

Talent versus Networking power on the New Globalization Era



Philips International Institute, 1957-1989
Eindhoven International Institute, 1990-1994

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How globalization impacted PII-EII ex-alumni careers



Philips International Institute, 1957-1989
Eindhoven International Institute, 1990-1994

**This paper makes a short inquiry
on....**



Given following globalization shaping factors:

- Transition from corporative style to new identity of present multinationals
- Low expectancy of job security and impact in personal identity
- Choice pro-career versus vocational individual growth



And given the career expectation each alumni had, after PII/EII...

- the quest for stability in the job
- Social and family development in parallel to technical career
- the quest for passion in the job versus where can I find a job

...then, PEIAA community was asked to give a balance in terms of career and life realization.



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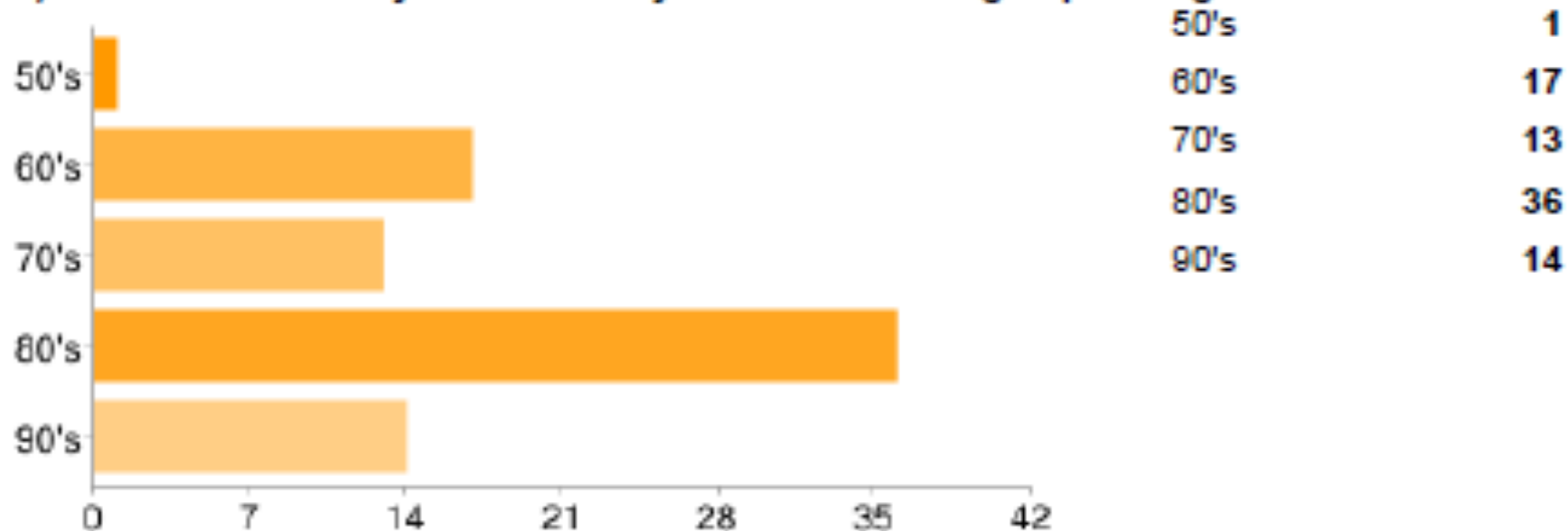
- An on-line questionnaire was distributed to more than 300 valid email addresses;
- 81 PEIAA members have replied



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This is the pool distribution with respect to PII-EII decade

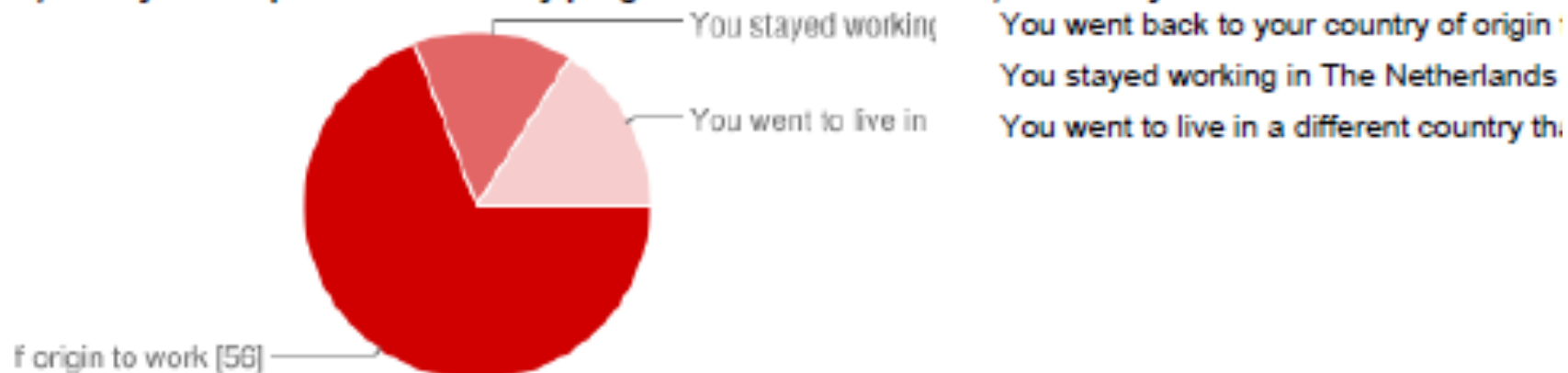
2) To which XX century decade does your PII/EII Alumni group belong to?



