



*TOMORROW
starts here.*

Cisco *live!*



Journey into Networking

BRKCRT-1602

Andre Laurent - 3X CCIE/CCDE

#clmel

Cisco *live!*

Agenda

- Introduction
- Understanding who you are and what you love
- Exploring available options
- VSEM
- Developing a strong vision
- Defining your strategy
- Defining priorities/focus areas
- Aligning execution
- Measuring success



Andre Laurent, 3xCCIE/CCDE

Today - Cisco Technical Solutions Architect/Mentor and Coach

- Design Workshops
- Design Blueprints
- Reference Architectures
- Training
- Solution Modelling
- Technical Advisor to BE
- Forums
- Blogs
- Videos
- Seminars
- Workshops
- Group Study

Understanding Yourself to Define Yourself

Who am I? Who do I want to be? Who do I want others to see me as?



What Really Matters

Who You Want to Be and Want Others to See



Positive Drive and Direction

Avoid Being Motivated by Fear or Guilt

“You are the sum total of everything you’ve ever seen, heard, eaten, smelled, been, told, forgot – it’s all there. Everything influences us, and because of that I try to make sure that my experiences are positive.”

Maya Angelou

Likes and Dislikes

Weight the Scale to Favor Those Things You Like

Dislikes

- Administrative Tasks
- Paperwork
- Repetitive Tasks
- Micro Absent of Macro
- Hierarchical Culture

Likes

- People
- New Challenges
- Numerous Different Projects
- Big Picture/Future Oriented
- Service Oriented Positions
- Creative and Energetic Positions

