

Career & Success Planning in the Modern World

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Career planning is an uncertain phase in everyone's life with twists and turns. One should therefore carefully and deliberately plan a career path leading to success. Planning for success is the strategy to achieve predetermined goals and develop a comprehensive set of plans to integrate and coordinate activities. This article presents a CAREER model for career and success planning in the modern world.

The greater danger for most of us lies not in setting our aim too high and falling short; but in setting our aim too low, and achieving our mark.

– Michelangelo Buonarroti

Money is not the only measure of success. When you have a clear, long-term goal, it can affect everything: your hobbies and interests, what you read, the people to whom you are attracted. Those who have a plan do better at reaching their goals. If you have plenty of time—no matter how young or how old you are, a plan gives you hope and direction.

As important as it is to have a vision of your future, it's not enough. You need to test it realistically and have a plan for getting there.

You may want to hedge your bets and come up with a few scenarios for your future. Then you can explore each one to see which is the most fun for you. For example, you may consider developing a plan for one or two of the following options:

❖ Staying where you are and rising through the ranks to reach a certain position.

❖ Attaining a position in a smaller or a larger company.

❖ Changing careers and becoming an expert in another field.

❖ Running a specific kind of business.

❖ Becoming a consultant in your field.

“You must develop your career plan as if you were planning someone else's business. Be sure your personal plan is as well thought out as if you were handing in a business plan for a company. If you are serious about reaching the goals, nothing less is good enough. It will affect your whole life. If you don't have a goal—a vision for your future, do the exercises in Targeting the Job You Want to the extent that you can, and then take the results to a career counselor. Together, you can come up with a vision and a plan forgetting there” – Benjamin Disraeli.

“One should keep in mind that there is no harder work than thinking—about who you are and what you want out of your life. Figuring out where your goals and your skills match up is painful, time-consuming

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process. But unless you make the effort you are no more likely to be happy in your next career than you have been in your current one. In fact, you're likely to be good deal less happy" – *Julie Connelly, Fortune magazine, February 06, 1995.*

CAREER Model for Career Development Success

Searching for a career or job is a journey—a journey that often takes many unexpected twists and turns. Sometimes, success is right around the next bend, while other times, it is quite a way down the path. So selecting the right career is a very important process in anybody's life because if we select the right option regarding our career path we can easily enjoy our whole life.

Job seekers with a plan almost always fare better than those who muddle through the process.

Career Planning

In each of us rests the power to shape our future and it will be shaped by our action or inaction – *Kate Weldelton.*

You should control your career for your own advantages. For controlling your career,

you make effective planning for your future and implement it practically. Because you are the only one who has the right about your decision of future planning, before you start your career planning, first ask yourself:

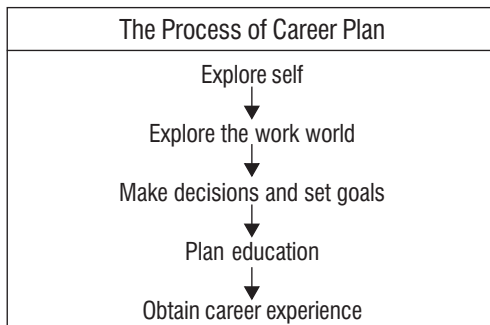
- ❖ Who are you?
- ❖ Where are you now?
- ❖ What do you want? (Develop your 1-2-3-5-10 ...year vision)
- ❖ How can you get there?

"Effective career planning is about finding a job that works for you, matching who you are to the life you are going to lead."

– *John Lees*

The man who wins is the man who thinks he can. Napoleon Hill aptly names the secrets of success in his famous book *Think and Grow Rich*. Career planning has been encouraged by Equal Employment Opportunity (EEO) legislation. Most large organizations undertake some career planning activity. Many companies including General Motors, IBM, Sears, General Electric, Xerox, etc. have extensive programs on career planning.