What about overall geographic trend?

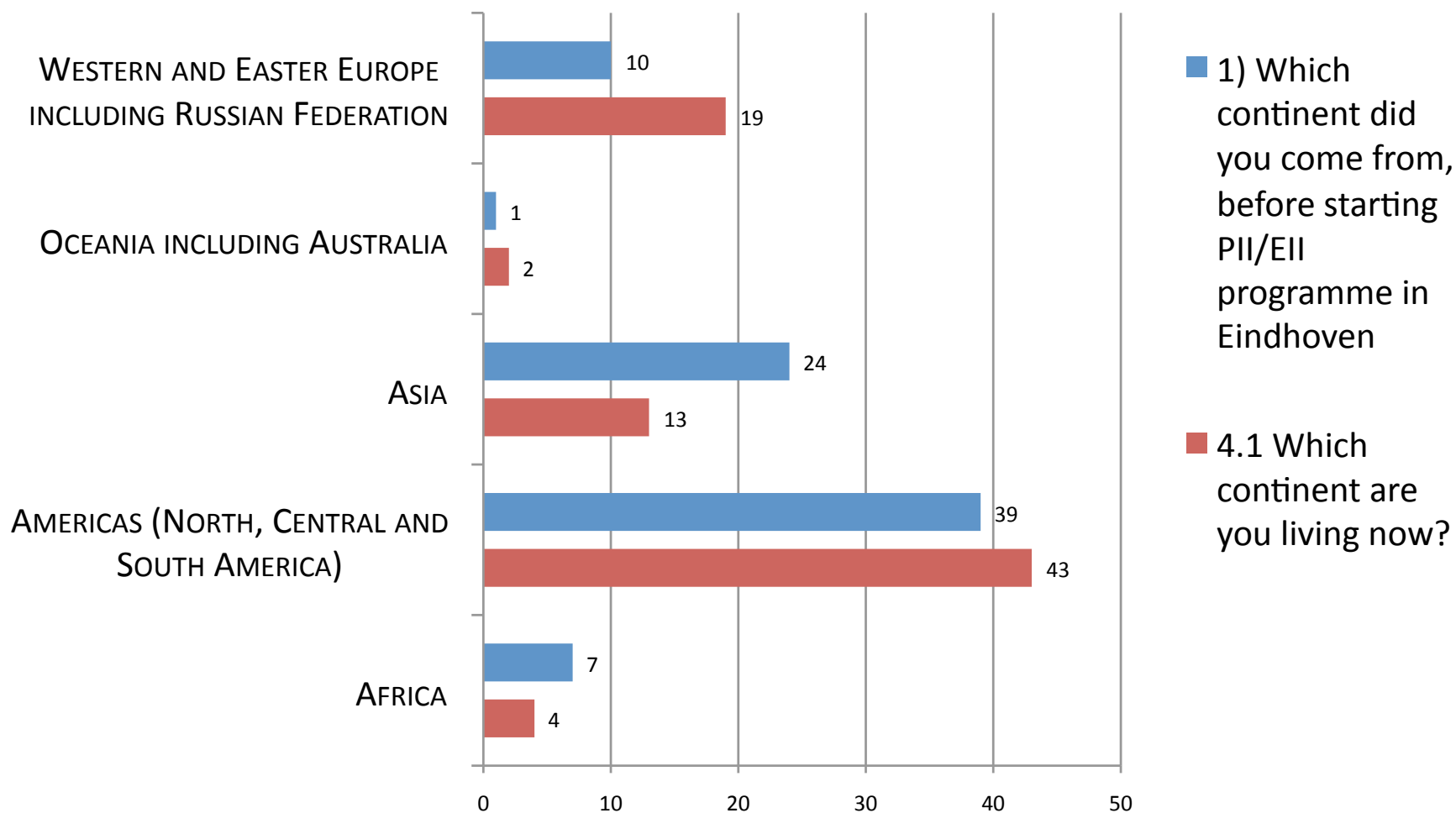
How many brought PII/EII experience back to own country versus 'brain-drain'?

3) After you completed PII/EII Study program in The Netherlands, what did you do?



