



My Career Journey

Presented by

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Presented to

*NABA, University of Texas at
Arlington*

Wednesday, September 6, 2023

12:00 noon - 1:00 pm



NABAINC™

Today's Flight Plan



Introduction

My Career Journey

My NABA Journey

Navigating Your Career Journey

ACAP (Accelerated Career Awareness Program)

Appendix (Toolkit)

My Career At-A-Glance

CAREER AWARENESS & DEVELOPMENT:

- Targeted Coaching & Mentoring
- Career Transitions Resources
- Accelerated Career Awareness Program (ACAP)
- Project MALE (group mentoring for African American males)
- Adjunct Human Development Professor
- College Internship Program

HUMAN RESOURCES & TRAINING:

- ADA/Career Transitions Resources
- Business Acumen
- New Leader Onboarding HR Workshop
- Emerging Leadership Development Program
- ERP Implementations (PeopleSoft, SAP)
- Instructional Design/Facilitation
- College Relations and Recruiting
- College Internship Program Continuing Education for 120 CPAs

ACCOUNTING & AUDITING:

- Adjunct Accounting Professor
- VP--Financial & SEC Reporting
- Internal Audit Director
- Public Accounting

EDUCATION & CERTIFICATIONS:

Harvard Business School
(Executive Leadership Development Institute)
Masters in Professional Counseling
Masters in Human Resources & Training
Bachelors in Accounting
Certifications: CIA, CPA, PHR

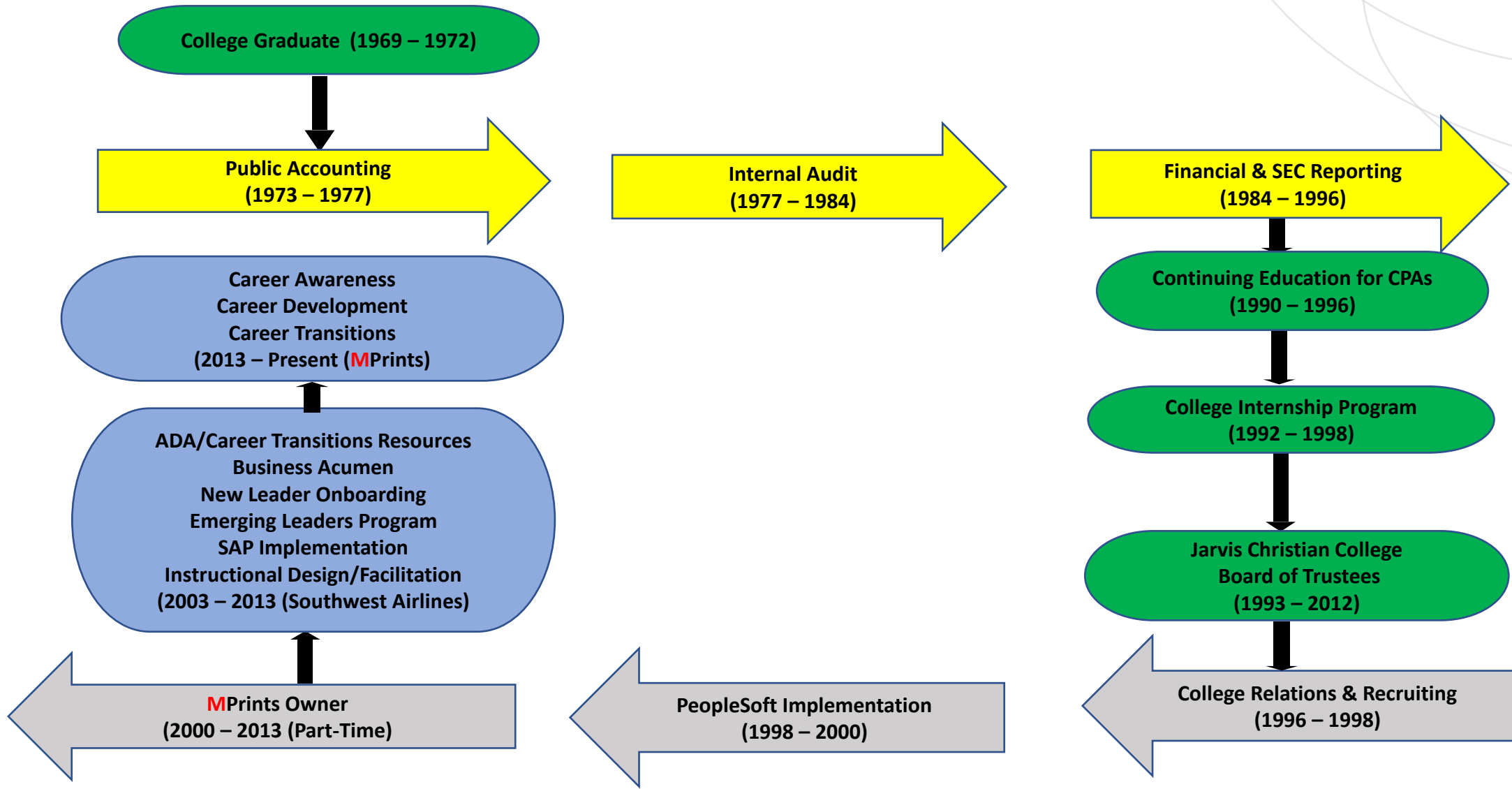
PAST EMPLOYERS:

