what is it that you want out of life and from your job. There are times what you want may be different from what you are currently doing. However, embrace it. Remember the magic is in figuring out what that way is.

In addition, once you have figured it out, you may find that you have found a job for which you are uniquely suited to do. You may then realise there is an organisation that needs you and your skills. You can then set out to meet that your own objective.

Having a career path plan is critical. A career path plan encompasses your desired destination as well as the steps, experience, and development you will need to make progress on that journey. A career path gives you a sense of direction, a way to assess your career progress, career goals and milestones.

Remember, that you can as an individual, make your own career path plan. You are the individual for whom the career path is most important.

You can develop a career path by taking a deep look at your desired job. Then, chart a course that is the most likely path that will let you achieve your goal. Someone once said that you may

**UNIVERSITY OF GUYANA ADDRESS
AT REPUBLIC BANK CAREER COACH 2014**

recognize that obtaining the job you desire may require “further education and qualification, lateral moves, transfers and promotions along the way, if you are to achieve your goal”.

“Attaining your desired goal will require that you develop skills, pursue development opportunities, and obtain certain experiences as you progress along your career path through your chosen organization”.

Coaching and mentoring assistance from more experienced persons, will often, if not always help. Here is where this programme supported by the Republic Bank (Guyana Limited) is so important. You have experienced and knowledgeable people taking time to coach and mentor you. Be sponge and absorb as much as you can.

In reading about career path planning, I wish to say that many authors subscribe to three main considerations that exist whenever you start to think of developing your career path plan.

- Firstly, you need to decide on your career goals and desired jobs. While coaching and mentoring may help you arrive at several possible career options, a complete career exploration is your own task. Contact career professionals or research online where such career information abound.
- Secondly, do not be afraid to put your career path plan in writing. If you are lucky enough to work within an organization that has an employee performance and / or career development process, such a written plan is an integral component. If not, put your own plan in writing, share it with your supervisor, the Human Resource Manager, and never be afraid to involve others. Writing down your goals is an integral part of achieving them.
- Thirdly, you must own your career path plan. While you can seek assistance from others, always remember that you are the fundamental recipient of the rewards earned by following your planned career path. Never forget that you are ultimately responsible for seeking a mentor, and developing the skills and experience necessary for you to achieve your goals.

**UNIVERSITY OF GUYANA ADDRESS
AT REPUBLIC BANK CAREER COACH 2014**

Always know that a well thought out career plan is a key factor in employee success. Always remember that organizations contribute to employees' ability to develop career paths by being transparent with the knowledge, skills and experience for a particular job. Again always remember that that an organization often supports employees who are keen and ambitious in developing and pursuing career paths by providing access to opportunities and information. Reach for these opportunities and make the best use of them.

CONCLUSION

In conclusion, I wish to thank the Republic Bank (Guyana) Limited for taking this important step and for thinking of and including the University of Guyana in this very important programme.

Such a programme will not only strengthen the young people who will seek jobs at your institution, but will also be of tremendous value to other organisations and to the continued development of the University of Guyana and Guyana as a whole. We at the University of Guyana really do appreciate your thoughtfulness and efforts and trust that this fruitful collaboration will continue.

Thanks to Ms Raulene Kendall, Planning Officer, of the Office of Resource Mobilisation and Planning and all other members of the University of Guyana staff for all of the effort put into planning this activity.

To you the participants thank you for your enthusiasm and interest shown in the programme. I trust that you will have a successful session. Once again, thank you.

April 10, 2014

*University of Guyana
Turkeyen Campus*