- 56 people went back home
- 13 people went to live in a different country
- 12 people stayed in The Netherlands short after PII/EII

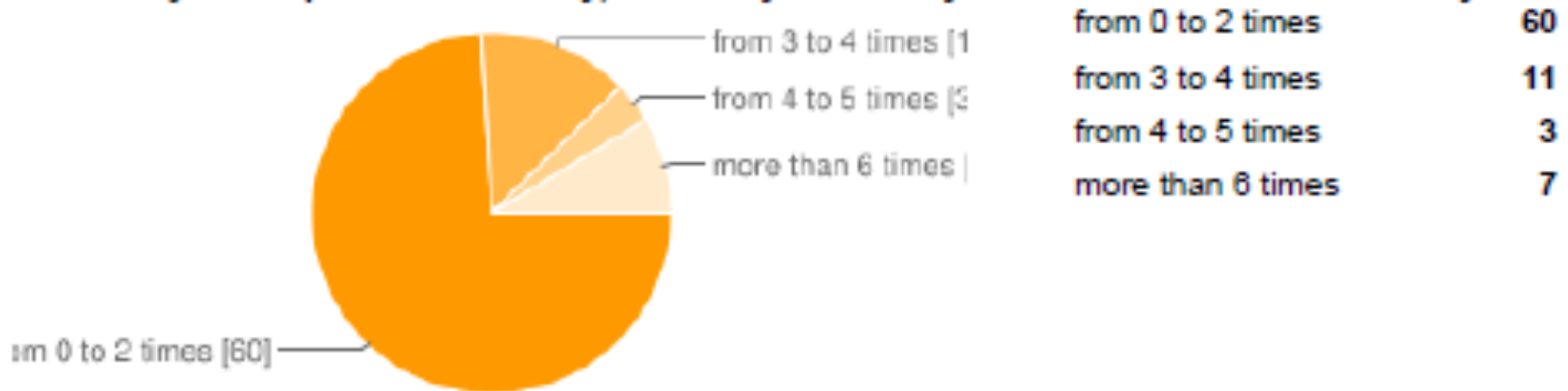
■ Geographical origin of participants



■ Present professional distribution

Who relocated, how many times and why?

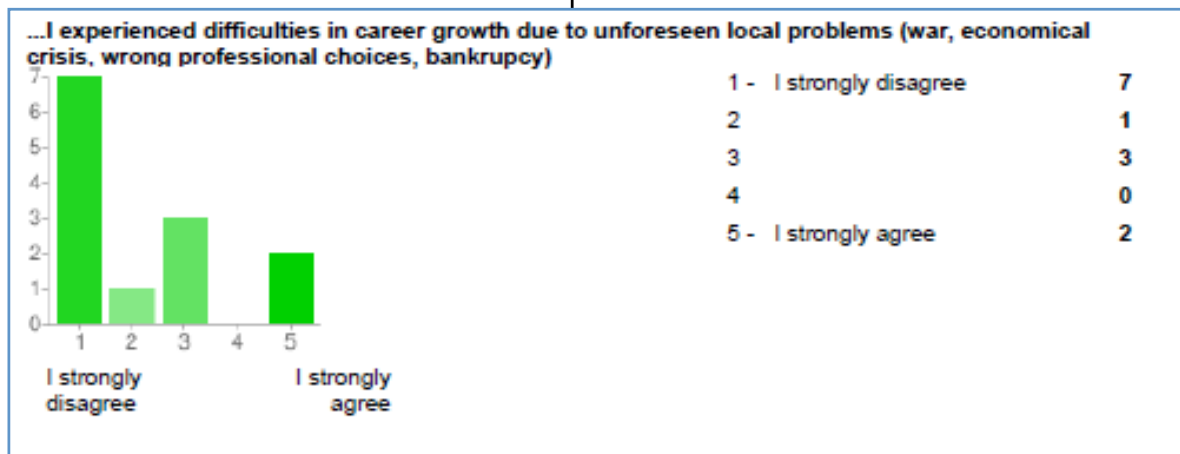
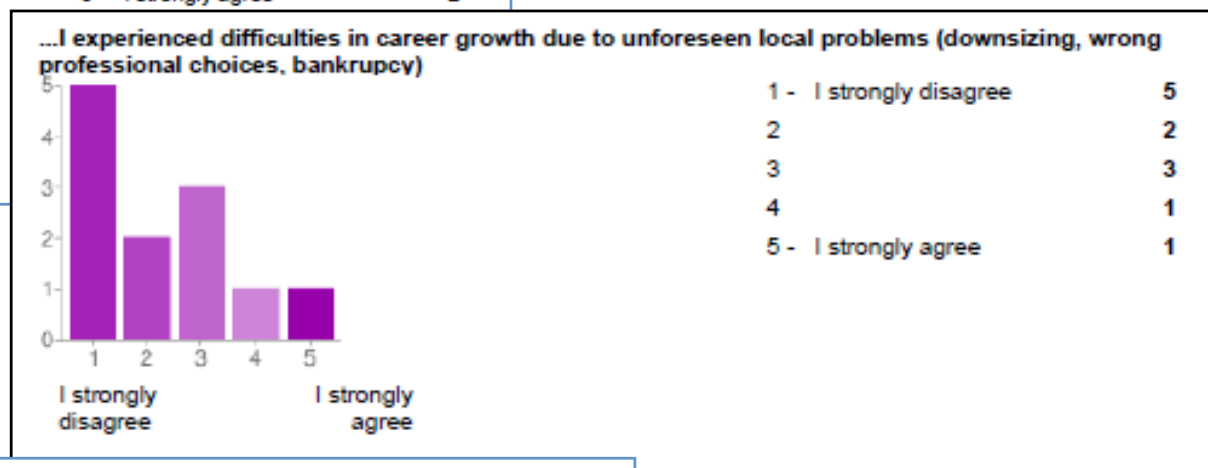
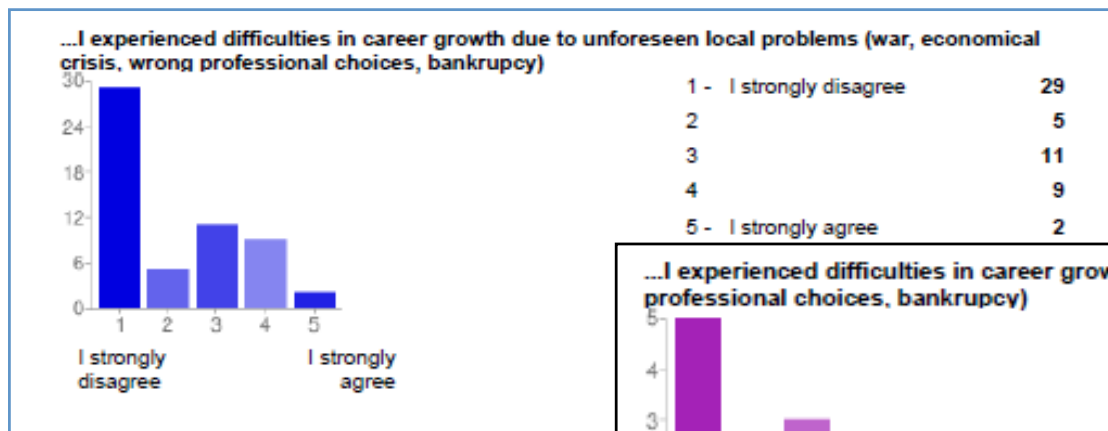
4.2 Since you completed PII/EII study, how many times did you relocate to a different country?



