



BRPO

NEW ORLEANS

A decorative banner with a dark blue background and a purple border. It features a gold trumpet on the right side, a fleur-de-lis at the bottom right, and a row of colorful beads (purple, yellow, green) along the bottom edge. The text 'NEW ORLEANS' is written in a bold, white, sans-serif font across the center of the banner.

June 2nd - 5th, 2024



New Orleans, US



We're All Here to Learn!

Realizing Growth and Development as a Proposal Professional

(A perspective from a Leader, Coach and Lifelong Learner)

**Jenny Topinka, Commercial Operations Director,
GE Vernova – Electrification Software**

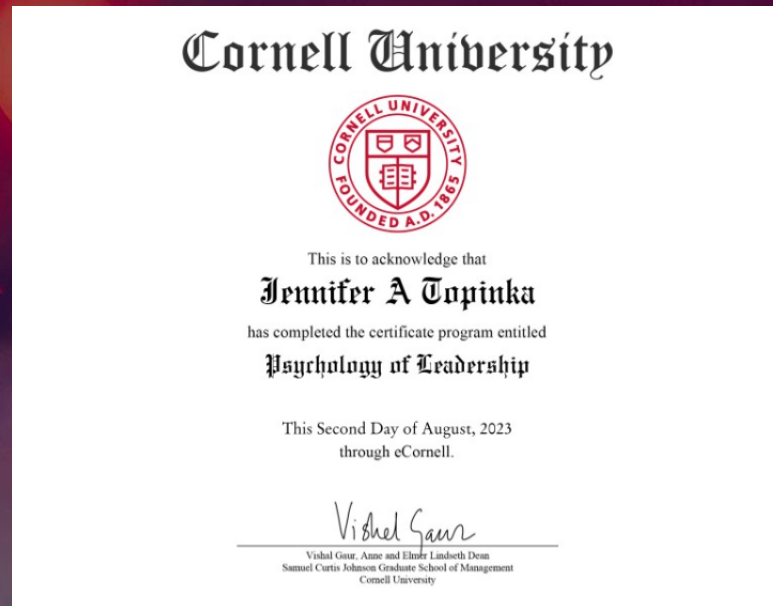


2023 was different for me ...

2023 was different for me ...

Grow leadership skills

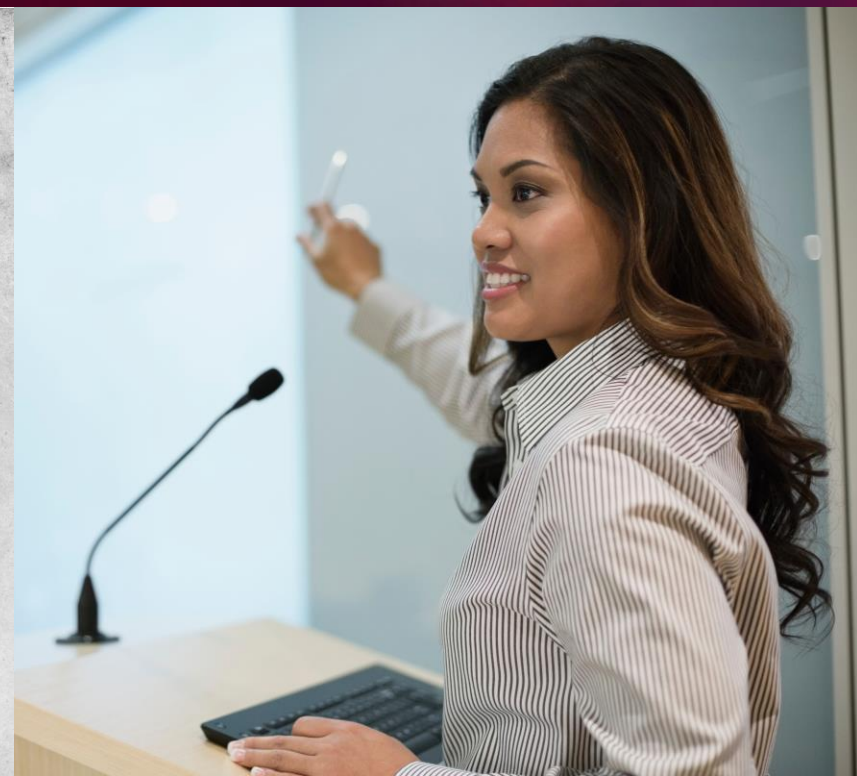
Earn “Psychology of Leadership” Certificate