MPrints (Owner)
Southwest Airlines Co. (Retired)
North Lake College
Associates First Capital Corporation
KPMG, LLP



*Odell L. Brown
(Retired)*

Odell's Career Journey





My NABA Journey (1975 – Present)

Local

- Chapter Secretary
- Chapter President
- ACAP Executive Director
- Professional Development Chair
- Outstanding Member Award
- Achievement Award
- 15th Anniversary Legacy Award (ACAP)
- Every Present Award (DFW Chapter)

Regional

- Regional Vice President
- Regional Board Member
- Student Conference Chair
- Regional Technical Sessions Chair
- Regional Award of Merit

National

- Lifetime Member
- National Awards Dinner Chair
- National Technical Sessions Chair
- National Board Member
- National Scholarship Committee Member
- National ACAP Task Force Member
- National Outstanding Member Award
- National Community Service Award
- National Achievement Award in Industry

Navigating Your Career Journey



Tips for Navigating Your Career Journey

Know Thyself (Who You Are at Your Core)

- Know and Live Your Purpose
- Know What You Value

Know What Success Looks Like for You (What are you aiming for?)

- Have some roadmap or plan to help you on your journey.
- Measure your success against your potential not against someone else's yardstick.
- Seek the advice of trusted mentors/friends (to avoid train wrecks before they happen).
- Enjoy the journey.

Be Prepared to Succeed

- Be technically competent
- Be socially acceptable
- Be politically astute



We All Have A Deep Soul- Level Need:



