



IAM Global Conference 2024 – 13th June 2024
IAM Patrons - Career Pathways
John Green, Jason Glasson, Paul Gibbons

Career Pathways



Outcome

Share and develop thoughts and insight on how career pathways can help progress the sector and benefit individuals and organisations

The plan...

- Introductions and Patrons overview
- Career Pathways
- Jason & Paul's thoughts
- Your thoughts and questions
- Next steps



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Institute of Asset Management - Patrons



- Patrons are a group of corporate members committed to a high level of activity and engagement with the Institute
- Patrons help to shape the direction of the IAM and the development of the asset management discipline
- Benefits for Patron members include-
 - Priority involvement with projects and activities
 - Regular meetings with world leading practitioners
 - Direct engagement in development of the Institute
 - Exclusive member events and meetings

Patrons



- Patrons cover a wide range of sectors and functions across the world.
- Representation and input from asset owners and consultants and other asset management specialists
- Huge bank of knowledge and expertise top drive input to the IAM and wider Asset Management sector



Patrons Strategic Priorities



Clarify & Refresh Patrons Group Terms of Reference and Patrons Charter

Produce material from Patrons meetings and/or by Patrons

Publish agenda items and workshop topics well in advance

Recruit new and broader Patrons

Improve knowledge and best practice sharing between Patrons

Patrons feed topics into Council and other IAM committees to influence the direction of the IAM

Patrons Executive level briefings

Identify what outcomes Patrons can influence working together and publicise

IAM Strategic Plan



	July – September 2024	October – December 2024
Knowledge and Influencing	<ul style="list-style-type: none"> Establish and implement a process to generate and keep up to date a bank of material on topical areas chapters can use as a resource to engage on and respond quickly to topics in their geography (e.g. responding to government consultations, responding to press releases) Establish sector specific guidance groups 	<ul style="list-style-type: none"> Development way forward on asset management value and benefits Develop way forward on further 'big picture' type material Establish a process to capture and curate knowledge from the IAM Discussion Forum
Professionalizing	<ul style="list-style-type: none"> Plan for syllabus for academia Campaign to support better understanding and differentiation of membership grades and professional registration 	<ul style="list-style-type: none"> Establish CPD framework and requirements Establish model for new 'top up' qualifications Plan for new professional registration on journey to AMP Develop asset management career paths
Thriving Institute	<ul style="list-style-type: none"> Review pilots of transform model Reviewed and if necessary revised code of conduct to support transform model 	<ul style="list-style-type: none"> Understand changes required to articles and byelaws to enable transform model and chartership Establish IAM systems and website requirements for transform model to include learning journeys
Events	<ul style="list-style-type: none"> Virtual IAM Global Conference 	<ul style="list-style-type: none"> IAM NA Conference IAM UK Chapter Conference hosting GFMAM IAM Germany conference