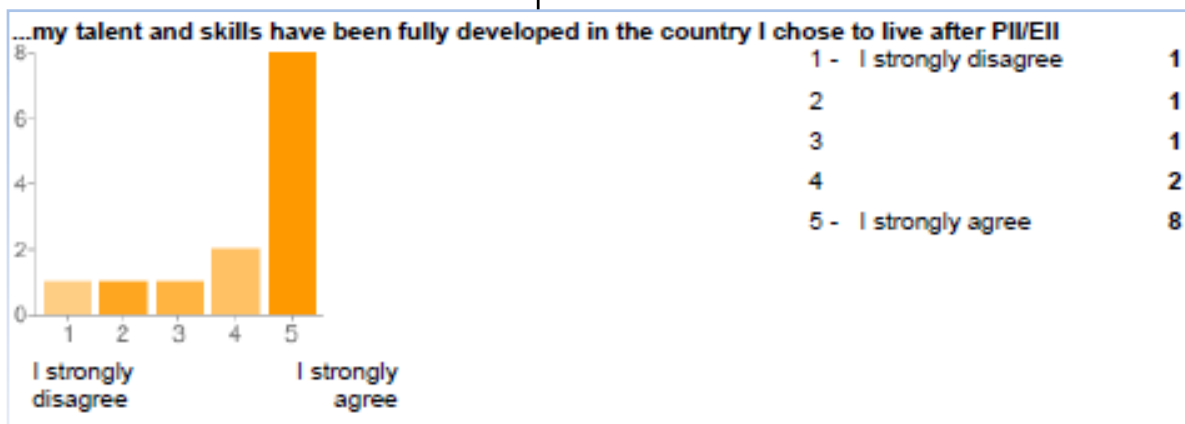
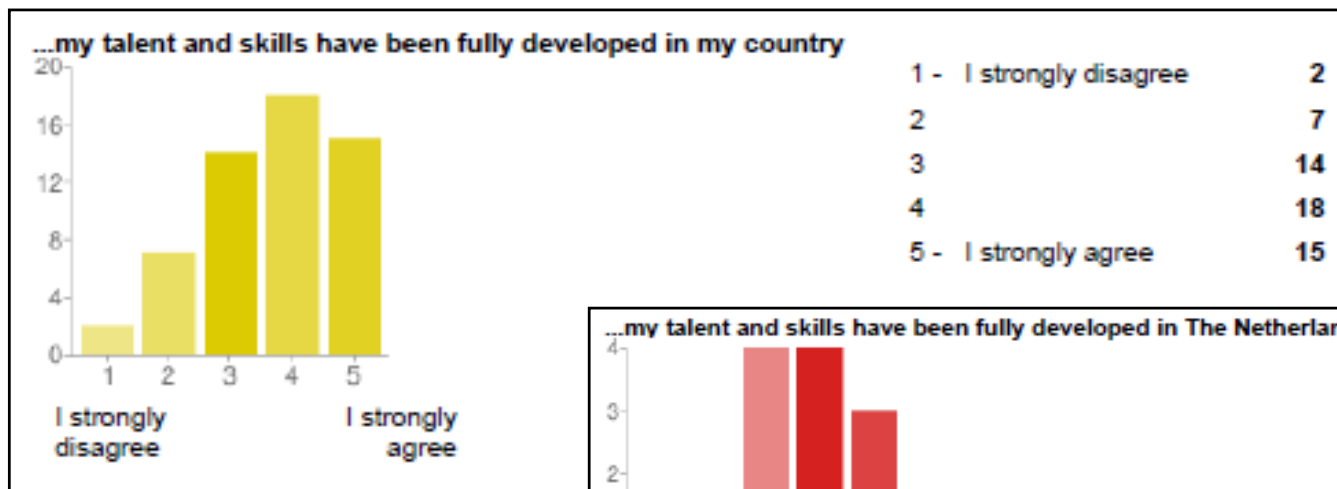
Main reasons to accept a different job and relocate