To be seen and valued

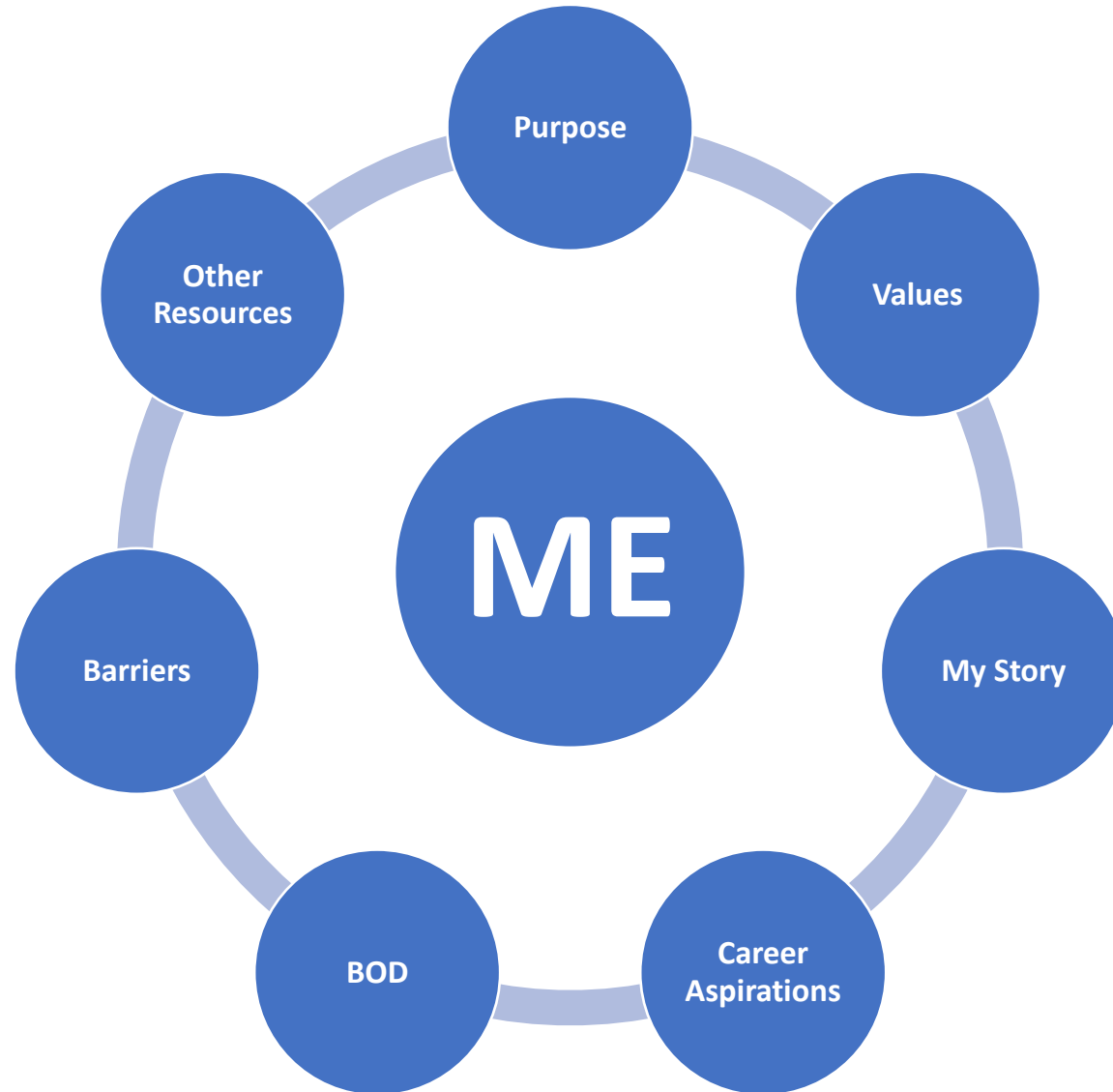


To connect and be in community



To be known and loved

Filters for Self-Discovery



Purpose: my "why"

Passion: my "what"

Gifts/Talents: My "how"

Self-Assessment Exercise

Your Name: _____; Your Major in College: _____

Instructions: As of today, and beside each circle below, list at least 2 to 3 items related to each of the circles.

- The process of looking at yourself in order to assess aspects that are important to your identity.
- Opportunity to make judgment about your learning process.
- You become an active participant in your own evaluation.
- It's an effective tool for tracking your career progress, achievement, and self-development.
- It empowers you to take control of your learning.



What Does It Take To Accomplish My Goal(s)?



Positive Mindset?
Education?
Training?
Skills/Talents
Reading/Studying?
Experience?
Time?
Intangibles?