Observations and principles

Multi-Disciplinary

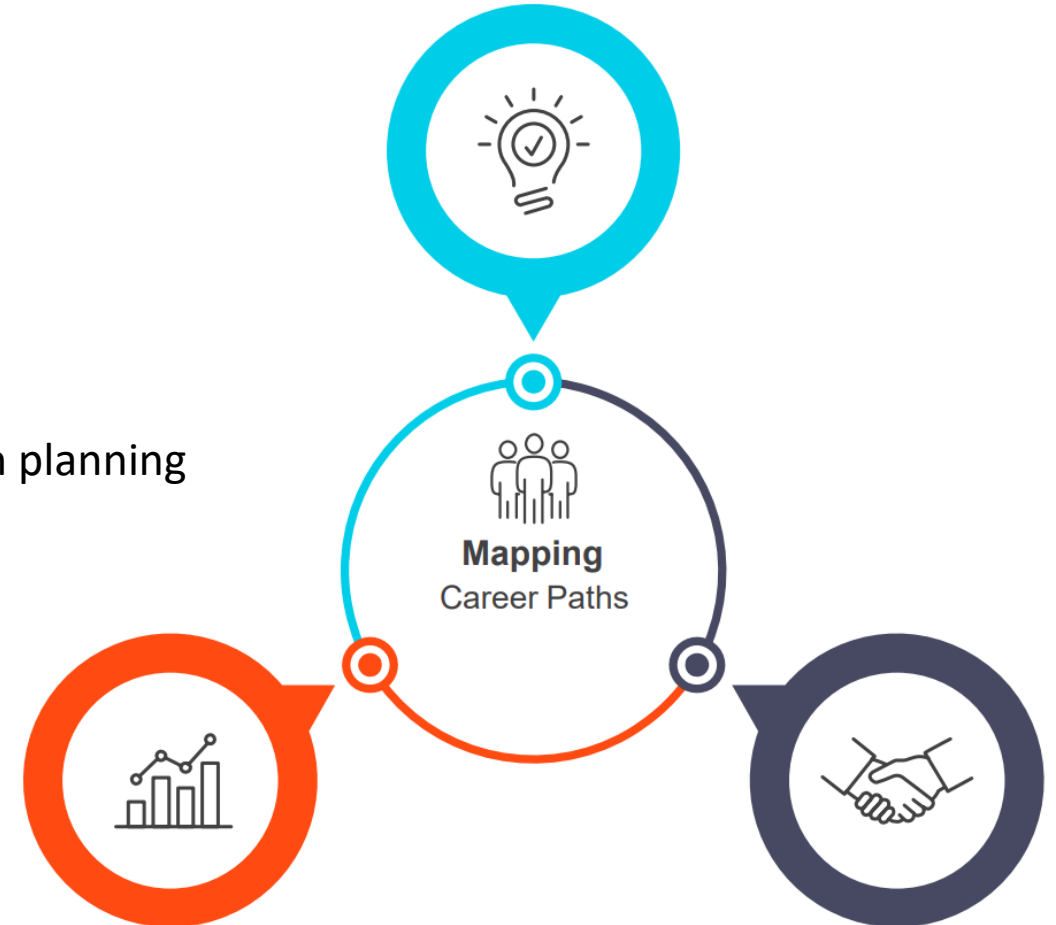
- Covers the variety of core disciplines in asset management
- Applicable across a variety of sectors
- Applicable to both generalists and specialists

Individual and Organizational Use Cases

- Can be used for job seeking and career planning
- Used by organizations for competency development and succession planning
- Used by institutions

Deployment and Support

- Interactive career planning tools
- Varying experience levels
- Credentials and courses

