



Pursuing Your Success

Skills for Career Development

Micheal Conneely

Director HRM

UNIDO

Today's hosts



Micheal Conneely
Director of Human
Resource Management
UNIDO

Marta Fernandez de Mazarambroz

Senior Coordinator – HR and
People Strategy UNIDO



House Keeping Rules

- You are muted by default. The chat function is disabled.
- If you have any questions, please submit them through Zoom Q&A button. Kindly keep your questions relevant to the topic and avoid overly personal inquiries, as we aim to address common concerns during the Q&A portion.
- The session will be recorded. The recording and presentation will be available on the [Inter-Agency Career Week webpage](#) .





As someone with an extensive
HR career, what does success
mean to you?

Success means **different things** for
different people

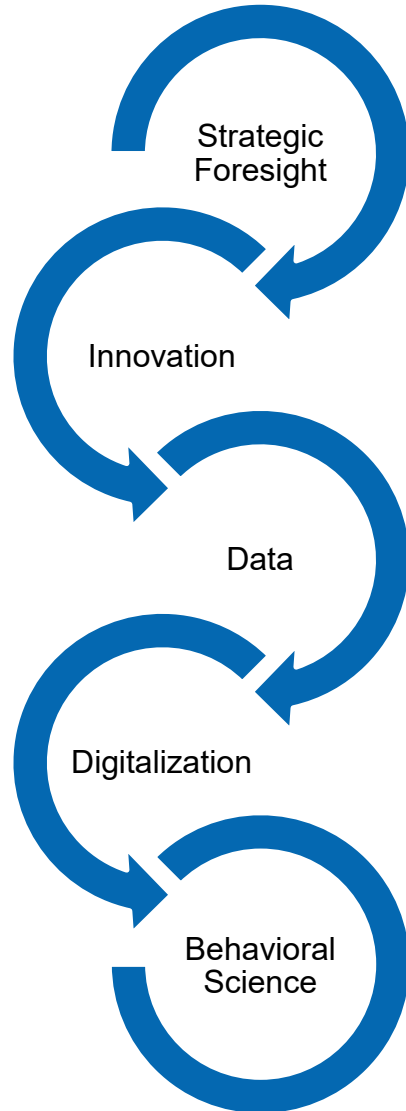


Looking at the UN Context right now, what are the key themes re-shaping the system?

UN80 and UN 2.0



UN 2.0 Quintet of Change

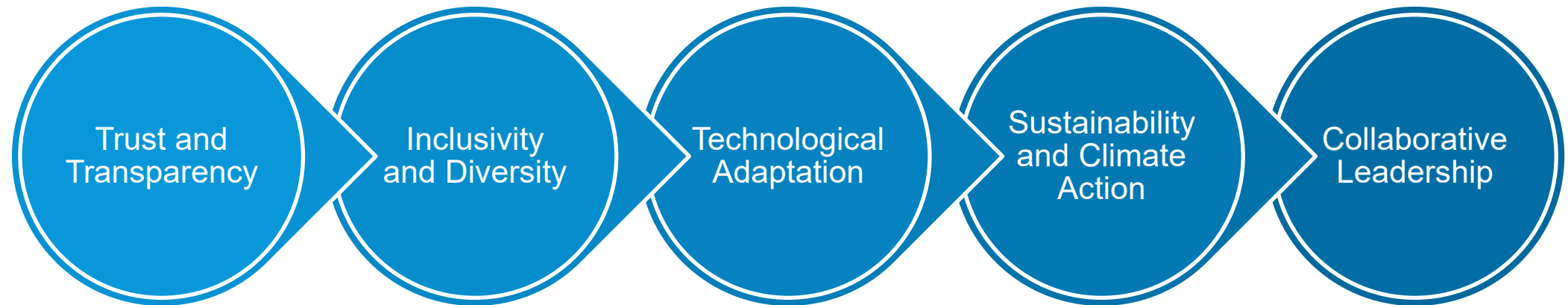


- Enhanced Skill Development
- Innovation and Creativity
- Future-Ready Mindset
- Inclusivity and Diversity



In your view, what are the main trends shaping leadership in international development?

