



# RPOC

## NEW ORLEANS



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New Orleans, US

# Do You Know If Your BD, Capture or Proposal Career is a Fizzle or a Sizzle?

Len Miller, CEO, Hinz Consulting



# Which one are You?



#TeamFizzle



#TeamSizzle





# So, What's a Fizzle vs Sizzle?

## Fizzle



- Failure to plan your career – “trapped” or “stuck” in your current role
- In an organization that doesn't support or provide pathways for growth
- Lack of training or training opportunities
- Environmental factors – what Hinz Consulting calls “Rule 5s”



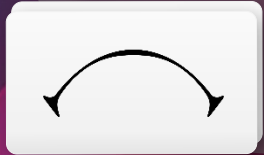
## Sizzle



- Doing what satisfies YOU!
- Receiving increased opportunities that challenge your mind
- Seizing opportunities for growth and increased responsibility
- Feeling better about yourself while at work

# Hey wait! So, what do I do if...

I'm  
#TeamFizzle



& want  
help?

OR

I'm  
#TeamSizzle



but trying  
not to  
lose it?

## Answer: Take control of your career!



# The Traditional Career Path



Your career can be....

Agile, iterating over time, taking a calculated risk

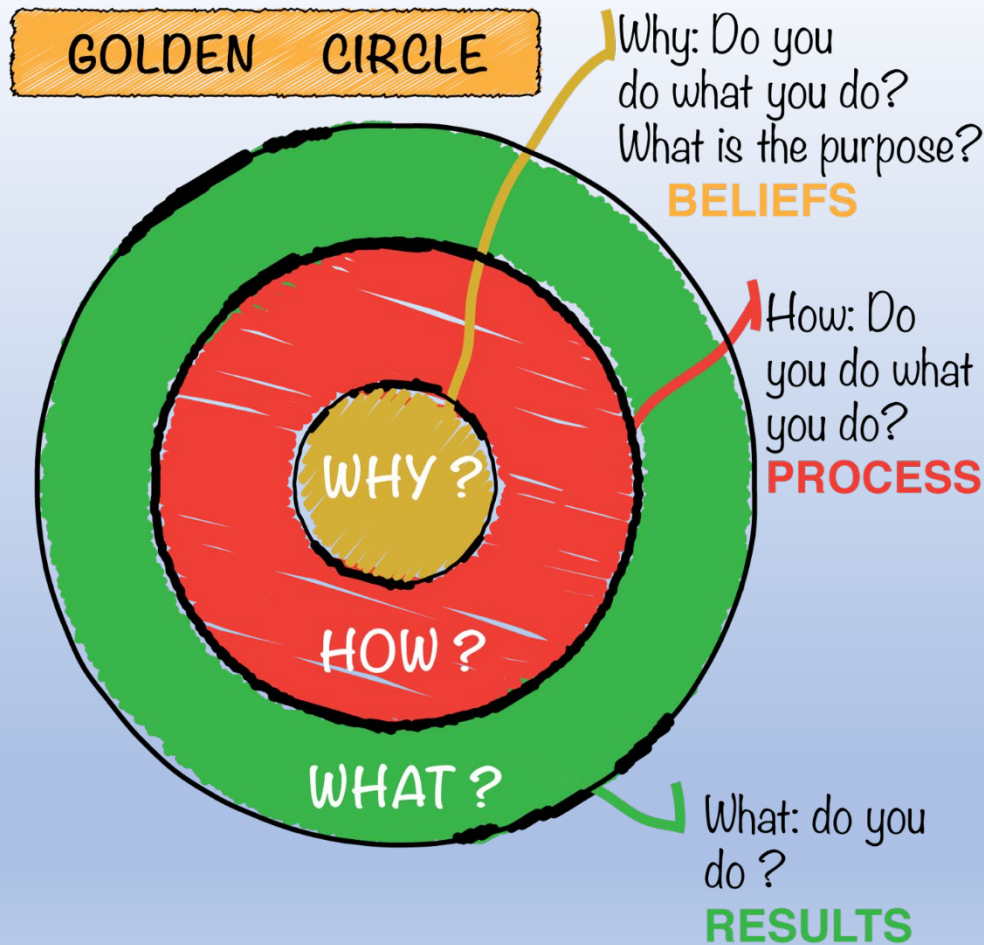
Take step backwards/sideways to move forward