Build speaking skills

Present talk at Bid and Proposal Conference
(APMP BPC Orlando 2023)





Intentionality
+
Consistent Action

Make an impact

Be recognized

Keep improving

Stay relevant

... Be in the drivers' seat



Desire to grow

Happier
More resilient
Perform better

WHAT DRIVES US
THE KEYS TO OUR MOTIVATION

AUTONOMY + **MASTERY** + **PURPOSE**

In control of what we do + how we do it

Improving our skills + selves

Working towards something worthwhile





Growth is not only “up”

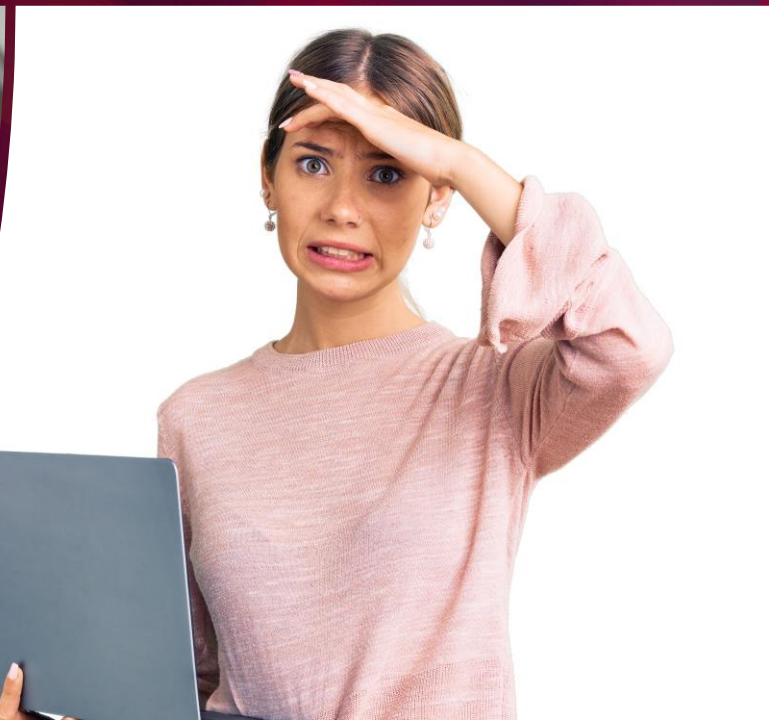


REFLECTION

**If you had a magic wand ...
What would you do for the sake of
your learning and growth?**



Why is this hard?



Endless possibilities ...



REFLECTION:
What are you doing right now to meet your desire for growth?

How is that working?

*One day Alice came to a fork in the road and saw a Cheshire cat in a tree.
 "Which road do I take?" she asked.
 "Where do you want to go?" was his response.
 "I don't know," Alice answered.
 "Then," said the cat, "it doesn't matter."*



If you don't know where you are going, any road will get you there.
 ~Lewis Carroll.

