

FROM THE IDMA DESK



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CONTENT DEVELOPMENT
IDMA

Navigate your Data Management Career

Understand Your Current Career Stage

For many, careers can take twists and turns and it isn't always clear what will be the next step in our professional development journey. We are fortunate that our profession supports organizations as they embrace data-driven innovation, decision-making, and strategic growth – topics that can contribute to the success of any insurance organization in the 21st century.

When it comes to our careers, the opportunity for a little self-reflection can't come too soon or often enough. At IDMA, we have asked some of our contributing thought-leaders to share their thoughts on career advice. Naturally, what emerged was a framework to help us understand the different stages of a data management career. In this article, we will start to define these stages; subsequent articles will build on these concepts and will include perspectives from others that can broaden how we approach this critical topic – career and professional development.

Career Stages



Newbie - The angst and excitement that come with the first day of your first professional job are hard to forget. During this stage, you'll learn ways to become adept at your tasks, but you may not fully recognize the potential of harnessing different skill sets and personal strengths to make a broader impact. Remember that professionals are viewed, in large measure, by how effectively they can execute fundamental tasks. (Growth tip 1: Be persistent in understanding how your work contributes to the organization and to its data management capabilities. This understanding will be the precursor to exploring skill development opportunities, discovering new personal interests, and contributing to the overall success of your team. Start to identify some career and professional development goals, track your progress with each one, and revise as needed.)



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Skill Development – In this stage, you may find yourself compelled by a new sense of urgency. Whether you are seeking a more advanced role or a promotion, the need to establish skill development milestones will become more critical. (Growth tip 2: Recognize that you are still in the early stages of your career. It is completely appropriate to explore different facets of the insurance industry, your organization, and data management. Continue to develop goals, track your progress toward those goals, and find opportunities to put new skills to use. Accept opportunities to work on different projects, to attend seminars and workshops on data management topics that interest you or are applicable to your role or goals, etc.)

Proficiency – Here, you may start feeling like things are suddenly coming together differently at work. You may recognize patterns and find yourself using your experience and skill set to take on new challenges or improve processes. You might also find yourself leading a small team and helping a few “newbies” with their development. At this stage, many professionals start to specialize in one or a few areas of data management, while others continue as generalists. Your circle of influence is starting to expand, and you may be expected to produce results at a higher level. Your learning journey is far from over. (Growth tip 3: Participating in professional associations, industry conferences, meet-ups, etc. can expand your reach, and a person at the Proficient stage should take advantage of as many opportunities as practical.)

Expert Adaptability – By this point, you have become proficient in one or more areas of data management. Your ability to navigate new roles and challenges is met with a higher degree of personal enthusiasm and confidence, and the organization continues to rely on you and your increased competencies. You are likely overseeing a larger team or function within your organization. You might be starting to be referred to as a thought-leader or influencer. Believe it or not, you are starting to build a personal brand. You could embrace this and demonstrate your expertise by writing articles, by speaking at a conference or other meetings, contributing to podcasts, etc. (Growth tip 4: Mentoring others will allow you to gain new and diverse perspectives that will make you a better leader and a more reliant data management senior professional.)

Authority – Congratulations, you have done well. You may be leading a major division or function within your organization, or you have become a recognized authority in other ways. Your impact is elevated by your ability to empower others, drive clear action toward identified goals, and develop resiliency in the organization’s culture, especially your data management specialty areas. Explore new topics to learn and new ways to demonstrate your extensive skills and competencies. (Growth tip 5: Pay it forward. Be the mentor and resource you had earlier in your career. Find ways to contribute to the industry and the data management community.)

Conclusion

Every professional, in every field, should be aware of the need to have a career and professional development plan, and develop this plan at the start of their career, and throughout their professional life. IDMA can help all insurance data management professionals establish a plan for continually learning and developing skills and competencies in data management for the insurance industry. Take advantage of all that IDMA has to offer and become an active member of the insurance data management community.

Anne Marie Smith & Richard Morales



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HOW DATA COLLABORATION TRANSFORMS ORGANIZATIONS

ADAM MICO
PRINCIPAL, DATA AND ANALYTICS STRATEGIST AT MODERNA

In a thriving data culture, people already know that collaboration is a true necessity to a functional working environment. Even better, data collaboration is also key to transformative results. Traditionally, teams in any organization have worked in silos and kept information to themselves. here may be one reporting group for each department, with everyone else acting as a passive consumer of that group's output.