- 32 to get a career improvement (as an expat)
- 7 due to local difficulties (career problems, economical problems, war, political crisis)
- 11 made a free choice to live in another region/country
- 5 due to family reasons (marriage, join relatives, etc.)
- 3 due to downsizing of previous company and need to find job elsewhere
- 23 never relocated after PII/EII experience

Economical crisis, unforeseen difficulties: - the community experience dealing with uncertainties along the way.

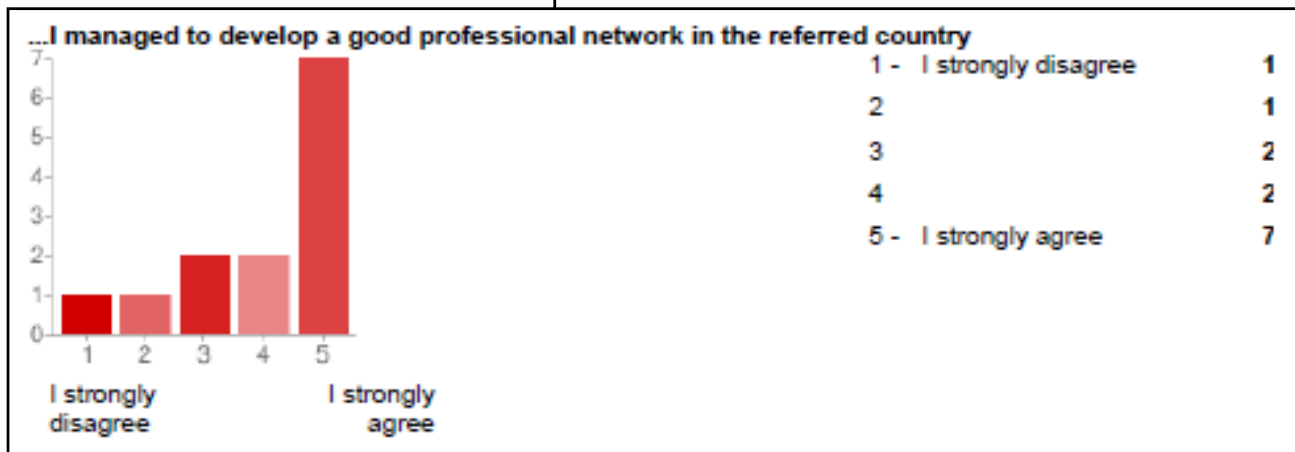
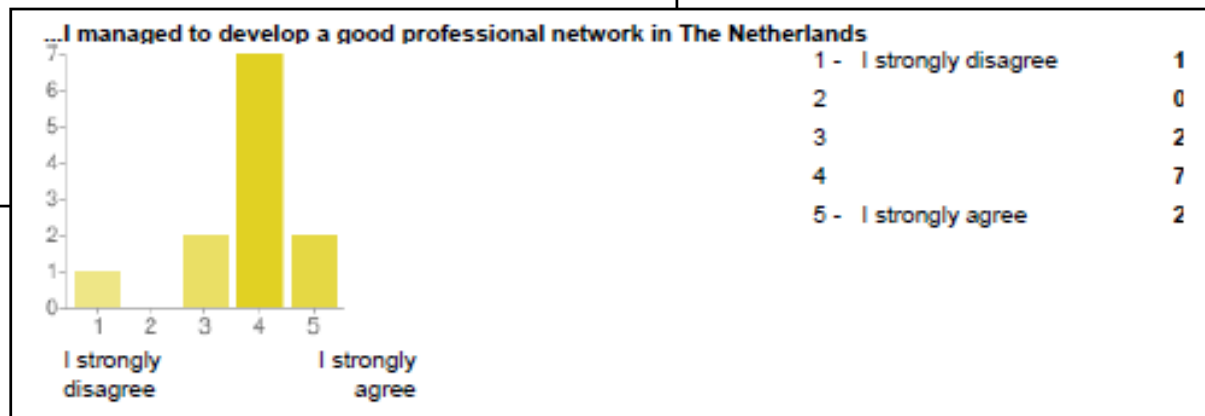
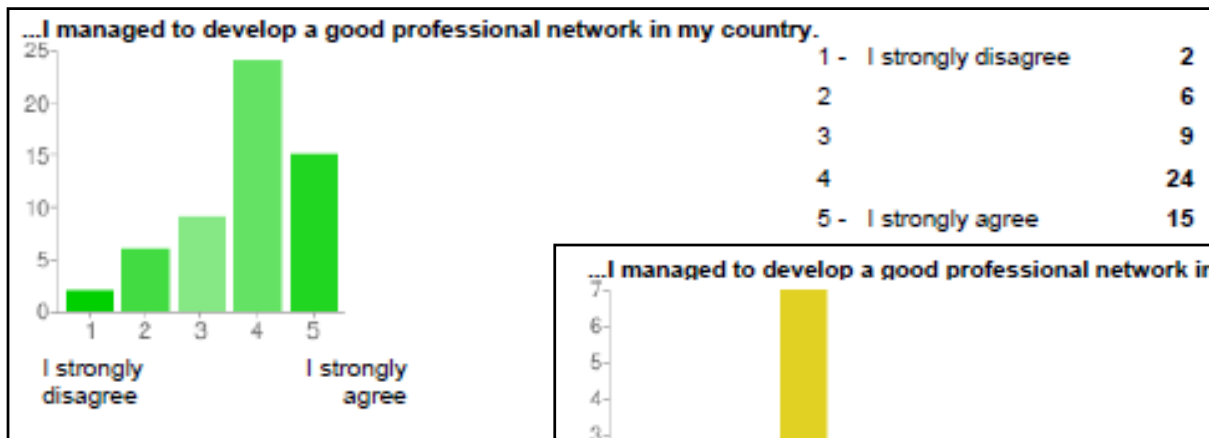