SET GOALS

Consistent
^
TAKE ACTION

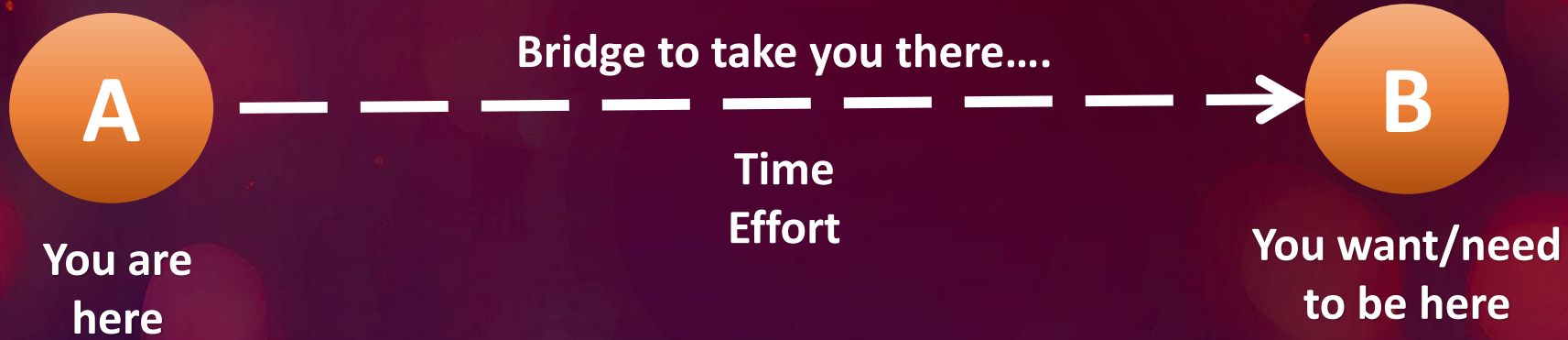
REFLECT

SET GOALS

Consistent
^
TAKE ACTION

REFLECT

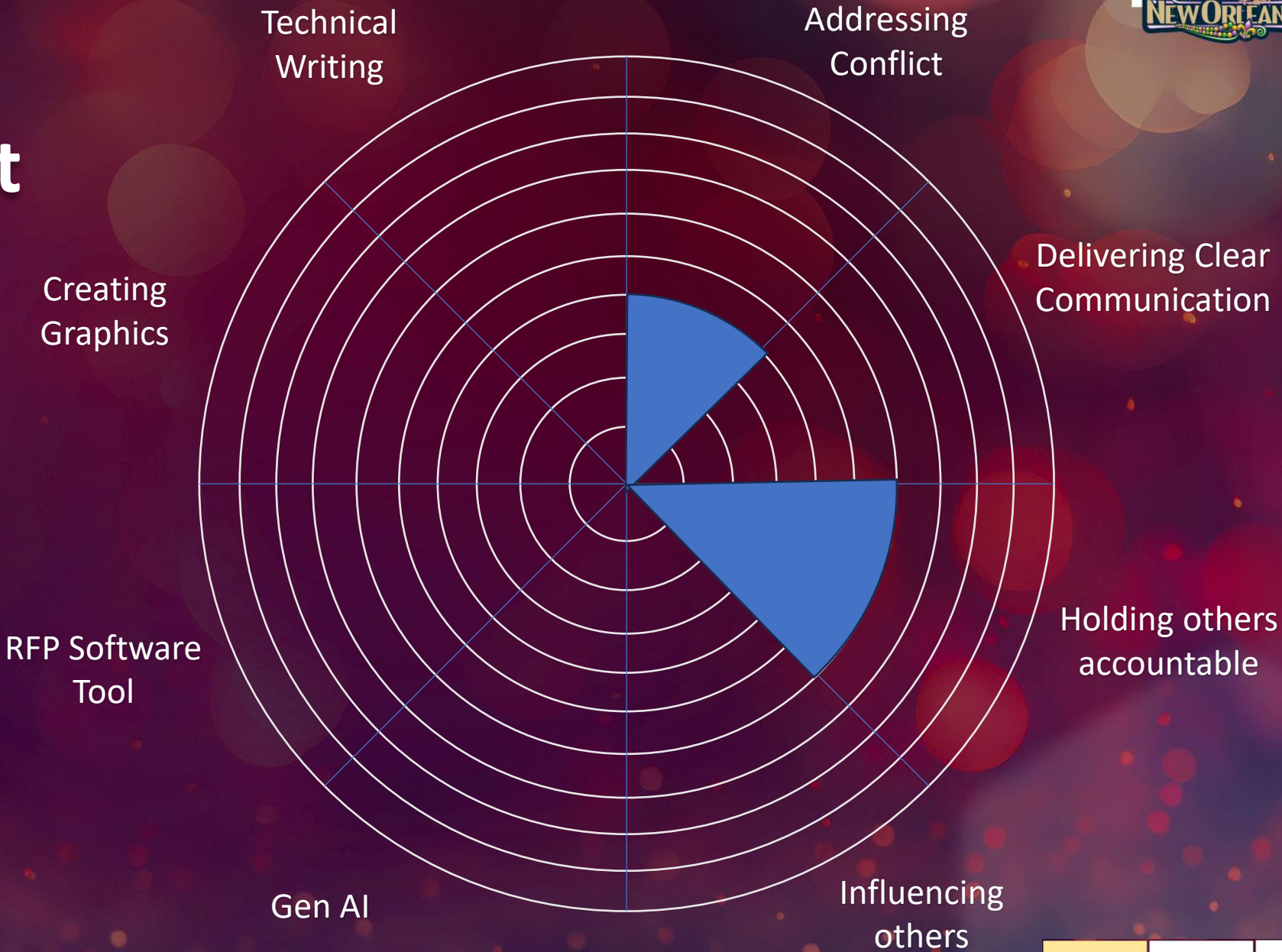
The anatomy of a goal



Growth Chart

Shade in the area (1-10, with 1 being the least confident and 10 being the most) of how confident you feel in your current personal development.

Schedule 15 minutes each month, and routinely reassess your growth.



Growth Chart



REFLECTION:
How do you want to see yourself in 6-12 months?

Over the next 6 months, what is one area (topic) you'd like to focus on?

Development Area:	<i>[This the general topic area where you want to grow]</i>	Directing Work (Setting expectations, Holding others accountable)
Development Goal:	<i>[hint: Verb + desired outcome]</i>	Build a shared language of expectations & accountability with my team
Timeline:		Year end 2024