Pause, think, take different direction





# And the Most Important Thing is...YOU!



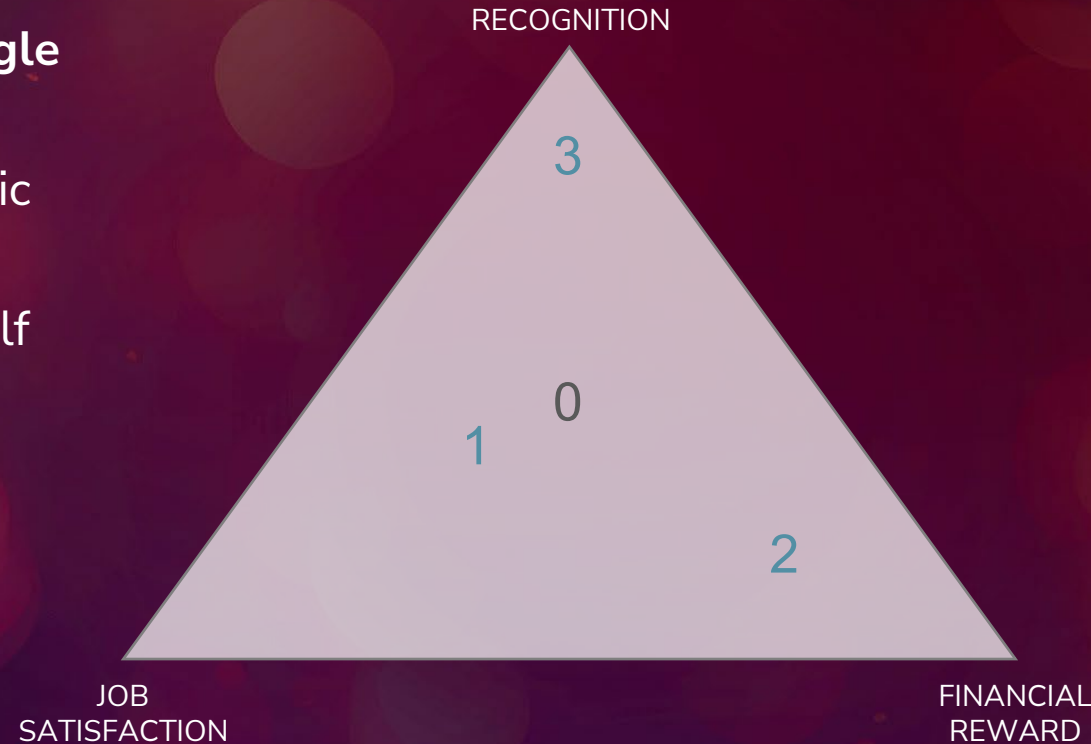
- You must know and understand your Purpose
- Life first, then work
- Consider tradeoffs and accept the ones you want
- Surround yourself with strong mentors/advisors



# So, What do You do Next?

## The Motivation Triangle

- Recognition = peer validation or **extrinsic** motivation
- Job satisfaction = self worth or **intrinsic** motivation
- Financial reward = compensation (money!)



## The Process

- Rate each motivator
- Evaluate where you “lean”
- Analyze what that means for you
- What are you lacking and what do you have enough of?

From *The Diagrams Book: 50 Ways to Solve Any Problem Visually* by Kevin Duncan

Introspection – know thyself!

# Make a Plan!

- Did the plan work?
- How did I do against my goals?
- What deltas or changes were there along the way that affected the outcome?

## 5. Measure Results

- What changed along the way?
- What didn't I think of that I should have accounted for?
- Have I changed my mind or have my goals shifted?

## 4. Execute

## 1. Introspection

- Am I who I wish to be?
- Am I doing what I wish to be doing?
- Am I earning what I wish to be earning?
- Am I happy?

## 2. Analysis

- Why am I the way I am?
- What makes me feel the way I do?
- What options are there available to me?
- What methods/support is there?