Along first decade after PII/EII, what is the opinion of community concerning talent & skills linked to professional development?

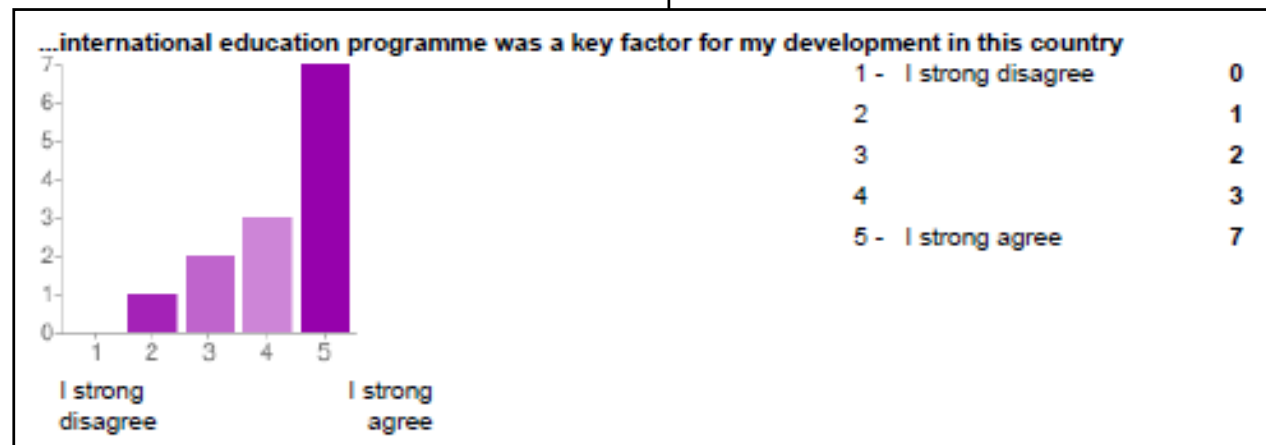
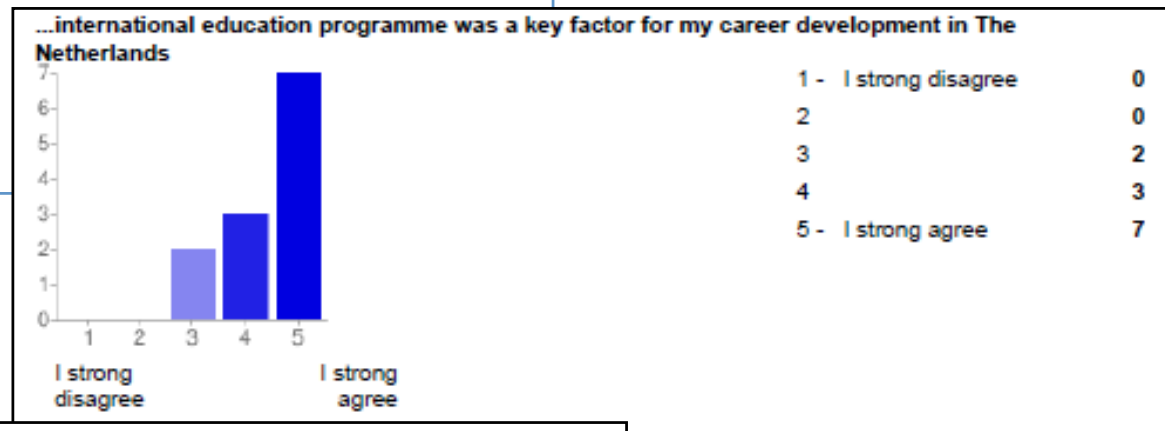
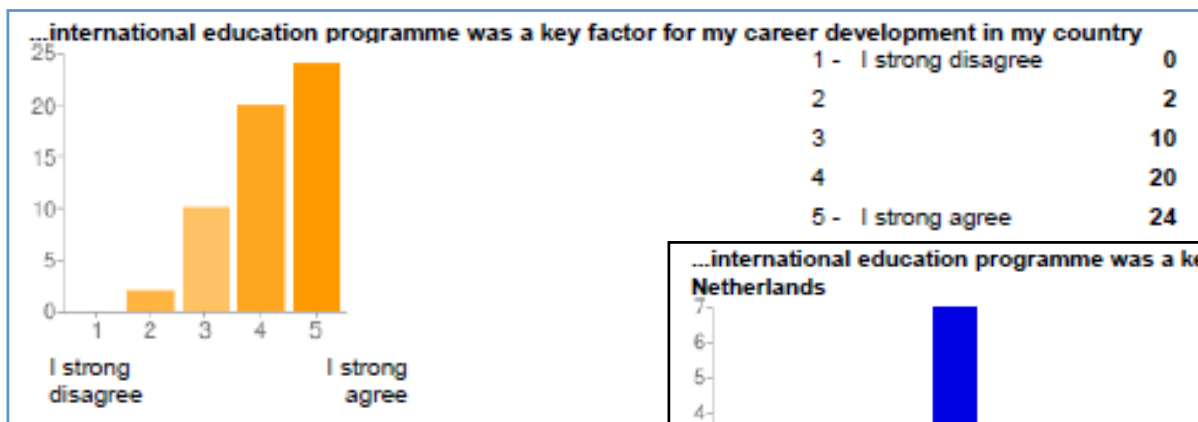