Measurement:	<i>[hint: How will you measure your ongoing effort and final achievement.]</i>	Confidence +3 and team survey

Where you are (Point A)

Directing Work Confidence = 4

Tendency to be overly collaborative, not directive

Difficulty being direct, specifically when team doesn't do what I've asked

1. What makes this important for me?
2. What is the cost of inaction for me?
3. What is the real challenge here for me?

Where you want to be (Point B)

Directing Work Confidence = 7

Team is clear on expectations and how we'll monitor progress.

Comfort being direct (directive)

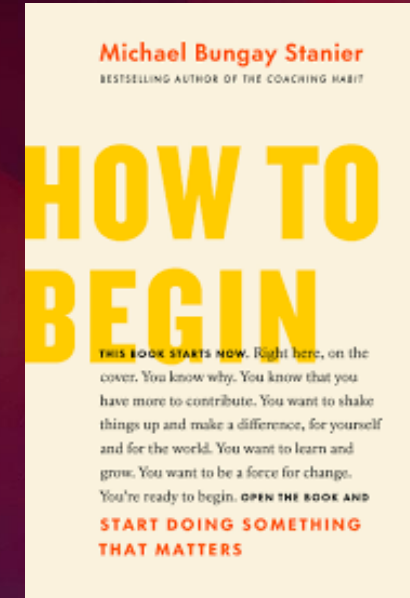
1. What will I have at the end?
2. How will I know I've achieved this?
3. What will be different for me?

Verb + desired outcome

Earn "Psychology of Leadership" Certificate at Cornell

Present session at Bid and Proposal Conference – Orlando 2023

What is a worthy goal?