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FIVE LESSONS I LEARNED FROM AI HYPE

MERAV YURAVLIVKER
CEO AND CO-FOUNDER, DATA SOCIETY

For to many people, 2023 felt like the Year of the AI Proof of Concept – or depending on your longevity in the industry, the Year of AI Hype. The Magnificent 7 companies and the leading financial services players all had spent years investing in AI, but in 2023 there were a lot of new passengers on AI train. For those of us in the industry it was great to see so many people start to find value in AI.



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MOVING BEYOND DATA LITERACY AND DATA FLUENCY

BY NEIL RICHARDS
BI LEAD, JLL

Where do you stand on data literacy versus data fluency? And is it a debate worth having? Or should we focus on building confidence in data skills?

Although I used the term data literacy before coming to my current company, it was interesting to see that JLL uses the term data fluency. I completely understand why, since data fluency may be considered a little less intimidating than literacy, and those who haven't completed data literacy training are unlikely to enjoy calling themselves data illiterate.



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THREE NEW DATA RESPONSIBILITIES FOR TODAY'S MANAGERS

BY JANE CROFTS
FOUNDER, DATA TO THE PEOPLE

As Harvard Business Review has reported, only about a third of workers, at least in America, are interested in becoming managers. Most are perfectly happy remaining in their professional domain expertise. Even among those who aspire to management, I'm sure that many are hesitant about the HR, fiscal and budgetary responsibilities that come with this role.

Yet what we are seeing coming to life in the middle management zone of organizations is that there is yet another new responsibility that managers must adopt – a data responsibility.



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Valerie Logan
CEO & Founder, The Data Lodge
Chief Strategy Officer, Data Society Group



Jordan Morrow
SVP of Data & AI Transformation
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Common, HDFS, YARN, MapReduce, and Ozone are key modules in what popular open-source big data framework managed by the Apache Software Foundation?

- A. Snowflake
- B. Tableau
- C. Hadoop
- D. Slack

Submit your answer to team@idma.org.

A \$25 Amazon.com gift card prize will be awarded to the randomly-drawn person among the first five who solve the question correctly. **You may only guess one time.** The correct answer and winner's name will be published in next journal issue – August 2024 issue.

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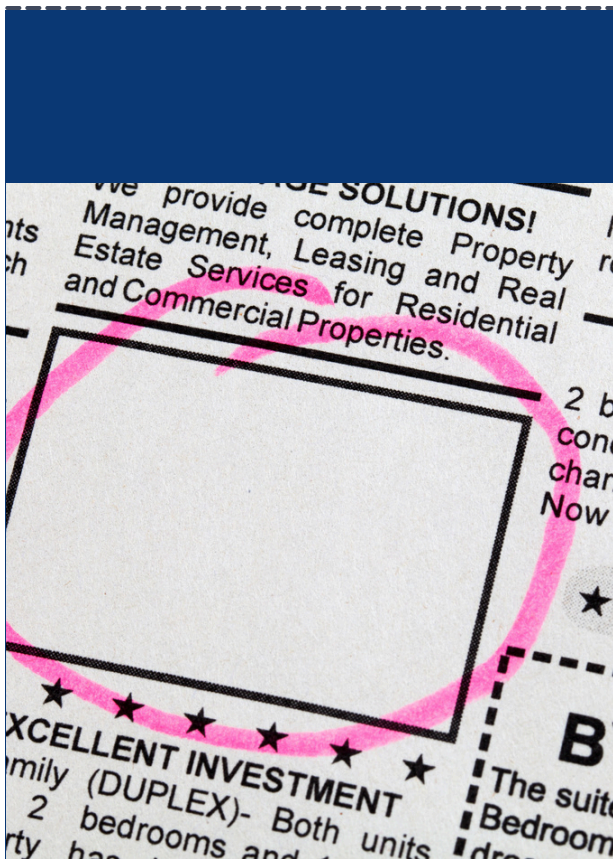
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Got an engaging idea on a data-related topic? We'd love to hear! Express your interest in contributing by reaching out to us at [Contact Information]. Let's shape the future of data management and inspire our readers together.

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