



IST Participates in IFMA Hong Kong's Landmark Conference

On June 12, 2007, Joe Carroll, Vice-President, Human Resources for IST Management Services, conducted a leadership seminar for the International Facility Management Association's Hong Kong chapter. This was a landmark conference for the Hong Kong chapter that was celebrating its 15th anniversary. The IFMA chapter won three awards from IFMA and has grown its membership to nearly 200 this year. They are recognized as the leading FM authority in the Asia region.



Joe Carroll & Brian Crockford, President, Hong Kong Chapter of IFMA

One of Joe's major topics was career management and how employees can be more productive in the workplace. Every facility manager needs to have a plan to effectively manage his or her career and success in life. One of the keys to success is knowing your key talents, gifts and values. According to a Gallup poll, only 20% of employees feel that their strengths are in play. Joe stated, "I cannot stress enough the importance of discovering your own talents. We are all wired with unique talents. It is our DNA make-up. It is who we are and the core of our life-blood. You need to discover your talents to maximize your success." It's not about the money. Marlon Brando once said, "Never confuse the size of your paycheck with the size of your talent." Many employees today are not engaged in their work. They are not giving 100% because they're not excited about their job or their work environment. Joe recommends that every employee conduct a career audit. This is basically a reality check that ensures you are not leaving your career to chance. To be successful, you need to be hitting on all cylinders. If you can't wait to get to work, feel engaged and are tapping into your talents and values, then chances are your career is in good shape.

No facility manager should rely solely on his/her employer for training. You need to make a financial investment in yourself. You need to be responsible for your own skill development on an on-going basis. If you don't, it could be the equivalent of career suicide. Most of us will put in a lot of thought before we make a major investment in a house or a car. We need to put an equal amount of time and effort in personal investments. You must be able to bring value to the corporate table. Your skill sets are a serious bargaining chip and will impact you and your family for years to come.