CAREER Model for Career Development Success	
C	Contemplate and understand who you are and what you want from life. This first step is most critical and can sometimes take the most amount of time.
A	Assess your current situation and what you want to become. This step involves self-assessment in a variety of ways as you begin to develop a vision of your next career move.
R	Research and set goals to achieve the vision of yourself. Research is critical for all phases of your job search, and in this step, you need to fully research the requirements of your next career move.
E	Explore and develop short- and long-term plans to achieve your goals. This step builds on the assessment and research from previous steps and has you mapping out a plan to achieve your career goal.
E	Execute and implement your plans, making changes where necessary. Once your plans have been formulated, the next step is actually putting the plans into action, making necessary changes as you progress toward your career goal.
R	Reflect on success; plan for future. With your career goal in sight, this step is about rewarding yourself for achieving your career goals while also looking ahead and continuing the process to achieve your long-term goals and aspirations.



Selection of career plan is too frequently random. In practice, it should follow a process that will fulfill one's need and expectation.

Success Planning

"We cannot change yesterday, why worry about tomorrow, if we can do best today?"

People achieve more when they take trouble to plan their lives. Planning of success is the strategy for achieving those goals, and developing a comprehensive set of plan to integrate and coordinate activities. One should examine oneself in perspective of individual, family or group of friends. One must plan for the coming year and then monitor one's progress in each area on month-to-month, week-to-week and even day-to-day basis.

When we talk about success factor, it also depends upon the location, technology, human capital, etc. From the organization perspective, each organization has some critical success factors which are important to achieve its goals and mission. For understanding the critical success factor, the most important thing is to derive the strategy of any company.

Key to Success of Organization

"Success planning helps ones specific business plan complete with full financial projection and marketing plan" – *Richard Moran*.

- ❖ A business plan allows true business problem, not their symptoms.
- ❖ Planning for business success looking to future not comparing current and future year.

- ❖ It serves a road map to chart the direction of your business and to track organization program.
- ❖ It provides the financial tracking system that allows one's to understand financial position of any business.

Richness of mind and soul are definite part of economic richness. If we are planning for success and we follow some steps of success then these steps will help us for getting success:

- ❖ Your definitive plan, expressed by continuous and incessant action.
- ❖ Your definitive purpose backed by burning desire for its attainment.
- ❖ Your mind which is tightly closed to all negative influences. These negative influences come from your least expected friend, family and acquaintances.
- ❖ You associate yourself with one or preferably more person who will encourage and stand by you, always helping you to follow your plan and purpose.

Success Stories

There are so many persons in the world who want to build a bright future, in terms of name and fame or in monetary terms. Here are a few success planning stories of persons who were not born with a silver spoon in their mouth but they made their future a classic story by spotting an opportunity and chasing it with guts, determination, lots of hard work and a little bit of luck.

A. Dhirubhai Ambani (Reliance Group of Industries)

Dhirajlal Hirachand Ambani, also known as Dhirubhai, was an Indian rags-to-riches business tycoon who founded Reliance Industries in Mumbai with his cousin. Ambani took his company public in 1977. Dhirubhai has been one among the select *Forbes* billionaires and has also figured in the *Sunday Times* list of top 50 businessmen in

Asia. He was born into a Gujarati family. Hirachand Gordhandhas Ambani was a village school teacher with little income. Hirachand and Jamanaben had two daughters—Trilochanaben and Jasuben and three sons—Ramnikbhai, Dhirubhai and Natubhai. Dhirubhai was the second son. Dhirubhai was precocious and highly intelligent. He was also highly impatient of the oppressive grinding mill of the school classroom. He chose work which used his physical ability to the maximum rather than cramming school lessons. When Jamanaben once asked Dhirubhai and Ramnikbhai to help his father by earning money, he angrily replied, “Why do you keep screaming for money? I will make heaps of money one day.” On weekends, he began setting up onion/potato fries stall at village fairs and made extra money which he gave to his mother.