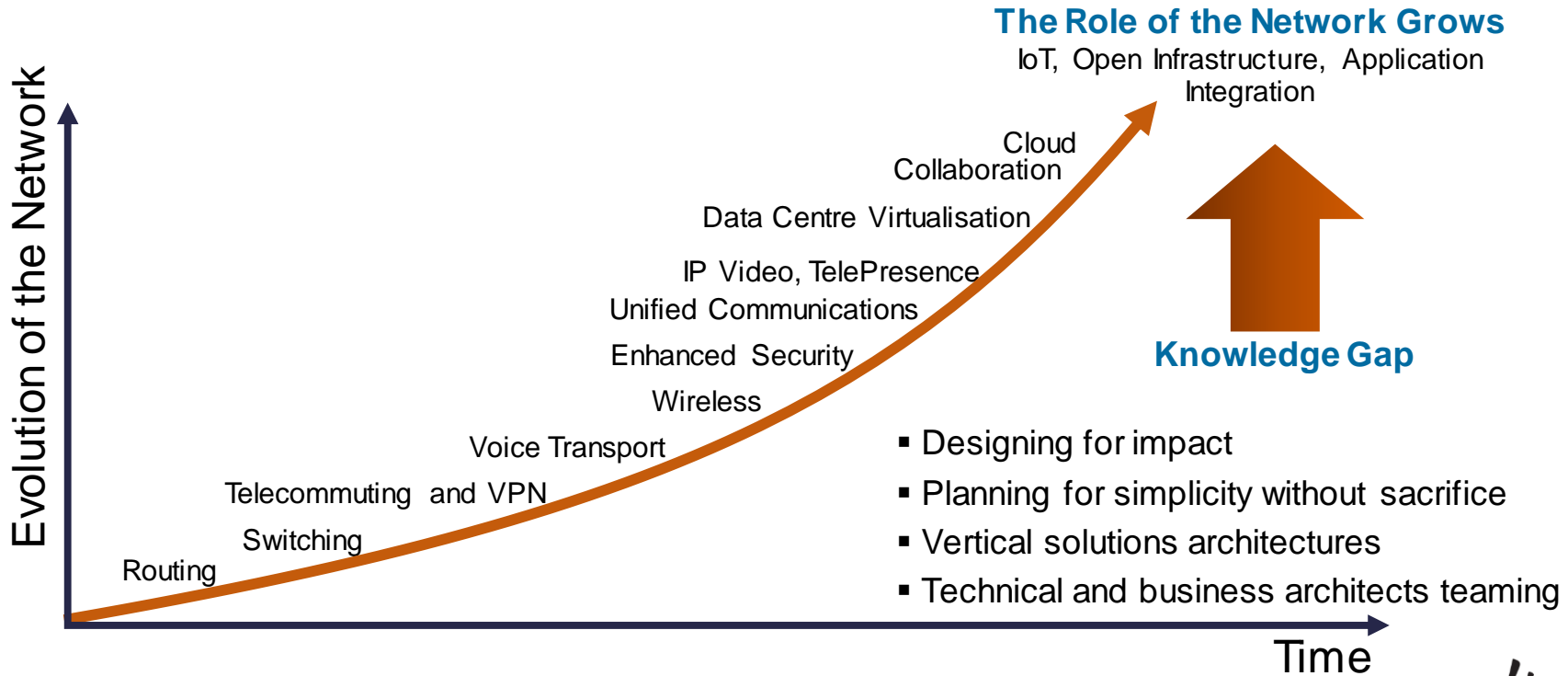
Careers in IT

Ever Changing – Separation vs. Consolidation

- IT Helpdesk
- Systems Administrator
- Database Administrator
- Network Engineer
- SAN Engineer
- Storage Administrator
- Virtualisation Engineer
- Collaboration Engineer
- InfoSec Analyst
- Application Developer
- Software Engineer
- Network Design Engineer
- Network Architect
- Cloud Engineer
- Project Manager
- CIO/CTO
- Presales Systems Engineer
- Field Engineer
- Consultant
- _____ Manager
- _____ Director
- _____ Administrator
- _____ Engineer
- _____ Architect

IT Solutions Evolution

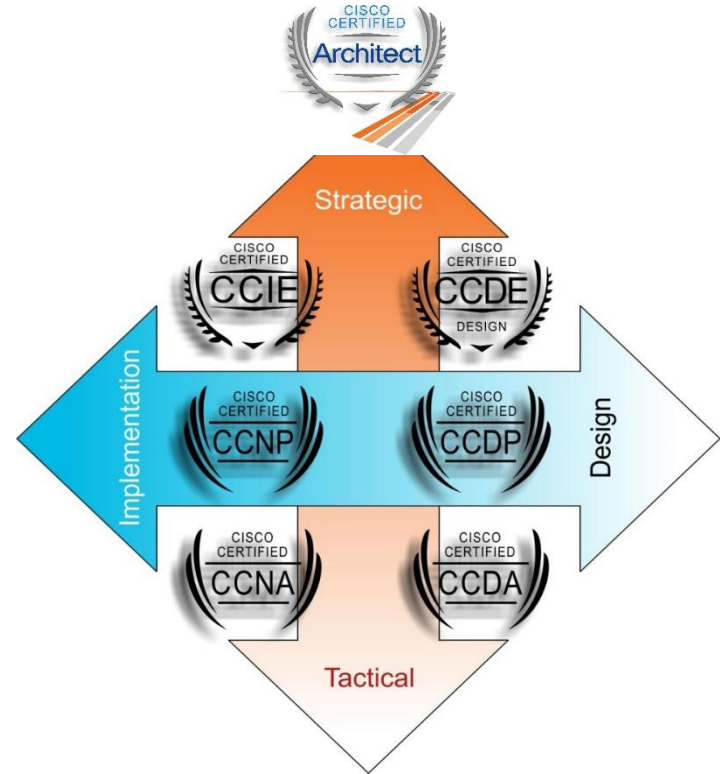
New Challenges and Opportunities for Talent Development



Implementation and Design

Transitioning from Tactical to Strategic

- Focus on the Why associated with Architecture
 - Business goals, priorities and outcomes
- Understand the How associated with Design
 - CCDA, CCDP, CCDE
 - Top Down Network Design
 - Cisco Validated Designs
- Seal the deal with a focus on What by understanding implementation details
 - CCNA, CCNP, CCIE
 - Cisco Validated Designs