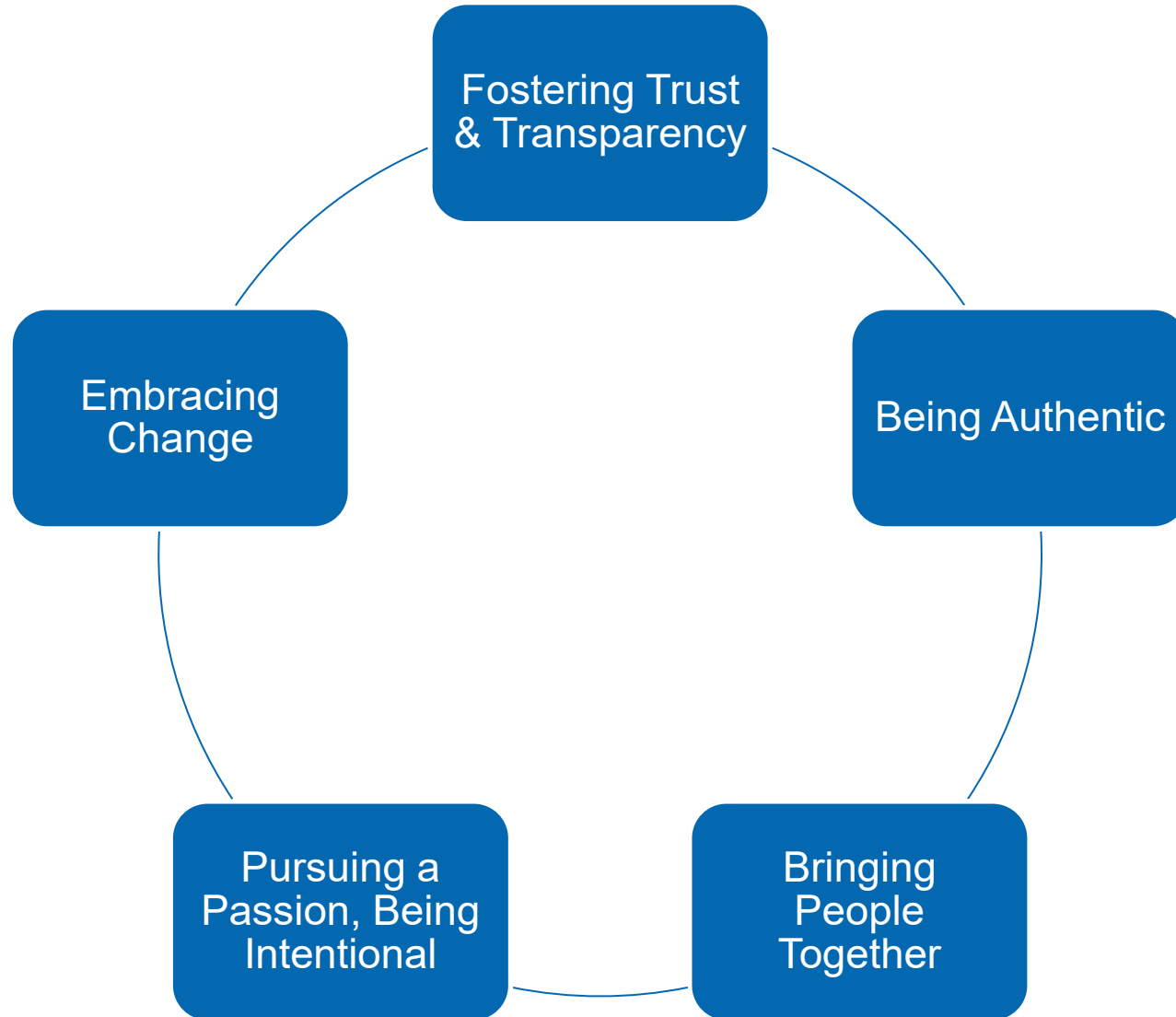
Key Trends in Leadership





From your experience, what are key factors for how to best achieve with others?

Achieving with others





What should UN Employees Keep in mind in terms of leveraging experiences for career development?

Testing, Learning and Scaling New Ways of Working

UN Employees at the Frontier of Global Challenges

Testing, Learning, and Scaling New Ways of Working

1. Pilot Small Experiments

Choose one process or tool to improve and test it with a small group before scaling. Document what works and what doesn't.

2. Use Feedback Loops

Set up regular check-ins (e.g., weekly retrospectives) to gather feedback from peers and stakeholders on new approaches.

3. Track Metrics Early

Define simple success indicators (e.g., time saved, engagement level) and monitor them to assess the impact of new methods.

4. Create a “Fail Forward” Culture

Share lessons learned from failed experiments in team meetings to normalize learning from setbacks.

5. Build a Scaling Plan

Once a new way of working shows promise, create a step-by-step plan to roll it out more broadly, including training and support you need to succeed.



Continuous Learning and Development

Experience, Exposure and Education



Continuous Learning and Development

1. Set a Monthly Learning Goal

Choose one skill or topic to explore each month and dedicate time weekly to learning (e.g., 1 hour every Friday).

