

# PURPOSEFUL CAREERS

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INITIATIVE



**QUINLAN**  
SCHOOL *of* BUSINESS

# FOR YOUR NEW START IN 2022

The Baumhart Center is pleased to invite senior leaders to apply for the Purposeful Careers Initiative. Take the steps in 2021 that will make 2022 the year you find new meaning in your personal and professional life.

The Purposeful Careers Initiative (PCI) seeks to equip highly accomplished professionals with the tools and support to reflect on their life journeys, examine pathways for greater purpose, and build a network of support for meaningful career exploration.

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## PCI offers leaders:

- Monthly learning sessions with accomplished and purpose-driven peers, supported by an expert facilitator
- Two one-on-one coaching sessions
- Assigned readings and reflection activities to help build upon your learning sessions and coaching





## LEARNING OBJECTIVES

PCI participants will benefit from facilitation, peer learning, and strategic counsel in the following areas:

- Understanding the power of leading with purpose
- Unpacking strengths, talents, and passions to develop purpose statements
- Designing a strategy to activate individual purpose
- Developing an implementation and action plan to put purpose into practice

## STRUCTURE

The 2021-2022 PCI cohort will meet monthly from September 2021 to February 2022. Each meeting will have a learning objective and will be structured to promote a high level of open peer exchange. Alongside these monthly meetings, members will participate in two individualized coaching sessions.

PCI will kick off with a half-day retreat in person on Saturday, September 18 from 8:00 a.m. to 12:00 p.m. (CT). From October through January 2022, the group will meet virtually on the third Wednesday of each month from 8:00 to 10:00 a.m. (CT) The final meeting in February will be in person from 8:00 to 10:00 a.m. (CT) and include a celebratory breakfast.



## FACULTY

### **NICOLE JOHNSON-SCALES**

Certified Coach and Executive Career Strategist

Nicole Johnson-Scales, founder of Design Your Professional Joy, is a certified career coach who helps executive leaders take control of their careers, develop their professional skillset and design more joyful, meaningful professional lives. No matter the situations her clients face—an unfulfilling role, a sense of disempowerment, a lack of balance, or uncertainty around the next step—Nicole helps them chart a path to the future and supports them at each step along the way. By guiding clients toward clarity around their talents, goals, and true intentions at work and beyond, Nicole helps them create and implement a strategy for moving away from uncertainty, frustration, and self-doubt to a place of courage, purpose, and growth that unlocks their full potential, both personally and professionally.

Nicole's work with clients draws from her own path in designing a joyful professional life as an executive with a 20-year career in leadership. Nicole has received numerous awards, including the National Diversity Council's Most Powerful & Influential Women and Chicago United Leader of Color. She is an Adjunct Professor at Lake Forest Graduate School of Management, holds an MBA from Olivet Nazarene University, and received her Coach Training Certification from Coach Training Alliance (CTA), an International Coach Federation (ICF) accredited program. Nicole is married and has two children.

# 2021 COHORT REFLECTIONS

Participants share takeaways from their PCI experience and the steps they have taken to pivot towards a more purposeful career.



## **RAMONA BURESS**

Associate Director, Diversity and Inclusion in Clinical Trials, Johnson & Johnson



## **STACY CROOK**

Director Investment Accounting  
Asset Allocation and Management, LLC



## **YOLANDA COLLINS**

Collaborative Workspace Manager, Program and Events Coordinator, Stanford Healthcare

“The most important thing that I learned from PCI is to listen to my inner voice and to turn off the negative talk that heightens debilitating fear and keeps me from implementing, executing, and completing work that contributes to my purposeful career journey.

It was great to be amongst a cohort of folks who are strong leaders with varying talents and skills that we have shared and used to pour into one another. The cohort provided a safe space for us all to share our fears and concerns but then an opportunity for us to build up one another through accountability.”

“The most important thing that I learned from PCI was in order to make an impact, you have to go beyond your comfort zone and take micro-steps to get there. You do not have to do everything in one big leap!”