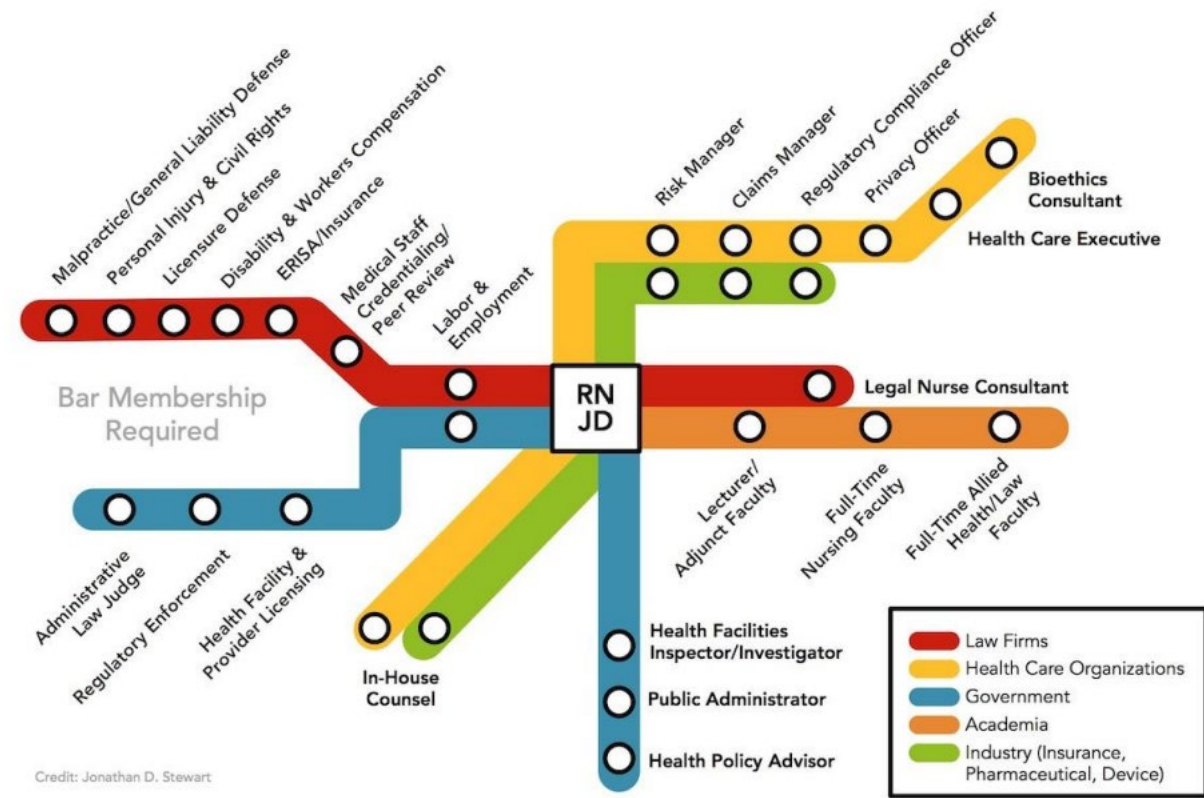


Career Pathways



Key Roles	
1	Policy development
2	Strategy development
3	Asset management planning
4	Implement asset management plans
5	Asset management capability development
6	Risk management and performance improvement
7	Asset knowledge management

Selected Career Paths for Nurse Attorneys



Credit: Jonathan D. Stewart

Career Pathways



Jason Glasson

Head of Asset Management Development

National Highways



Paul Gibbons

Asset Management Lead

Nuclear Decommissioning Authority

Your thoughts and questions



- How could asset management career pathways add value to you or your organisation?
- What's the most important aspect of an asset management career pathway?
- What resources would be helpful?
- Do you have any good examples?
- Any questions for the panel?



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Next steps



Important to identify entry points and target endpoints

Patrons will continue developing the approach

someone using the career pathways are looking to take the next step

We will need to use language that is familiar to them, not necessarily AM language

Would be good to identify the fundamental steps that take people to more senior roles in other professions

Continue the career pathways conversation on IAM Discussion forum

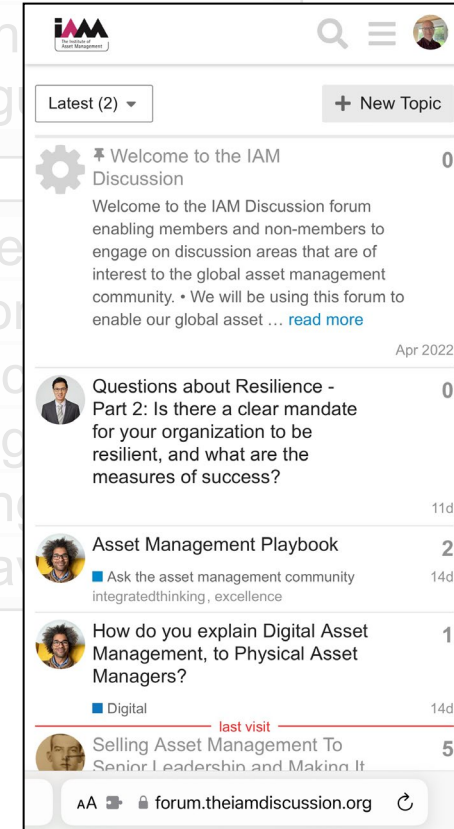
[Forum.theiamdiscussion.org](https://forum.theiamdiscussion.org)

Create a sense of belonging to a recognised discipline

Most valuable skills are joining-the-dots, integrating systems and enabling decisions

Thank you

Want to eventually make it so that people say "I'm in AM" in the same way as people working in IT



Need to use language that is familiar to them, not necessarily AM language