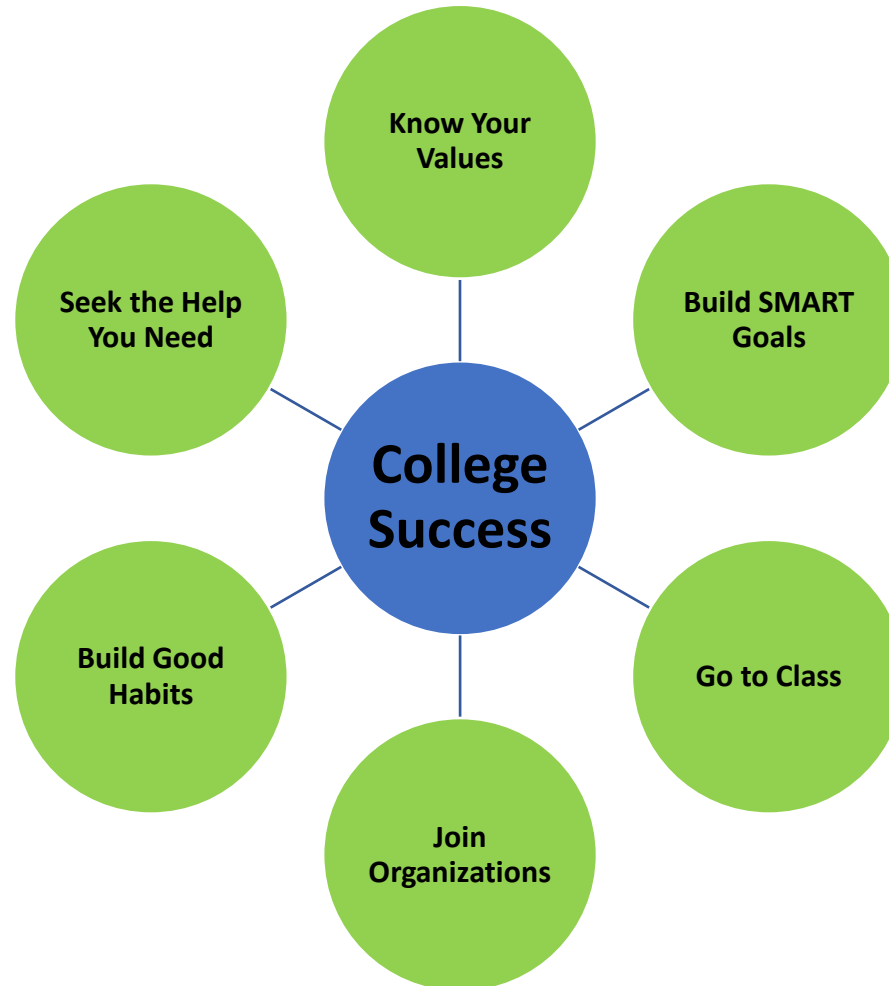
Lifestyle
You Want

To Do:

- 1.
- 2.
- 3.
- 4.
- 5.

College Success

Note: Discover your path to “success”. You get to decide what path to take. So, own that responsibility.



Essential Skills for College Students



Tips for Entrepreneurial Success



Personal Qualities:

- Personable
- Creative
- Versatile
- Resilient

Business Skills:

- Communication
- Salesmanship
- Strategic Thinking
- Ability/Desire to Learn
- A Deep Focus (stay the course)

Risks:

- Bankruptcy
- Financial
- Competitive
- Economic
- Political
- Environmental

Why Most Businesses Fail:

- Poor Leadership
- Mismanagement of Cash
- Poor Management

Some of My Favorite Quotes and Sayings

- If it is to be, it's up to me.
- Success is a journey, not a destination.
- Until purpose is discovered, existence has no meaning. (Dr. Myles Munroe)
- It is useless to keep track of time if there is no end toward which you are moving. (Dr. Myles Munroe)
- I can do all things through Christ which strengthens me. (Phil. 4:13)
- Failure is not falling down, it's just simply not getting up again.
- When I die, will it matter to someone else that I once lived?
- Things which matter most must never be at the mercy of things which matter least. (Goethe)
- What lies behind us and what lies before us are tiny matters compared to what lies within us. (Oliver Wendell Holmes)



Accelerated Career Awareness Program (ACAP)

www.dallasacap.com



Accelerated Career Awareness Program (ACAP)



Requirements (must):

Be a high school student (all grade levels) at the time of application.

Complete an online application.

Have a minimum of 2.0 GPA for Freshmen and Sophomores, or a minimum of 2.5 GPA for Juniors and Seniors

Obtain two (2) letters of recommendation (from teachers, counselors, coaches, bosses, ministers, etc., but not family members).

Write a 100-word essay (included in the online application).

Include an unofficial high school transcript.

Complete a scheduled interview.



Typical ACAP Timeline

January – March

April

May

Online Application Available

Recruitment Process:

- ACAP Information Sessions
- Selected School Visits

Draft ACAP Week Curriculum

Initiate Preliminary Fundraising Efforts

Review ACAP Applications; Follow up with Candidates as Necessary

Follow up with Fundraising Efforts

Confirm the ACAP Interview Team

Review Preliminary Staffing Needs

Continue Drafting the ACAP Curriculum

Conduct Host School Site Visit

Conduct ACAP Interviews

Confirm Session Speakers

Select and Notify Students

Finalize ACAP Curriculum

Prepare for ACAP Orientations (Students and Parents)

Confirm Staffing Needs



June: ACAP Week

(Students are Thoroughly Immersed on a College Campus)





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Appendix (Toolkit)



What's Important To Me in Choosing A College

Note: It's important to know what you are looking for in a college or university. Do the following:

Column 1: List five (5) things that are important to you in choosing a college or university.

Column 2: The highest rating is already given. There is nothing to do here.

Column 3: Rate the value in Column 1 in terms of importance to you from 1 to 10, 10 being highest.

Column 4: Rate that same value as it relates to the college/university you will be attending.

Column 5: List any explanatory comments.