## 3. Plan

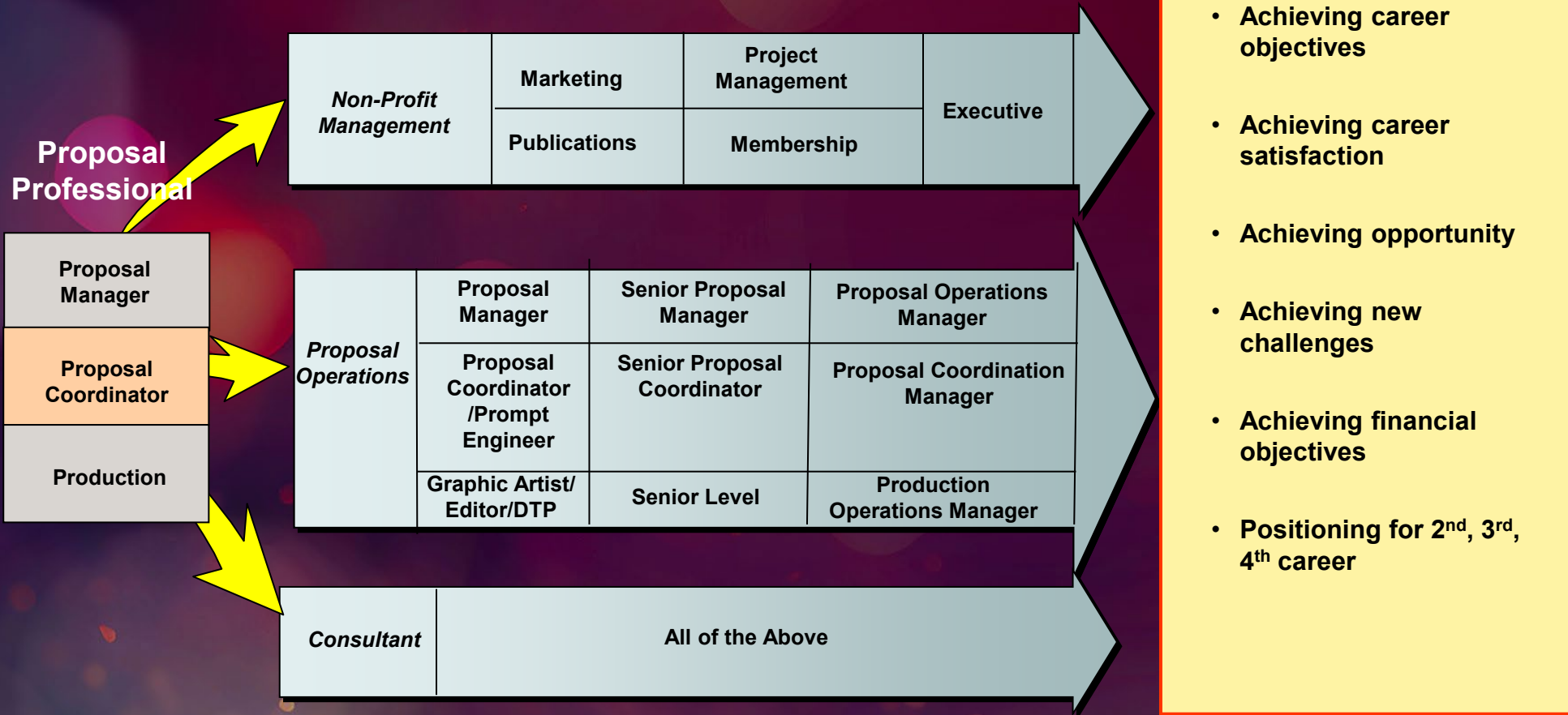
- Where do I want to go?
- What do I need to do to get there?
- How will I get there?
- Are there obstacles in the way I should prepare for?



# Another Approach – Career Pathing

Current Title	Next Desired Title	Next Desired Title
<p>AREA 1</p> <div>Type your actions here, mark when complete</div>	<p>AREA 1</p> <div>Type your actions here, mark when complete</div>	<p>AREA 1</p> <div>Type your actions here, mark when complete</div>
<p>AREA 2</p> <div>Type your actions here, mark when complete</div>	<p>AREA 2</p> <div>Type your actions here, mark when complete</div>	<p>AREA 2</p> <div>Type your actions here, mark when complete</div>
Current Year →	Goal Year →	Goal Year →

# Career Pathing – what are some paths?





# Remember to take the #TeamSizzle path you need....

- Purpose
- Understand that careers can take different paths
- Focus on YOU
- Build the plan, then execute





# We're Here to Help!



## #TeamSizzle



Len Miller

Phone: 540.718.4929

Email: [len.miller@hinzconsulting.com](mailto:len.miller@hinzconsulting.com)

<https://www.linkedin.com/in/len-miller>

# Questions?

- THANKS!!
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