- In average, 62% of pool (sum of scores 4 and 5) strongly thinks their skills were developed shortly after PII-EII

In the same period, what is the opinion of community concerning networking power or political visibility, seldom useful to maintain employability?

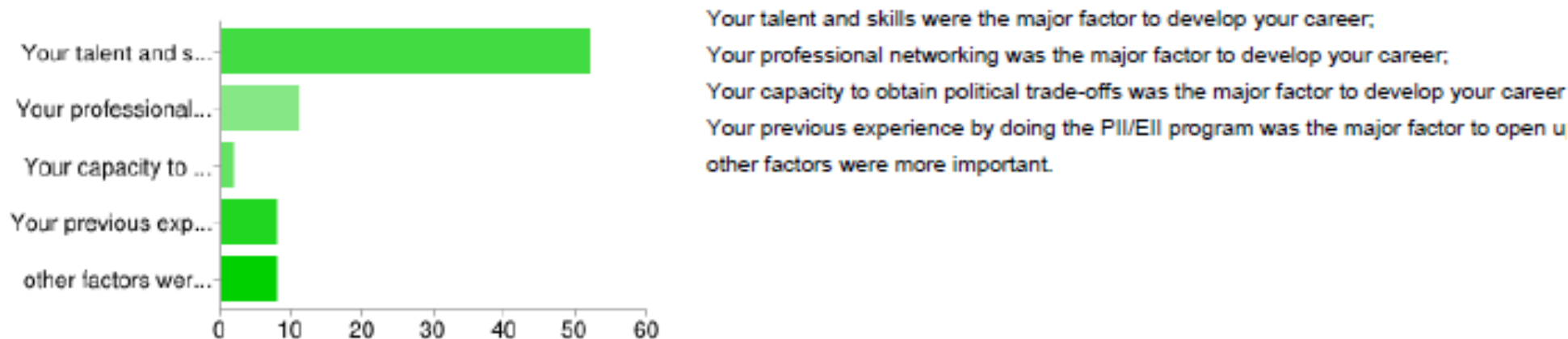


What is your opinion about role played by international education in your first career period?