“PCI offered a great mix of relevant program content and a cohort of amazingly talented professional; all endeavoring greater good and purpose in their life and careers. This program gave me the much-needed push and coaching and I’m making these new affirmations to myself: I decide my next, I have all the tools needed for my next, and I am ready NOW for my purpose filled next! Nicole is an amazing coach, but she also invited dynamic guest speakers that are renowned industry leaders who are driving sustainable change while doing good!”

# 2021 COHORT REFLECTIONS

Members of the 2021 cohort share takeaways from the PCI experience and the steps they have taken to pivot towards a more purposeful career.



## ALEXANDRA ESCOBAR

CEO, Affirming Voices



## VICKIE HENSON

Chief Content Officer, Second Thought Communications



## MARGARET JONES

Director, Programs, Revenue and Partnerships, Chicago Housing Authority

"Through PCI, I learned to actively challenge my limiting beliefs and give myself some grace. The activities we did encouraged us to get more organized and to hold myself accountable to 'bloom where I am, move forward, and expand.'

The powerful steps I have taken to move forward and expand are 1) prioritizing 'Affirming Voices' and saying 'no' to other opportunities that get in the way of its growth, and 2) co-authoring an educational leadership chapter tentatively titled *Standards to Infuse Culturally Responsiveness & Social-Emotional Skills in the Preparation of Transformative Educational Leaders.*"

"Being a part of the PCI 2021 cohort could not come at a more pivotal time in my career. I was going through the process of moving from years of corporate employment to independent consulting.

One of the most impactful lessons I received is in taking micro-steps to work toward my goals. Breaking down tasks that seemed overwhelming as a new start-up was a game-changer for me. I went from being stuck to chipping away at micro-steps that together helped me make great strides and gave me a sense of accomplishment. Overall, it was a life-changing experience."

"With PCI, I am more mindful of my leadership style and career trajectory. I've taken the time to learn who I am and what my strengths and weaknesses are. It's not about becoming more aware of your weaknesses, but taking the next step and actively addressing those weaknesses that affect your career.

The exceptional coaching I received from Nicole Johnson-Scales has influenced the trajectory of my career and caused me to develop my professional skills in ways I would not have been exposed to without involvement in PCI."

# 2021 COHORT REFLECTIONS

Members of the 2021 cohort share takeaways from the PCI experience and the steps they have taken to pivot towards a more purposeful career.



**GAVIN MORGAN**

Township Manager, Oak Park Township



**KATIE O'BRIEN-JENSEN**

Senior Program Manager, Community Affairs,  
ITW



**DAMIEN TRIMUEL**

Senior Manager, Financial Planning and  
Strategic Human Resources Projects,  
Northwestern University

"As a participant in the 2021 cohort of PCI, I was honored to meet and converse with other experienced professionals. The guided discussions facilitated by Nicole Johnson-Scales and the shared explorations with my fellow cohort members helped me embrace my strengths and passions and view them as a departure point to intentionally design my future work.

The diverse backgrounds of participants also gave me new perspectives for looking at my profession and furthered my professional and personal development. As a result of PCI, I feel like I have a new support system on which I can truly depend."

"Through my participation in PCI, both the independent learning and the group discussions informed by decisions about my next set of career goals.

Through the instructional coaching and deep reflections shared by others in my PCI cohort, I ultimately bloomed where I was planted – something I know with complete certainty would not have been achieved in the timeline it was without the critical skills and reflections I gained from PCI."

"I am happy to report that I was promoted within my company to a Senior Manager role in Human Resources during PCI. I had desired to work in Human Resources but lacked the structure for pursuing the appropriate positions.

The information PCI provided gave me the framework to seek out the right roles, ask critical questions for interviews for potential fit, and helped me secure the position I desired."



# TIMELINE

AUGUST 13

Applications are due by 5 p.m. (CT)

AUGUST 18

Applicants are notified whether they have been admitted

SEPTEMBER 18

Kick-off retreat launches the 2021-2022 PCI cohort

# COST

The PCI costs \$2500 for the year.

The cost includes:

- Six monthly learning sessions
- Two individualized coaching sessions with Nicole Johnson-Scales
- All food and drink
- All materials

# QUESTIONS

Please email [baumhartcenter@luc.edu](mailto:baumhartcenter@luc.edu) and include "PCI" in the subject line.