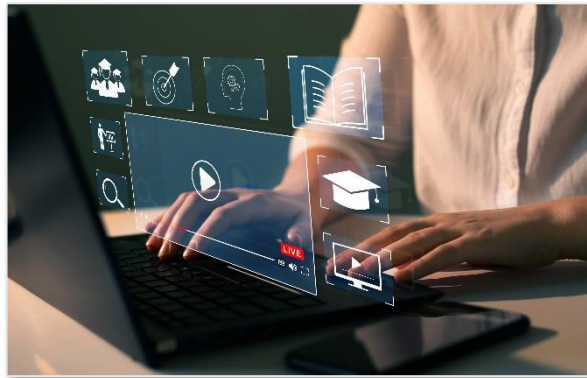
SET GOALS

Consistent
^
TAKE ACTION

REFLECT

Creating a development plan

Education



Workshops
Certificates
Learning modules

Exposure



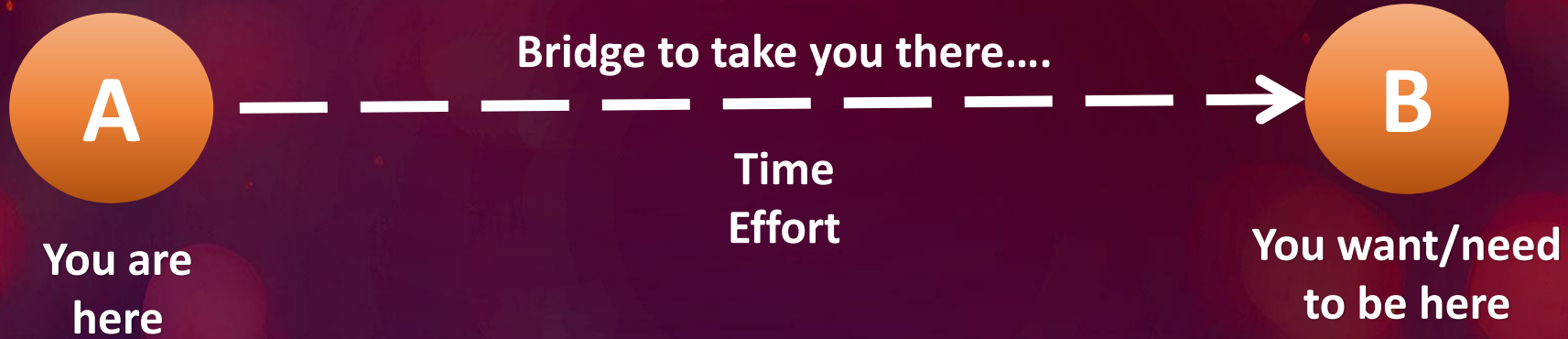
Mentoring, Coaching
Peer-to-peer interaction
Building new connections

Experience



Role expansion
“Bubble” projects
Hands-on experience

The anatomy of a goal



Education



Exposure



Experience



Development Area:	<i>[This the general topic area where you want to grow]</i>	Directing Work (Setting expectations, Holding others accountable)
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Where you want to be (Point B)

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Comfort being direct (directive)

1. What will I have at the end?
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Strategy to move forward

(Development Plan)

- Read "Good Authority" [book]
- Leadership Matters Podcast
- Interview 3 leaders
- Practice at 1:1 meetings w/ team
- Effort: 3 hours per week

1. How can I leverage education, exposure and experience?
2. How will I measure and track my effort?

What do opera and proposals have in common?



SET GOALS

TAKE ACTION

REFLECT



Just do it ... do it now

- Baby step to get started ... you don't need to do the whole project, just one step.
- Momentum is powerful
- Action brings energy and motivation
- Go for consistency, a little at a time ... track effect (e.g. time) toward goal.
- Progress over perfection

REFLECTION:

What consistent effort do you need to move toward your goal?

SET GOALS

TAKE ACTION

REFLECT

What can get in the way of consistent action?

Personal barriers



Strategies to overcome barriers



Align your network
(people)



Manage decision fatigue



Reframe your thinking

SET GOALS

Consistent
^
TAKE ACTION

REFLECT

Pause and reflect regularly



- Recalibrate
- Acknowledge
- Celebrate
- Reinforce
- Share learning

SET GOALS	TAKE ACTION	REFLECT
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Acknowledge accomplishments

Celebrate
Build your confidence
Promote your brand

Jennifer Topinka (She/Her) • You
Commercial Management | Digital & Industrial | Customer-Cen...
11mo • Edited •

Thank you to all who attended my presentation yesterday on effective meetings. You were a fantastic audience! If you didn't already, please provide feedback at the QR code below.