Value (What's Important)	Ideal Rating	My Rating	My College: -----	Comments
	10			
	10			
	10			
	10			
	10			
Total	50			

It is easier to succeed at something that you are passionate about.

What Are My Anxieties ?

(What Do I Fear About College Life?)

Note: In Column 2 below, select (mark "x") your top 3 fears or anxieties as you enter college life.
In Column 3, list several things you will do to minimize your fears.

Some Common Fears	My Top 3 (Mark "X")	Things I Will Do to Minimize My Fears
Sharpening my Study Skills		
Time Management Skills		
Working on my Reading Skills		
Planning to Write a Lot		
Being Assertive		
Procrastination		
Taking Care of Myself (sleeping, exercising, eating healthy, etc.)		
Learning to Laugh at Myself		

Tips for College Success

Activity: Thing to Do	Comments
Know Your Values	<ul style="list-style-type: none">• Knowing your values helps you to stay focused.• Recognize what's important to you.• Minimizes falling into comparison tags.
Build SMART Goals	<ul style="list-style-type: none">• SPECIFIC: Identify your task.• MEASURABLE: Determine how you'll measure your goal.• ACHIEVABLE: Create realistic goals that you have some control over.• RELEVANT: Focus on goals that will guide you toward your idea of success.• TIME-BOUND: Set a deadline for yourself to stay on task.
Go to Class	<ul style="list-style-type: none">• Show up for class each day.• Develop a routine: study; read, etc.• Take learning seriously; take effective notes.• Know your learning style.• Attend office hours. (Communicate with your Professors.)
Join Organizations	<ul style="list-style-type: none">• Get involved.• Create a sense of community.• Good way to make new friends. Build and leverage relationships• Prevents feelings of isolation or loneliness.
Build Good Habits	<ul style="list-style-type: none">• Accept responsibility for your success. Don't quit.• Get sleep, exercise, and eat healthy. (Maintain good mental, physical, and spiritual health.)• Practice advocating for yourself.• Focus on getting the most out of your college experience.• Develop good self-awareness, self-management, and self-discipline.
Seek the Help You Need	<ul style="list-style-type: none">• Consult with the school's Career Counselors.• Ask the Teaching Assistants (TA's).• Use tutoring services (workshops, group study sessions).• Ask your Professors (know their office hours).• Seek mentors.• Seek professional help if needed.

What's Important To Me (Things I Value)

Note: It's important to know what you value and/or what you are looking for in life. Do the following:

Column 1: List five (5) things that are important to you in life, work, etc.

Column 2: The highest rating is already given. There is nothing else to do in this column.

Column 3: Rate the values in Column 1 in terms of importance to you from 1 to 10, 10 being highest (threshold).

Column 4: Rate that same value as it relates to your current reality.

Column 5: List any explanatory comments.

Values (What's Important To Me)	Ideal Rating	My Acceptable Rating	Current Reality	Comments
	10			
	10			
	10			
	10			
	10			
Total	50			

It is easier to succeed at something that you are passionate about.

Personal Reflections: _____, Slide 1 of 2

Remember: Knowing what I want out of college and/or out of life is important for my success. I must be sure that I measure my success against my own potential as opposed to someone else's yardstick.

Questions	Comments: What I Want As It Relates to the Question
College Life: What do I want out of college?	
Success: What does "success" look like to me?	
Past Success: When have I felt successful in the past?	
Future Self: When I think of a future version of myself, what do I see?	

Personal Reflections: _____, Slide 2 of 2

Remember: Knowing what I want out of college and/or out of life is important for my success. I must be sure that I measure my success against my own potential as opposed to someone else's yardstick.

Questions	Comments: What I Want As It Relates to the Question
Time Away From Home: What is the longest time I have spent away from home?	
Greatest Concern—Independent Living: What is my greatest concern to transition to independent living?	
Bank Accounts: Listed what applies to me.	

Goal Setting

Specific

Well-defined. You know exactly what you seek to achieve.

Measurable

Quantifiable in a way that helps determine the goal has been achieved.

Achievable

A goal is within reach, largely because of your deep desire to attain it.

Relevant

The goal provides you a feeling of satisfaction and achievement.

Time-Bound

The goal is set to a timeframe to ensure continued, focused efforts toward attainment.

“Specific” is the who, what, why, and how of the goal: who will do the work? What will be done? Why is that important? How will you achieve the goal? How does doing this make you feel?

Goals should be simplistically written and should clearly define what you are going to do.