

Tips to Refresh Your Career

- Keep yourself and your CV relevant with ongoing learning. It doesn't have to be an MBA or even a year commitment. Most management schools such as GIBS, Wits Business School and The Graduate School of Business (UCT) offer short executive courses that will add to you and your organisations' development. GIBS offers great 2-hour evening Forums at less than R300 on on-going relevant topics. <https://www.gibs.co.za/>

- If you haven't received that promotion you were looking for, break the paradigm. Unfortunately, promotions are not just about the work you deliver, but also about your ability to network and offer additional value. So, volunteer to head up a cross-organisational charity fundraiser (if you are not in HR) or work on the culture committee or on any project that has cross-functional stakeholders that are not part of your core role.

It will cost you extra time (don't take your sight off your key deliverables) but it will help raise your profile in the organisation.

- Positioning your personal brand and your CV to communicate the right balance between "ability to change" versus "organisational loyalty" is a challenge. As a rule of thumb, if you have remained in the same position for more than 3 years or in the same organisation for more than 6-8 years, it's time to evaluate and assess where you are.