Cisco Certifications

Many Available Options

CERTIFICATION PATH	ENTRY	ASSOCIATE	PROFESSIONAL	EXPERT
Collaboration				<u>CCIE Collaboration</u>
Data Centre		<u>CCNA Data Centre</u>	<u>CCNP Data Centre</u>	<u>CCIE Data Centre</u>
Design	<u>CCENT</u>	<u>CCDA</u>	<u>CCDP</u>	<u>CCDE</u>
Routing & Switching	<u>CCENT</u>	<u>CCNA R&S</u>	<u>CCNP R&S</u>	<u>CCIE R&S</u>
Security	<u>CCENT</u>	<u>CCNA Security</u>	<u>CCNP Security</u>	<u>CCIE Security</u>
Storage Networking				<u>Retired</u>

Cisco Certifications

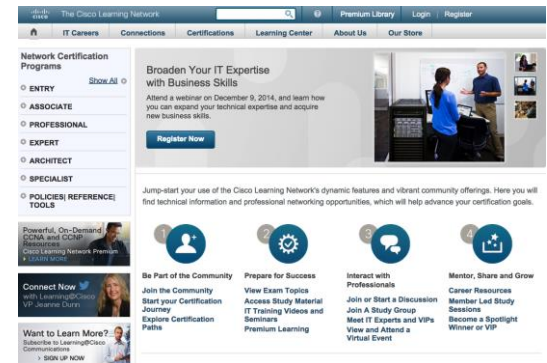
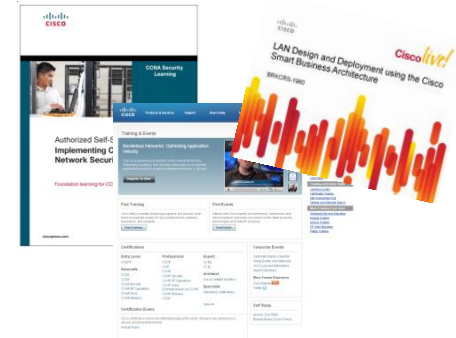
Continued

CERTIFICATION PATH	ENTRY	ASSOCIATE	PROFESSIONAL	EXPERT
Service Provider		<u>CCNA SP</u>	<u>CCNP SP</u>	<u>CCIE SP</u>
SP Operations	<u>CCENT</u>	<u>CCNA SP Ops</u>	<u>CCNP SP Ops</u>	<u>CCIE SP Ops</u>
Video		<u>CCNA Video</u>		
Voice	<u>CCENT</u>	<u>CCNA Voice</u>	<u>CCNP Voice</u>	
Wireless	<u>CCENT</u>	<u>CCNA Wireless</u>	<u>CCNP Wireless</u>	<u>CCIE Wireless</u>
Service Provider		<u>CCNA SP</u>	<u>CCNP SP</u>	<u>CCIE SP</u>

Education and Skills Without Experience

Chicken and Egg Syndrome

- What certification is the best?
- Where do I start?
- How do I fund my studies?
- How do I gain access to actual equipment?
- How many and what certifications do I need?
- Should I also get certifications from other vendors?
- How do I make up for a lack of field experience?
- How do I differentiate myself from other candidates?



What Certification is the Best?

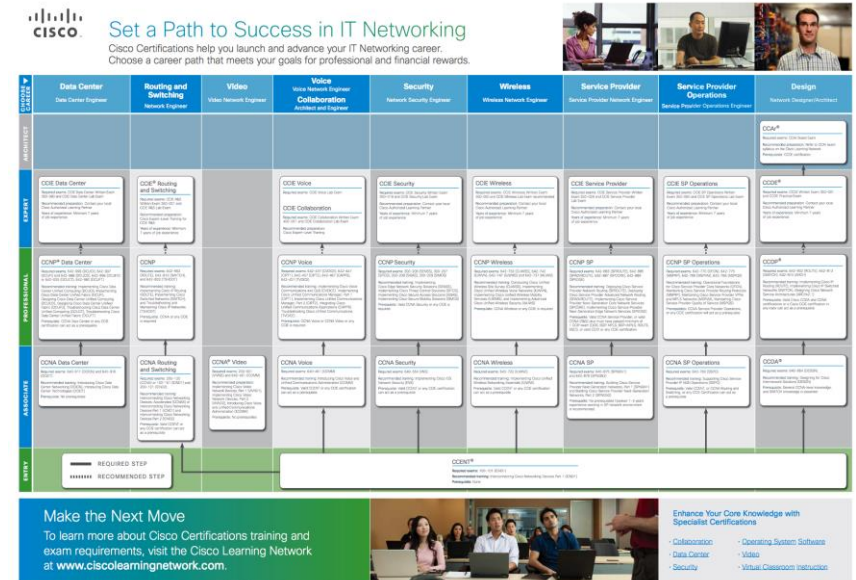
The One that Aligns to What You Enjoy

What to do:

