

The logo features a central dark blue circle with the letters 'UIC' in light blue. This circle is surrounded by a yellow ring, which is further enclosed by a red ring. Four thick lines radiate from the center: a yellow line pointing up and to the right, a red line pointing up and to the left, a yellow line pointing down, and a red line pointing down and to the right. The background is a solid light blue.

UIC

Alumni Exchange

**ALUMNI
ASSOCIATION**



Alumni
Exchange

Career Success Strategies: How To Succeed Once You've Landed The Job

Patricia “Patty” Ballesteros, CISA

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Introductions – Patty Ballesteros, Global Security Director



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.

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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

- Build Self Confidence
- Be Open Minded
- Innovate and Fail
- Choose Mentors Who Will Make A Difference
- Active in External Networks

- Build Internal Sponsors
- Always Be Self Aware
- Communicate
- Be Influential Through Positive Characteristics
- Never Stop Learning

EXPERIENCE + LEARNING = GROWTH

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THE TRANSFORMATIONAL LEADER; figures out how to bring people with them on the journey...



KEY ACTION - Refine leadership skills throughout your career

THE TRANSFORMATIONAL LEADER...

LEADERSHIP (Art)

Produce Change and Movement

- Establish Direction
- Align People
- Motivate and Inspire

MANAGEMENT (Science)

Produce Order and Consistency

- Plan and Budget
- Organize Staff
- Control and Problem Solve

KEY ACTION – Establish proficiency in both disciplines and understand when Leadership vs. Management practices are relevant and required.

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

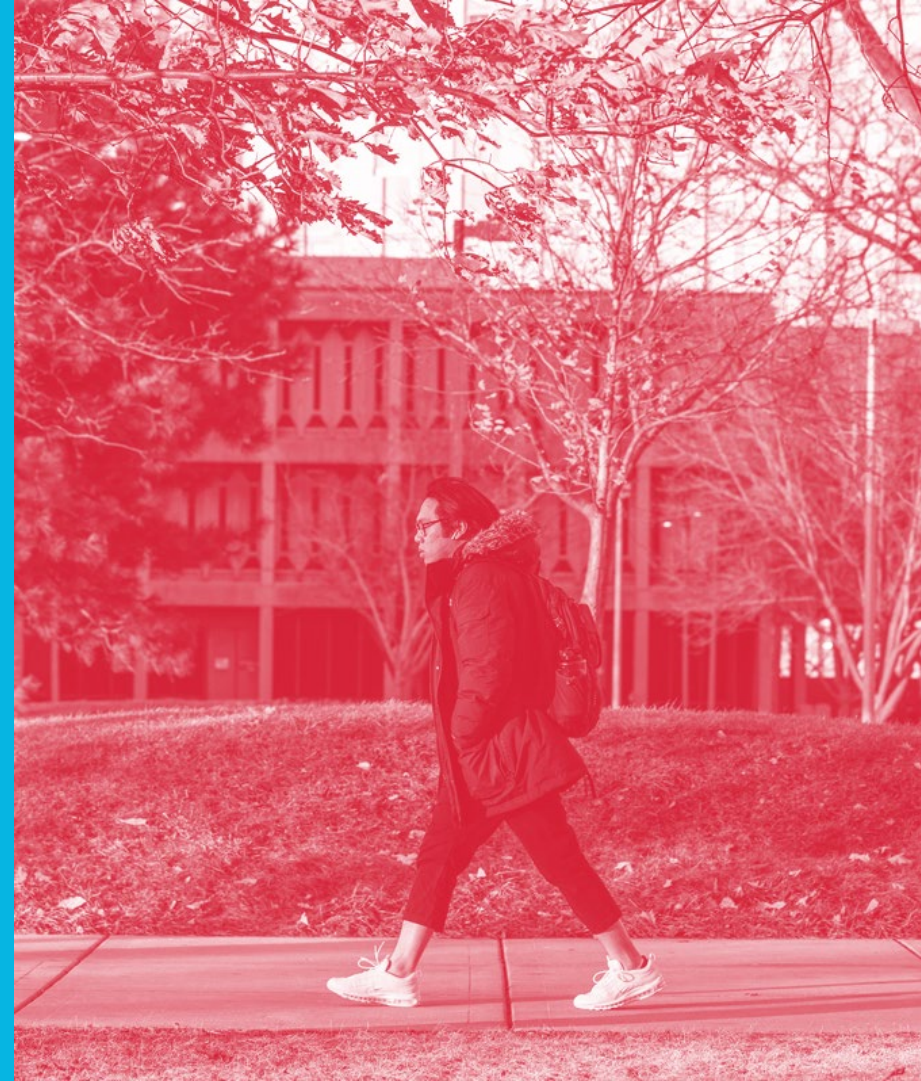
What would you tell your 18-year-old self?

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
3. Wellbeing Practices – a. Headspace site; b. Mobile apps Calm and Aura





Q&A