Alumni Exchange
Career Success Strategies: How To Succeed Once You’ve Landed The Job

Patricia “Patty” Ballesteros, CISA
Experience and Accomplishments
- Experience with understanding Aon’s business offerings globally and adapting to the innovative and entrepreneurship spirit of the firm.
- Industry experience spans the financial services sector, consumer business, manufacturing, and higher-level education.
- Trusted business partner in mitigating cybersecurity risks.

Opportunities for Development
- Continued investment in technical knowledge
- Continued stakeholder relationship management to determine the optimal alignment for achievement of service goals
- Continuous review of processes to determine operating efficiencies

Fun Facts
- Music enthusiast
- Passion for modern art
- Certified Zumba instructor since 2019 (fan since 2013)
- Education Advocate - Leadership Advisory Council for Cristo Rey Jesuit High School (2006 to present)
- One more continent to visit!

Professional Bio
- Cybersecurity Professional and Risk Manager
- University of Illinois – BS in Accounting
- Certified Information Systems Auditor (CISA)
- Aon (previously with Deloitte and Bank One (now JPMC))
- International audit experience over business operations in Europe, Asia Pacific, South Africa and South America; fostering productive relationships with management teams.

LinkedIn – Patricia-Ballesteros-cisa-4238893
Getting into the minds of Hiring Leaders: What do they really want?

- Emotional Intelligence (EI)
- Excellent communication
- Always learning
- Creative problem solving
- Brave but not fearless
- Technical proficiency
- Great Listeners
- Business knowledge
- Entrepreneurial spirit
- Drive for continuous improvement
- Strategic vision
- “Realistic optimism”

Technical skills are a given, and how you collaborate and innovate with your peers and other departments is revolutionary.

References – Caitlin McGaw
Career Mastery – Tactics to Implement and foster for career mobility

1. Build Self Confidence
2. Be Open Minded
3. Innovate and Fail
4. Choose Mentors Who Will Make A Difference
5. Active in External Networks

6. Build Internal Sponsors
7. Always Be Self Aware
8. Communicate
9. Be Influential Through Positive Characteristics
10. Never Stop Learning

EXPERIENCE + LEARNING = GROWTH
THE TRANSFORMATIONAL LEADER; figures out how to bring people with them on the journey...

Builds Trust  
Acts With Integrity  
Encourages Others  
Encourages Innovative Thinking  
Coaches & Develops People

**KEY ACTION - Refine leadership skills throughout your career**

References – ISACA Chicago
THE TRANSFORMATIONAL LEADER...

<table>
<thead>
<tr>
<th>LEADERSHIP (Art)</th>
<th>MANAGEMENT (Science)</th>
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<tbody>
<tr>
<td>Produce Change and Movement</td>
<td>Produce Order and Consistency</td>
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<tr>
<td>- Establish Direction</td>
<td>- Plan and Budget</td>
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<tr>
<td>- Align People</td>
<td>- Organize Staff</td>
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<td>- Motivate and Inspire</td>
<td>- Control and Problem Solve</td>
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KEY ACTION – Establish proficiency in both disciplines and understand when Leadership vs. Management practices are relevant and required.

References – ISACA Chicago
How do you build a leadership growth program?

1. Focus on learning your job
2. Hold yourself to a high bar
3. Request feedback
4. Training – Technical and soft skills
5. Seek Mentors and Counselors, and Sponsors
6. Tell yourself you are smart
7. Believe in yourself!!
8. And.......
# Essentials to Build Your Leadership Growth Program

## Early Career (1-3 Years)
- Build a good foundation; company operations, skills required for current role and one level up
- Deliver Consistently
- Build your network
- Volunteer for stretch assignments; do them well
- LEAD – no matter what your career stage

## Mid Career and Onwards (<4 Years)
- Look for opportunities to improve processes
- Build technical expertise
- Develop your strategic skills (Lead - current level and up)
- Grow your personal brand and evolve it as you grow
- Diversify your experience and knowledge

References – Caitlin McGaw
What would you tell your 18-year-old self?

Key Advice...
1. Development Planning 101
2. Be Your Own Advocate
3. Become a Change Agent
4. Be Brave, Always

My Top 3 fav things/recommendations...
1. Emotional Intelligence 2.0 book by Jean Greaves and Travis Bradberry
2. Research Topics – Personal Brand Statements and Authentic Leadership
Q&A