

MASTER OF BUSINESS ADMINISTRATION AND
CAREER DEVELOPMENT PLAN

by

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An Essay Presented in Partial Fulfillment
Of the Requirements of
MBA 8100 The Manager as Leader

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PERSONAL VISION STATEMENT

Seek, develop and use every ability/skill to advance mentally and spiritually. Continually obtain knowledge for growth/care of family, creation of wealth, and education of others.

PROFESSIONAL VISION STATEMENT

To lead by example, internationally, by developing and guiding innovative products, ideas and philosophies while being known for intuitive, “idea-generating”, Results-Oriented beliefs and practices.

INTRODUCTION

“If a man does not keep pace with his companions, perhaps it is because he hears a different drummer. Let him step to the music which he hears, however measured or far away” is a quote from Henry David Thoreau that, indeed, has helped me to maintain both the belief in myself and the courage to follow my dreams and goals; regardless of my peers’ successes or failures. Today, this quote has more meaning than ever before: I am able to see leaders, visionaries, and entrepreneurs follow these principles to guide others—both personal and business associates—to success. Further, it continuously provides opportunities for growth by challenging the common, ordinary, accepted approach to situations. This often provides new insights, developments, and discoveries that are needed in order to make change a more positive, effective, and efficient process.

Capella has developed a program based on the recommendations, interviews, and needs of current “corporate America,” and I am proud to be a part of this new program. MBA 8100, has not only introduced me to new perspectives, models and individuals who “lead,” but also has inspired me by bringing me one step closer to becoming a leader of tomorrow—as well as today. The following is a current, honest assessment of my competencies and preferences regarding my academic, career, and personal interests. This program is the beginning of a new and exciting period in my life.

PERSONAL PREFERENCES

In re-evaluating my worksheets, which will be a continuous process, I have made certain discoveries that, in turn, have caused me to change the ranking of four personal preferences. All changes reflect movements from the rank of 3, to the rank of 4.

The most important preferences I have in life are my marriage and family, personal development and opportunities for growth. Life would be meaningless to me without these preferences, or if they were ever taken away. Everything organic in nature must grow to survive and adapt. Following my highest preferences I have geography, lifestyle, work-style, standard of living and my contribution to society. These are all secondary due to my belief that they rise from the foundation of my primary preferences.

The four that have moved to a higher level, since the beginning of this course are commuting distance less than 20 minutes, becoming very rich, positioning for opportunities and status/prestige. The commuting distance is a pure luxury that many cannot afford today due to the nature of suburbia, yet it would be nice. Being very rich and the status/prestige are really rather vague and they are relative to the standard of living one would like to have. However, in my mind, status/prestige within my company or industry is a goal that promotes my belief in quality. Outside my industry, however, fame is of little importance or interest—unless I am recognized as a successful leader. The idea of becoming very rich is nothing more to me than being able to provide for my family without worry, and to be able to enjoy some of my hobbies and the “finer” things in life.

Location, community size, working less than 40 hours per week, travel away from home being greater than 50%, and the impact on ecology and environment are all highly dependant on the democratic style of my relationship with my family.

I personally believe in the quote that, “Effective leaders strive to be more democratic than dictorial in principle and spirit”(Oltmanns, 2002).

MANAGEMENT COMPETENCIES

Unfortunately, at this point in my career I have not been in a legitimate managerial position that oversees personnel, other than the occasional project, which would allow me to fully evaluate these competencies. I have instead tried to use what limited experience I have had—mostly from the entertainment industry—and my knowledge obtained through MBA 8100 and my personal searches for information to give a fair evaluation of where I stand.

My strongest competencies are in Marketing, Administration (problem-solving to be more exact), and Interpersonal issues. I feel that my future depends and demands that I become more familiar with all areas of this worksheet; however, my focus will always be upon the above listed competencies. These make up the core knowledge base of my intentions. Within these areas, negotiating, project management, conflict management and helping/coaching are all ones that I would like to place in the highest column, along with my computer skills and unique skills.

It has been said that the Brand Management position, a position I will hold, is one of the best training grounds for corporate officers, and the competencies that I have related as my focus are identified as being highly important and most beneficial to my future.

LEADERSHIP COMPETENCIES

“A leader is someone who has commanding authority or influence”(Nahavandi, 2000).

This definition of a leader is a relatively simple definition when compared to the actual attributes individuals need in order to lead.

When reviewing my Leadership competencies, I found that I rated my overall competencies rather high; yet, they are truly the driving force within. However, being a risk minimizer and risk sharer are definitely areas in which I would like to become more aware of. Total immersion is one of my lower rated competencies; however, I feel it is correct in only being a 3 out of 5 due to the fact that occasionally total immersion gives individuals “tunnel-vision.” Accommodation to firm, stress and values need some minor adjusting as I grow and continue to learn.

LEADERSHIP AND MANAGEMENT GOALS

Jack Welch states that, “Good business leaders create a vision, articulate the vision, passionately own the vision, and relentlessly drive it to completion”(Fulmer & Goldsmith, 2001). As a leader/manager, my goal is to “become a transformational leader, the kind of person that motivates and inspires people to perform at levels far beyond anything that they had previously thought possible”(Tracy, 2002b). Yet, to do so one needs “to encourage others, to instill confidence in them, to help them perform at their best requires first of all that you lead by example”(Tracy, 2002a). However, we continuously find that leaders in “most companies don’t do enough to develop potential within the people they have”(Salter, 2002).

Ultimately, my goal is to be able to use my intuitive abilities, creativity, integrity and knowledge of relationships to be among those “outstanding leaders of this new era.... [who are] not likely to be measured by their personal achievements, but rather by their ability to unleash other people’s talents”(Fulmer & Goldsmith, 2001). “Today more than ever, the job of a leader is to move that chain reaction [of deliverable actions] along in the most inspired way”(LaBarre, 2002).

TIMELINE

Beyond the goals that can be seen as continuous, are my shorter-term goals: (1) to complete my MBA in 2004 (2) to obtain entry into executive/management ranks (3) to become a Brand Manager (4) to be invited to speak at conferences outside of my organization regarding success (5) to serve on the board of the United States Council on International Business (6) to retire and travel worldwide with my wife while writing and giving occasional speeches.

GOAL	TASK	MEASUREMENT	DATE
Complete MBA	Take as many courses as possible in order to complete this goal by 2004	Complete required courses	2004
Obtain entry into executive/management position	Create within a powerhouse of information and leadership qualities	Find employment	2004
Brand Manager	Be the leader I can be and use this as a stepping stone to success	Compensation, travel and recognition within the industry	2007
	Have an extraordinary track record of successes	Compensation, travel and recognition within the industry	2010
Be invited to speak at conferences outside of my organization regarding success	Learn, use and adapt to all situations in order to develop my own style for success	Peers having recognition	2010
Serve on the board of the United States Council on International Business	Become familiar with International trade	Obtaining a position with USCIB	2017
To retire and travel	Make enough money to do so	Total success	2023

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