2. Join or Start a Learning Circle

Create a peer group to discuss articles, share insights, or co-learn new tools or frameworks.

3. Use Microlearning

Break down learning into small, manageable chunks—watch a 10-minute video, read a short article, or try a mini-course.

4. Reflect and Apply

After learning something new, write a short reflection on how it applies to your work and try to implement it within a week.

5. Track Your Learning Journey

Maintain a digital or physical learning journal to record what you've learned, how you applied it, and what impact it had.



Positioning Skills for Future Roles

How to Document Your Contributions

Positioning Skills for the Future

1. Keep a “Wins” Folder

Maintain a document or folder where you log achievements, positive feedback, and successful projects with dates and outcomes.

2. Use the STAR Method

When documenting experiences, structure them as Situation, Task, Action, and Result to clearly convey your impact.

3. Create a Skills Inventory

List your technical, soft, and leadership skills, and update it as you gain new experiences or training.

4. Build a Portfolio

Collect samples of your work (e.g., reports, presentations, designs) in a digital portfolio to showcase your capabilities.



Q&A Session

Open Floor for Questions
Interactive Discussion



Recommended Sessions


#Career Clinics

CBI for applicants

17 June, Tuesday

New York 07:30-08:30
Copenhagen 13:30-14:30
Nairobi 14:30-15:30
Bangkok 18:30-19:30

Register from the Inter-Agency Career Week 2025 page



Megan McAdams-Riddan
Team leader,
Talent Development team,
UNOV/UNODC

Wanda Karen Mueller-Plante
HR Partner,
Talent Development team,
UNOV/UNODC

Andrea Kientz
Head of Talent Development and
Performance Management,
UNDO

Maria Fernandez de Mesa
Senior Coordinator, HR and People
Strategy,
UNDO

DAY 2/SESSION 4 - CBI FOR APPLICANTS (UNIDO, UNOV/UNODC)

- Tuesday, June 17, 2025 - 13:30 to 14:30 CEST
- English
- Career Clinic
- UNIDO, UNOV/UNODC

#Keynote Session

A Holistic Approach to Career Development

18 June, Wednesday

New York 09:00-10:00
Copenhagen 15:00-16:00
Nairobi 15:00-17:00
Bangkok 20:00-21:00



Michael EMERY
Director of Human Resources,
IOM

Register from the Inter-Agency Career Week 2025 page

DAY 3/SESSION 5 - A HOLISTIC APPROACH TO CAREER DEVELOPMENT (IOM)

- Wednesday, June 18, 2025 - 15:00 to 16:00 CEST
- English
- Keynote Speakers
- IOM

#Panel Discussion

Navigating and supporting the careers of women in the UN system

19 June, Thursday

New York 13:30-14:30 Copenhagen 19:30-20:30
Nairobi 20:30-21:30 Bangkok 00:30-01:30



Christian F. Saunders
Under-Secretary-General and
Special Coordinator on improving
the United Nations response to
sexual exploitation and abuse,
OSCEA

Tolulope Agiri
Deputy Director and Head
of Human Resources,
ICAO

Obianuju Osude
Diversity, Equity, and
Inclusion Specialist,
UNOPS

Register from the Inter-Agency Career Week 2025 page

DAY 4/SESSION 8 - NAVIGATING AND SUPPORTING THE CAREERS OF WOMEN IN THE UN SYSTEM (ICAO, UNOPS, UN SECRETARIAT)

- Thursday, June 19, 2025 - 19:30 to 20:30
- English
- Panel Discussion
- ICAO, UNOPS, UN Secretariat

#Keynote Session

Keynote Address by David Bearfield

20 June, Friday

New York 09:00-10:00
Copenhagen 15:00-16:00
Nairobi 15:00-17:00
Bangkok 20:00-21:00



David Bearfield
Director of Office of Human
Resources, UNDP

Register from the Inter-Agency Career Week 2025 page

DAY 5/SESSION 5 - KEYNOTE ADDRESS BY DAVID BEARFIELD (UNDP)

- Friday, June 20, 2025 - 15:00 to 16:00 CEST
- English
- Keynote Speakers
- UNDP