Dhirubhai started off as a small-time worker with Arab merchants in the 1950s and moved to Mumbai in 1958 to start his own business in spices. After making modest profits, he moved into textiles and opened his mill near Ahmedabad. Dhirubhai founded Reliance Industries in 1958 and today the company, with over 85,000 employees, provides almost 5% of the central government’s total tax revenue. In 1986, after a heart attack he handed over Reliance Group to his sons Mukesh and Anil. After his death, the group was split into Reliance Industries headed by Mukesh Ambani, and Reliance Anil Dhirubhai Ambani Group (Reliance ADAG) led by Anil Ambani.

B. Raj Bahadur M S Oberoi (Oberoi Group of Hotels)

Raj Bahadur Mohan Singh Oberoi was born in Bhaun, a minor village of Jhelum District (now Chakwal District), Punjab. During the partition of India, Punjab was divided between Pakistan and India, Bhaun became part of Pakistan. When he was six months

old, his father, a contractor in Peshawar, died, leaving his mother with few resources. After attending schools in his village and nearby Rawalpindi, he passed the Intermediate College Examination in Lahore, but was unable to continue attending classes because of lack of finances. Instead, he learned typing and shorthand and, in 1922, started his hotel career with a low-paid billing clerk position at The Cecil in Shimla. He was working there as a bellboy, and within two years, he assisted the Cecil’s manager, Mr. Clarke, in purchasing The Carlton Hotel (renamed Clarkes) in Shimla, and ten years later, in 1934, upon Clarke’s retirement, he gathered all the family resources to purchase the hotel.

The Oberoi Group, founded in 1934, now employs about 12,000 people worldwide and owns and manages about 30 hotels and five luxury cruisers. Oberoi Amarvilas, Agra, ranks amongst the Top 10 Hotel Spas Asia-Pacific, Africa, and the Middle East of the *Travel and Leisure* magazine and also ranks third in Best Hotels in Asia in 2007. Other activities include airline catering, management of restaurants and airport bars, travel and tour services, car rental, project management and corporate air charters. The Group has a number of hotels worldwide, latest hotel additions being in Singapore, Saudi Arabia, Sri Lanka, Nepal, Egypt and Africa.

C. APJ Abdul Kalam (Former President of India)

Bharat Ratna Avul Pakir Jainulabdeen Abdul Kalam usually referred to as APJ Abdul Kalam, was the 11th President of India who served from 2002 to 2007. During his term as President, he was popularly known as the *People’s President*. Before his term as India’s president, he worked as an aeronautical engineer with DRDO and ISRO. He is popularly known as the *Missile Man of India* for his work on development of ballistic missile and space rocket technology. Kalam played a pivotal organizational, technical and political role in India’s Pokhran-II

nuclear test in 1998, the first since the original nuclear test by India in 1974.

Abdul Kalam graduated in physics from St. Joseph's College, Tiruchirapalli. After which he went to graduate with a diploma in Aeronautical Engineering in the mid-1950s from the Madras Institute of Technology. After graduation, he served as the Project Director and was heavily involved in the development of India's first indigenous Satellite Launch Vehicle (SLV-III). As Chief Executive of the Integrated Guided Missile Development Program (IGMDP), he played a major part in developing many missiles in India including Agni and Prithvi although the entire project has been criticized for being overrun and mismanaged. He was the Chief Scientific Adviser to the Prime

Minister and the Secretary of Defence Research and Development Organization from July 1992 to December 1999. Pokhran-II nuclear tests were conducted during this period and have been associated with Kalam although he was not directly involved with the nuclear program at the time.

Conclusion

The term 'Career Planning' and 'Success Planning' are two sides of a coin, they are not similar but related with each other closely. Success planning is generally needed for key positions at higher levels, while career planning covers all levels. Anybody can get success through effective career planning.▶◀

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