#BPCorlando2023 #proudtobeapmp #professionaldevelopment

Please share feedback on this talk

Please let APMP know how I did by taking this survey.

Meetings: From foe to friend

IF are you meeting?	HOW will you run the meeting?	WHAT is the outcome?
---------------------	-------------------------------	----------------------

Desired Outcome

Agreement on ...	To discuss
Approval on ...	To review
Answers to ...	To brainstorm
A list of ...	To collaborate
Next steps for ...	To strategize
Noun	To + verb

38 6 comments

Cornell University

This is to acknowledge that
Jennifer A Topinka
has completed the certificate program entitled
Psychology of Leadership

This Second Day of August, 2023
through eCornell.

Vishal Gaur
Vishal Gaur, Anne and Elmer Lindseth Dean
Samuel Curtis Johnson Graduate School of Management
Cornell University

Refine your skills

Use it or lose it ...

CoffeeTalk
All GE employees are welcome!

We24
World's Largest Conference for Women in Engineering and Technology
TOGETHER WE RISE
OCTOBER 24 - 26
McCORMICK PLACE » CHICAGO, IL
#WE24 » WE24.SWE.ORG

Tuesday, 1
12:00-12:30

Topinka, Jennifer (GE Vernova)
Lewin, (GE Vernova)
INNOVATE WITH CUSTOMERS
Desbavich, Stephen (GE Vernova)
Evan, Rachel (GE Vernova)

DP...
Albu...
PAB...
SWE...
Cris...
Knapp...
May...
Dillo...
Kok...
Sing...
Raj...
Silv...
Com...
Scha...
PAB...
Hwa...
SWE...

Be generous, teach others

Review
Reinforce
Re-learn

GE VERNOVA

PRESENTATION SKILLS WORKSHOP

28February
13March
27March

3 PART SERIES OF LIVE TRAINING
Learn how to design and deliver an effective presentation

FEEDBACK AND SMALL GROUP COACHING
Receive training and feedback from GE Vernova leaders

TEDx SPEAKER COMPETITION
Join to compete or just to watch and vote for your favorite talk! **Prize Winners!**

INSTRUCTORS

SEAN SMITH
Finance Management Program Leader

JENNIFER TOPINKA
Sr. Sale Staff Manager

Session are open to all interns, co-ops, apprentices and early career trainees within GE Vernova.

Energize Your Internship Experience



SET GOALS

Consistent
^
TAKE ACTION

REFLECT



“We’re all here to learn”



Call to action: Set your growth goal

This is your journey ...



Thank you!