UN Inter- Agency Career Week 2025 Agenda

16 - 20 June



	Monday, 16 June	Tuesday, 17 June	Wednesday 18 June	Thursday 19 June	Friday, 20 June
03:00-04:00 (New York) 09:00-10:00 (Europe) 11:00-12:00 (Nairobi) 15:00-16:00 (Bangkok)	Pres (E) - Embracing Your Career Journey in a VUCA World - Unlocking the Power of Learning Agility	Pres (E) - Your career is more than your next job	PD (E) - Career Conversations with colleagues on Inter-Agency mobility	Pres (E) - Skills for the Future of Work	Pres (E) - NextGEN Talent Acquisition: Insights from Recruiters
04:30-05:30 (New York) 10:30-11:30 (Europe) 12:30-13:30 (Nairobi) 16:30-17:30 (Bangkok)	Pres (E) - Charting your Blue Ocean: Identifying Emerging Opportunities and In-Demand Roles	PD (F) - Conversation de Carrière (Parcours Leadership)	Pres (E) - Navigating Inter-agency moves: key questions to consider	PD (F) - Conversations de carrière avec des collègues sur la mobilité inter-agences	Pres (E) - Demystifying Job Searching in the UN System
06:00-07:00 (New York) 12:00-13:00 (Europe) 14:00-15:00 (Nairobi) 18:00-19:00 (Bangkok)	Clinic (F) - Optimisez votre PHP : Clés pour une Candidature Réussie	Clinic (F) - Entretien basé sur les compétences pour les candidats	Clinic (F) - Réseautage Stratégique : Créer des liens, créer des chances	Pres (E) - Your application and the process	PD (E) - Recruitment for Global Impact: Insights from Non-Governmental Organizations
07:30-08:30 (New York) 13:30-14:30 (Europe) 15:30-16:30 (Nairobi) 19:30-20:30 (Bangkok)	Clinic (E) - Successfully crafting your Personal History Profile / P11	Clinic (E) - CBI for applicants	Clinic (E) - Demystifying Networking for Career growth	Clinic (E) - Career Pivot into the Private Sector	PD (E) - How Volunteering Shapes Future Careers
09:00-10:00 (New York) 15:00-16:00 (Europe) 17:00-18:00 (Nairobi) 21:00-22:00 (Bangkok)	Keynote Speakers (E) - Pursuing your Success : Skills for Career Development	Keynote Speakers (E) - Unlocking Career Potential: The Power of Continuous Learning and Training	Keynote Speakers (E) - A holistic approach to career development	Keynote Speakers (E) - Onto the Balcony: Leadership Insights from a Personal Journey	Keynote Speakers (E) - Keynote Address by David Bearfield (UNDP)
10:30-11:30 (New York) 16:30-17:30 (Europe) 18:30-19:30 (Nairobi) 22:30-23:30 (Bangkok)	Pres (E) - Your Personal Journey	PD (E) - The Leadership Equation: Integrity, Innovation, and Impact	PD (E) - Getting into the international professional category - Moving to a different UN Organization	PD (E) - Career Conversations with colleagues on Interns and Fellows	Pres (E) - Creating Your Personal Learning Strategy
12:00-13:00 (New York) 18:00-19:00 (Europe) 20:00-21:00 (Nairobi) 00:00-01:00 (Bangkok)	Pres (S) - El CV como herramienta de impacto	Pres (E) - Branding from the Inside Out: Authenticity and EQ in Action	Clinic (S) - Desmitificando el Networking para el Crecimiento Profesional	Pres (E) - From Federal to Civilian: Resumes & Job Search Strategies	Clinic (S) - CBI para solicitantes
13:30-14:30 (New York) 19:30-20:30 (Europe) 21:30-22:30 (Nairobi) 01:30-02:30 (Bangkok)	Pres (E) - A Mind-Blowing Tour of AI Tools to Accelerate Your Career	PD (S) - Voces de Impacto: Liderazgo que Transforma	Pres (E) - Resilience and Adaptability in times of change: "Bending without breaking"	PD (E) - Navigating and supporting the careers of women in the UN system	Pres (E) - CV writing - transforming tasks into achievements
15:00-16:00 (New York) 21:00-22:00 (Europe) 22:00-22:00 (Nairobi) 02:00-03:00 (Bangkok)	Pres (S) - Entrevistas de trabajo eficaces en el sistema de las Naciones Unidas	Pres (E) - Effective Interviewing Skills in the UN	Pres (S) - Cómo completar un perfil para solicitar un puesto de manera efectiva	Pres (E) - Step Into your Future: How to set big goals and unlock your potential as a leader	Pres (E) - Reset and Recharge: Reconnecting with what grounds us



THANK YOU! MERCI ! ¡GRACIAS!

The presentation, recording and other resources will be shared on our dedicated Inter-Agency Career Week Page.

Please fill out the [Evaluation Survey](#). Your feedback matters to us!



If you have any questions, please reach out to learning@unido.org