- Keep the End in Mind
- Review Career Certifications Poster
- Review Certification Blueprints
- Review CCDA/CCDP and CVD Content

What you'll find:

- Career Specific Certification Path
- <https://learningnetwork.cisco.com/docs/DOC-11573>
- CCNA > CCNP > CCIE Focus Areas
- Examples of Practical Application



Where to Start?

Cisco Learning Network – Learning Centre

What to do:

- Getting Started Guide
- Learning Centre – Video Tour

What you'll find:

- Study/Learn Master List
- Study Groups Master List
- Games Arcade
- Free Self Assessments
- Free Tech Seminars
- Certification Table
- And more...
- https://learningnetwork.cisco.com/community/learning_center

The screenshot shows the Cisco Learning Network Learning Center homepage. At the top, there is a navigation bar with the Cisco logo and the text "The Cisco Learning Network". Below this is a search bar and a "Go" button. The main navigation menu includes "Cisco Learning Home", "Careers", "Connections", "Certifications", "Learning Center" (which is highlighted), and "Our Store". The "Learning Center" section features a large banner with the text "Welcome to the Learning Center" and a "Show All" button. Below the banner are several categories: "TECH SEMINARS", "SELF-STUDY RESOURCES", "GAMES ARCADE", "EVALUATE YOUR SKILLS", and "SUPPLEMENTAL RESOURCES". There is also a "TAKE A TOUR" button and a "Trouble viewing this video?" link. On the right side, there are several promotional tiles: "New ICND1 v2.0 e-learning is available at the Cisco Learning Network Store.", "Getting Started Guide: Four easy steps to get started on your certification path.", "May 23rd, 9:00am PT CCENT/CCNA Explained with Wendell Odum", "Latest Poll: Refresh this widget", and "The Learning Center contains a useful collection of self-study resources." The bottom right corner features a "Cisco live!" logo.

How to Fund Studies?

When Finances are Low - Start with What is Free and Gradually Invest

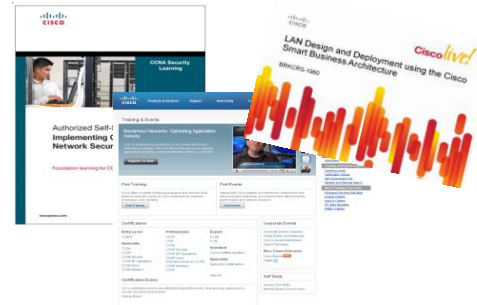
What to do:

- Self Study \neq Studying Alone
- Make Minimal Investments
- Leverage the Cisco Learning Network
- Participate in Forums
- Get Advice from Others
- Earn the Right to Ask for Funds



What you'll find:

- More Fun to Study with a Group
- Startup Costs are Minimal
- Direction is a Few Mouse Clicks Away
- People are Willing to Help
- Demonstrating Commitment Can Help



How to Gain Access to Actual Equipment?

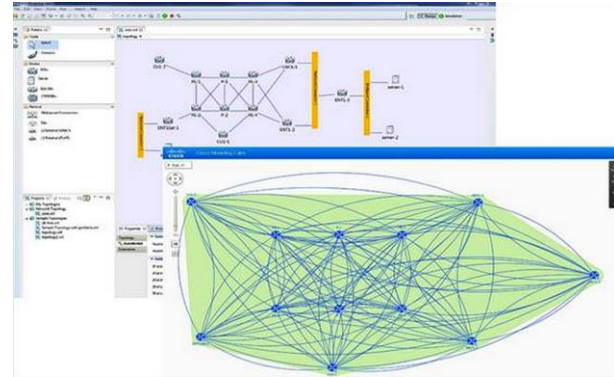
Important to Define 'Actual'

What to do:

- Target the Majority of Learning Objectives
- Look for Lower Cost Hardware Alternatives
- Consider Simulation Software
- Consider Cisco Technical Education
- Share Rack Rental Expenses/Group Study
- Position Effectively to Ask for Funds

What you'll find:

- Possibly Don't Need Full Investment
- Different Tools Together Offer Full Benefit
- Guided Labs Available
- Someone Has Access
- Demonstrating Benefit to Organisation



Cisco Technical Education

How Many and What Certifications are Needed?