Connect with
me on LinkedIn



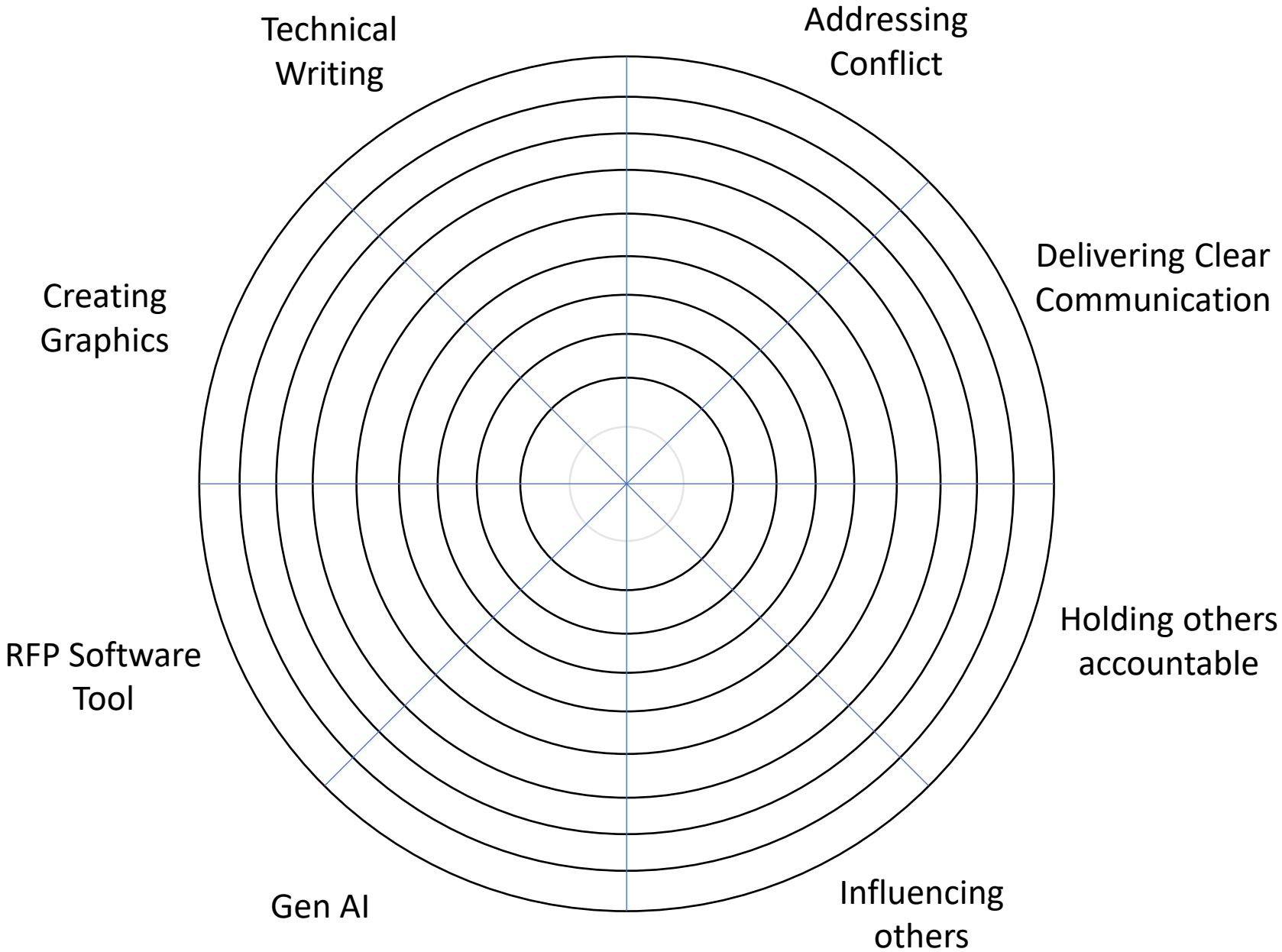
Jennifer Topinka

Commercial Management | Digital & Industrial |
Customer-Centered | Leader & Coach

Feedback here:



