

# A WORK IN PROGRESS

**Building a Successful EHS Career from the Ground Up**

*Ric Federico, PG, CHMM, HEM*

# Blueprint

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## FOUNDATION

Build & Maintain  
Technical Proficiency  
*(Developing Yourself)*

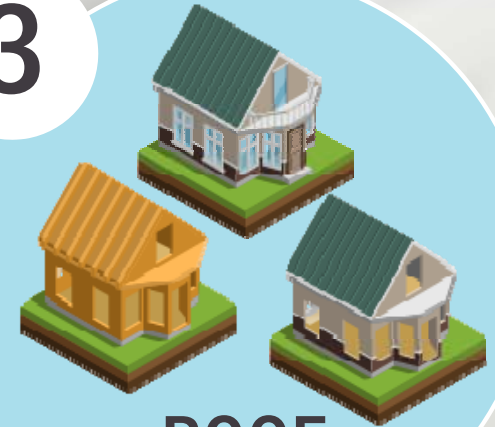
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## FRAME

Expand & Strengthen  
Your Capacity  
*(Developing Your Team)*

3



## ROOF

Refine & Pursue  
Your Goals  
*(Building on Your Successes)*

# Foundation — Professional Development

- 👷 Higher Education – Tuition Reimbursement Programs, etc.
- 👷 Technical courses, Free Webinars, Seminars, and Conferences
- 👷 Self Study & Research



# Foundation — Keeping Current

- 👷 Professional Publications & Journals
- 👷 Professional Societies
- 👷 Web / Social Media Groups
- 👷 Blogs & Email Lists



# Foundation — Certifications

- 👷 Alphabet Soup (PG, PE, CHMM, CIH, CSP, HEM ...)
- 👷 EMS Independent Auditor
- 👷 OSHA HAZWOPER, Trainer
- 👷 Asbestos Inspector



# Foundation — Technical Writing

- 👷 It's All Over but the Writing (Lions and Tigers and *WORDS*, Oh My!)
- 👷 More Often Than Not, the Written Report is the Only Deliverable
- 👷 College Classes, Adult Education, Online Courses
- 👷 A Good Writing Mentor ... *Priceless*



# Frame — Discipline & Energy

- 👷 The Buck Starts Here
- 👷 Vision and Values
- 👷 Focus on the End Game /  
Visualize “Success”  
(However You Define It)



# Frame — Tao of Management

- 👷 Cooking a Small Fish
- 👷 The Myriad Approaches to Motivating Others (Are We Still Concerned with Winning Friends and Influencing People?)
- 👷 No Shortcuts to Learning Your People




2



**DEVELOPING  
YOUR TEAM**



# Frame — Soft Skills

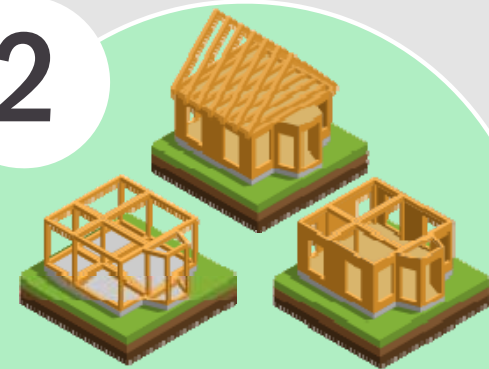
-  Interpersonal Communication  
(Emphasis Intentional)
-  Emotional Intelligence
-  The Inter-Generational  
Workplace



# Frame — Performance Evaluations

- 👷 Correction and Discipline v. Energy and Direction
- 👷 Channeling Positive Energy (You Have to Find it First)
- 👷 Performance Enhancing ~~Drugs~~ Feedback

2



**DEVELOPING  
YOUR TEAM**

# Roof — Management v. Leadership

- 👷 What's My Role (At Any Given Time)
  - Do I Know?
- 👷 The Goal is to *Manage* Projects, Schedules, Budgets ... and *Lead* People
- 👷 Some Definitions and Interpretations ...



# Roof — Vision & Values

- 👷 Asking the Hard Questions
- 👷 What Do I Want to Achieve?
- 👷 Vision and Values – Sources of (Limitless?) Energy and Direction






# Roof — Networking & Business Development

- 👷 For Consultants Only?
- 👷 Networking (Loosely) Defined –  
What Are We Really Talking About?
- 👷 Business Development



# Roof — Giving Back

-  Pay It Forward (Mentoring Across the Ages)
-  Your Organization, Professional Societies, Educational Institutions
-  Publishing Papers, Speaking to Classes & Groups



# A WORK IN PROGRESS

## *A Short List of Recommended Reading*

- *Backward Down the Path: A New Approach to the Tao Te Ching*, Jerry O. Dalton
- *Emotional Intelligence: Why It Can Matter More than IQ*, Daniel Goleman
- *Emotional Intelligence: A Practical Guide*, Dr. David Walton
- *The Effective Executive: The Definitive Guide to Getting the Right Things Done*, Peter F. Drucker
- *Getting Things Done: The Art of Stress-Free Productivity*, David Allen
- *The Personal MBA: Master the Art of Business*, Josh Kaufman
- *The Rules of Management: A Definitive Code for Managerial Success*, Richard Templar
- *Too Many Bosses, Too Few Leaders*, Rajeev Peshawaria
- *Total Workday Control Using Microsoft Outlook*, Michael Linenberger
- *Work: How to Find Joy and Meaning in Each Hour of the Day*, Thich Nhat Hanh

# Thank You!

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