Understand What You are Trying to Accomplish

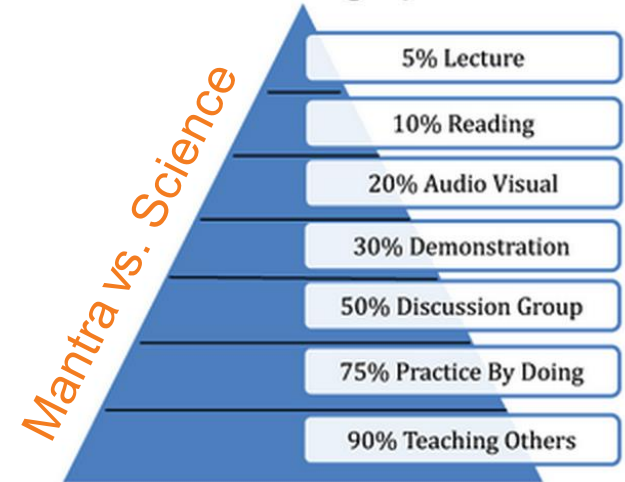
What to do:

- CCNA – Opens Doors
- Expert Certifications – Change Lives
- Really Learn and Don't Just Strive to PASS
- Commit to Life Long Learning
- Cherry Pick Skills from Other Tracks
- Research Cisco Validated Designs

What you'll find:

- Many Organisations Require CCNA
- Go From Chasing to being Chased
- Skillset Expected to Match Certification Level
- Don't Have to Commit to Certification to Learn
- Validated Designs Bring Knowledge to Life

The Learning Pyramid



- National Training Laboratory

Should One Get Other Vendor Certifications?

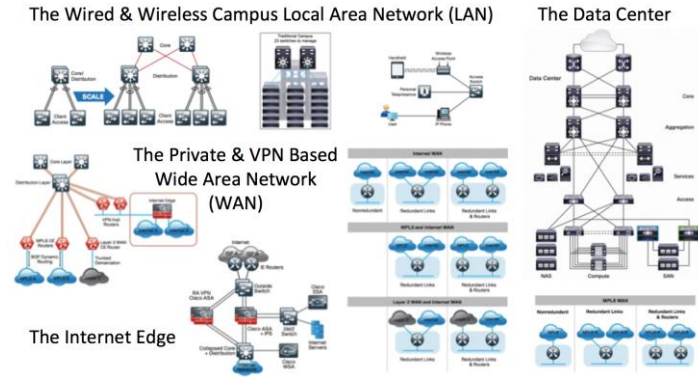
Consider Value and Motivation

What to do:

- Consider Whether Compliments or Competes
- Create Demand in Support of Vision
- Gain Knowledge and Decide During Journey
- Commit to Life Long Learning
- Read Books on Other Certifications
- Join Certification Communities of Interest

What you'll find:

- Understanding Deeper vs. Broader More Desirable
- Being in Demand for Certain Jobs \neq Job Satisfaction
- Skillset Expected to Match Certification Level
- Don't Have to Commit to Certification to Learn
- Social Networking Makes Learning Simpler



How to Makeup for a Lack of Field Experience?

Gain Experience That Can be Applied in Field

What to do:

- Practice Like it is Real
- Don't Make it a Big Deal
- Be Ready to Prove Yourself
- Embrace 'I Don't Know' and Let it Drive You
- Seek Out Mentors and Own Interaction



What you'll find:

- Not Much Different in the Field with Proper Practice
- More Confident
- Someone Will Give You The Chance
- Not Knowing is OK and Will Get You Further
- Get More When You Own Benefits Realisation



How to Differentiate Oneself?