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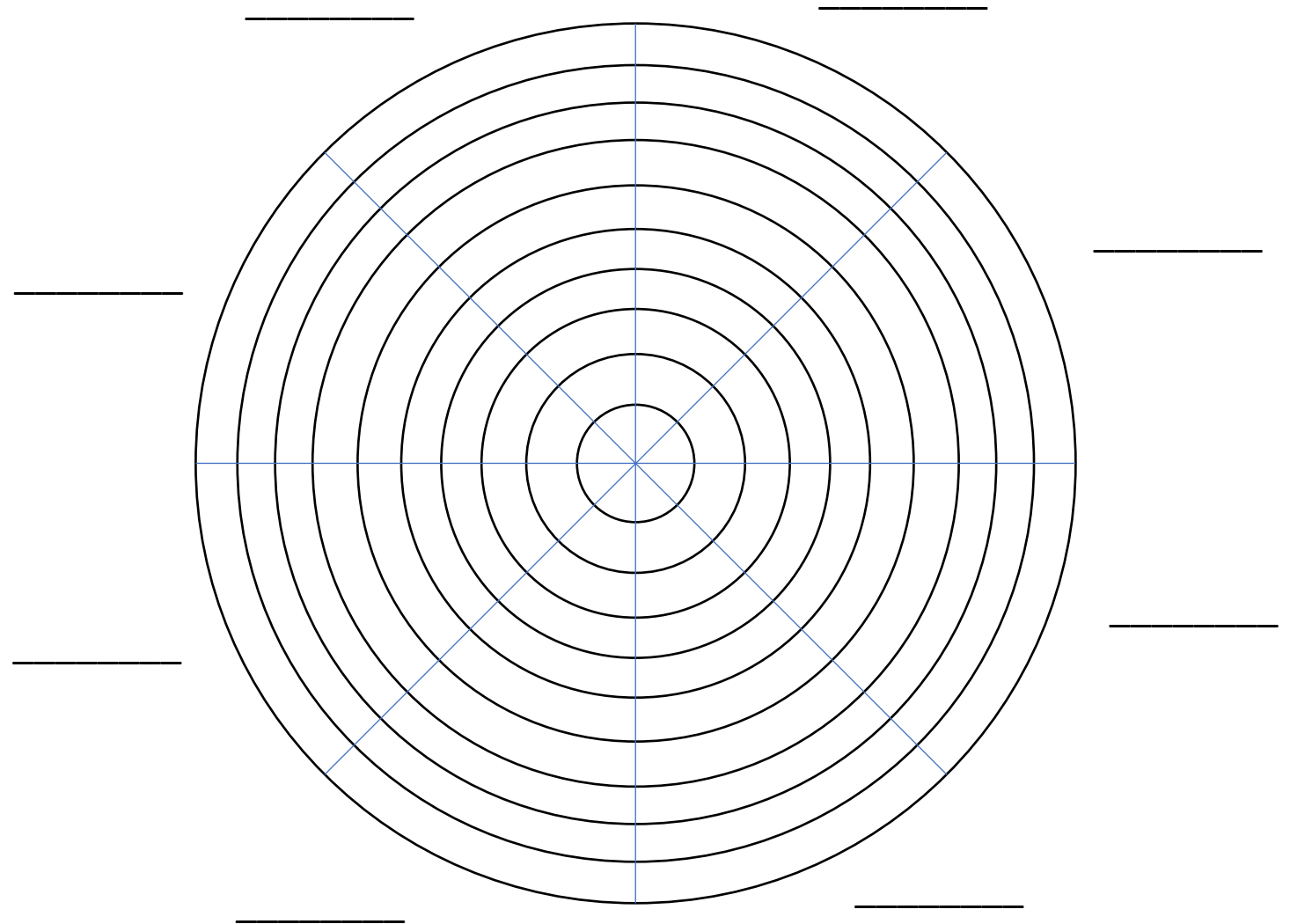
Growth Chart

Growth Chart - Instructions:

1. Add eight (8) skills or capabilities relevant to your current role or future direction.
2. Shade in the area (1-10, with 1 being the least confident and 10 being the most) of how confident you feel in your current personal development.
3. Schedule 15 minutes each month, and routinely reassess your growth.

Example skills or capabilities:

Influencing others, managing change, holding others accountable, speaking up in groups, managing conflict, technical writing, graphics design, financial acumen, project management, time management, informal leadership, networking...



Growth and Development

Development Area:	<i>[This the general topic area where you want to grow]</i>
Development Goal:	<i>[hint: Verb + desired outcome]</i>
Timeline:	
Measurement:	<i>[hint: How will you measure your ongoing effort and final achievement.]</i>

Where you are (Point A)

1. *What makes this important for me?*
2. *What is the cost of inaction for me?*
3. *What is the real challenge here for me?*

Where you want to be (Point B)

1. *What will I have at the end?*
2. *How will I know I've achieved this?*
3. *What will be different for me?*

Strategy to move forward

(Development Plan)

- _____
- _____
- _____
- _____
- _____

1. *How can I leverage education, exposure and experience?*
2. *How will I measure and track my effort?*