Leveraging Social Media

What to do:

- Focus on Leadership
- Pay IT Forward
- Be Humble
- Actively Mentor and be Mentored
- Strengthen Communication Skills
- Develop Business Acumen

What you'll find:

- Developing
- Sharing = Value Multiplier
- Humility = Better Team Player
- Multiple Ways to Grow
- Technical Abilities Will Only Get You So Far



Vision, Strategy, Execution, Metrics

Not Just Useful for Business

TYPICALLY DRAWN FROM 3-YEAR/LONGER TERM PLAN

V A vivid, idealised and memorable description of a desired outcome. 5+ years

S A singular statement that summarises how you will achieve your vision. Overarching strategy statements are optional. 2-4 years

Priority/Focus Area 2-4 years Priority/Focus Area 2-4 years Priority/Focus Area 2-4 years Priority/Focus Area 2-4 years

TYPICALLY DRAWN FROM ANNUAL PLAN

E Execution Commitments aligned to all Priorities/Focus Areas 12-18 months

Execution Commitments aligned to four Priorities/Focus Areas 12-18 months

M Measuring Success Annual Targets

Growth Profitability / Efficiency Time to Market / Innovation Customer Experience Partner Experience Employee Experience

Developing a Strong Vision

Guiding Principals

Characteristics of a great Vision

- A vision is a vivid, idealised and memorable description of a desired outcome
- Inspires, energises and helps you create a mental picture of your target
- It is an enduring idea that galvanises you to get behind something
- Encapsulates the goals you have agreed to accomplish and highlights where you are headed
- Memorable and easy to understand
- Should be broad enough to be meaningful for 5+ years

Questions to ask when creating your Vision

- What does success look like?
- What do you want to accomplish in the future?
- What is your value proposition?

Defining Your Strategy

Guiding Principals

Characteristics of a great Strategy

- Should describe the key differentiator, or, why you?
- Sustainable, with a focus on 2-4 or more years
- Concise description of how you plan to make progress toward your vision
- May be a single statement or a summary of your 3-5 Priorities/Focus Areas.
- Covers the next 2-4 years.

Questions to ask when creating your Strategy

- How will you achieve your Vision?
- How do you know that your strategy is sustainable?
- Why can you do this better than most?

Defining Your Priorities/Focus Areas

Guiding Principles

Characteristics of a Priority/Focus Area

- As the tangible link between strategy and execution, Priorities/Focus Areas should be both actionable and measurable.
- Having too many priorities is like having no priorities at all. Focus on 3-5 key priorities at a time.
- Priorities/Focus Areas typically cover the next 2-4 years.

Questions to ask when creating your Strategic Plan

- What are the top 3-5 things that you need to do to achieve success?
- What are the key performance indicators that will drive the success of your overall strategy allowing you to achieve your vision?

Aligning Execution

Guiding Principals

Characteristics of Execution

- Execution Commitments represent the funded initiatives and actions that you have agreed to deliver to drive the success in your Priorities/Focus Areas.
- Execution Commitments should be both actionable and measurable.
- Execution Commitments reflect your execution plan over the next 12-18 months.

Questions to ask when creating your Execution Plan

- Again, what are the top 3-5 things that you need to do to achieve success?
- How or where are you improving/evolving process?

Measuring Success

Guiding Principals

Characteristics of Metrics

- Define how you will measure the success of your overall plan. What goals are you trying to achieve?
- Measuring progress towards achieving specific Priorities/Focus areas and Execution Commitments will help you build confidence throughout your journey.

Questions to ask when Measuring Success

- How will you hold yourself accountable?
- Do you have a benchmark/comparison to know whether you are being effective or not?
- How will the metrics that you choose affect your behaviour?
- How much variance is too much? At what point will you take action if a course-correct is required?

Personal VSEM

Take Action - Make Your Own



Closing Tips

Personal Insights

- Come back to the why to drive the what and how
- Make helping others a big part of your mission
- Don't be too proud or shy to show you don't know
- Always strive to achieve the best and have fun doing it
- Never stop learning and sharing
- Recognise there are very few shortcuts, but several opportunities for efficiency
- Money and success will come when you prove IT
- Be both patient and determined
- Do take some action when you leave today to invest in yourself



Q & A

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