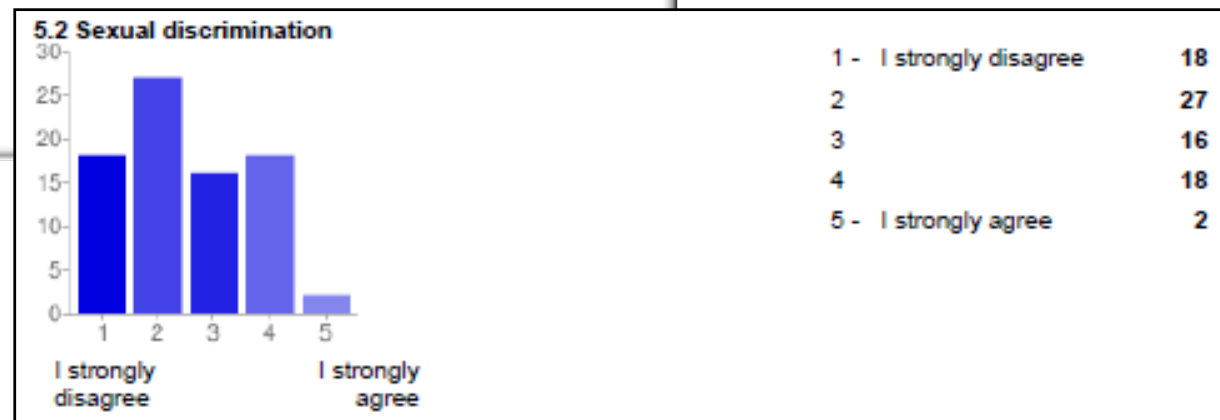
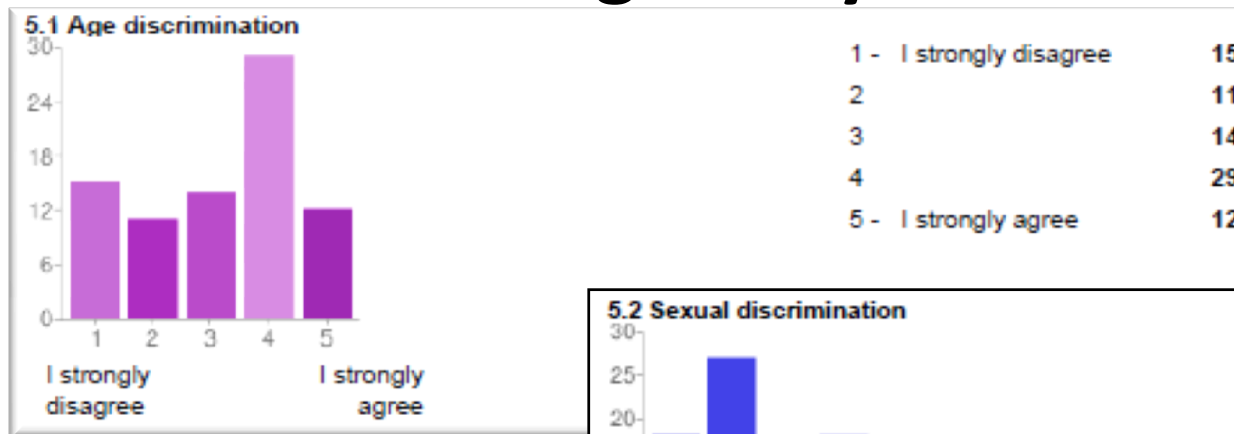
- In all cases, 79% of pool strongly thinks that PII-EII education played a decisive role in their careers.

What is your opinion: - skills or political power have played major role in your career?



- 52 people from pool strongly thinks that talent was the decisive factor in career
- 11 people considered networking power very decisive
- 8 people think PII-EII previous experience was the key factor
- 8 people attribute their success to other factors
- 2 people think political influence was the key factor

In your opinion which prejudices played major role against your career?

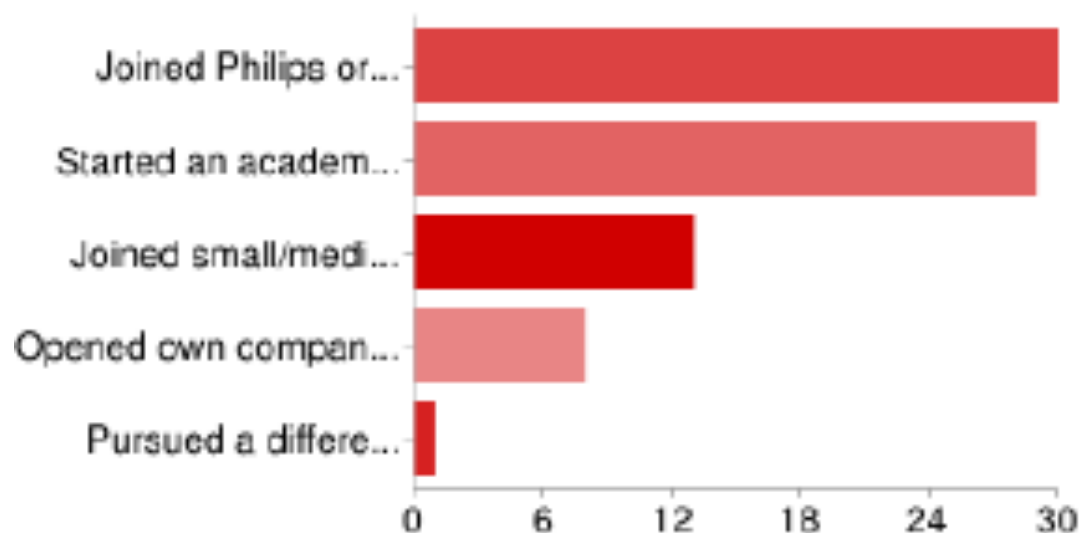


- Prejudice #1: 50% of pool strongly thinks the age of professionals can jeopardize career
- Prejudice #2: 25% of pool strongly thinks sexual prejudice can jeopardize professional career



How community split among different careers?

4.3 After you completed PII/EII Study program, which career path did you pursue?



- 30 joined Philips/multinational companies - 37% of total pool
- 29 pursued an academic career path (University Professor, research scientist, etc) – 36% of total
- 13 joined small/medium companies (16%)
- 8 opened their own company (10%)
- 1 pursued a career different from all above



It's all about passion in your work: ***What would you do if you could....***

- **Suppose you (& family) had money enough to survive, would you still do the same job you do now?**
- The closer your present activity is to this answer, the happier you are with choices you have done.
- on the other way, the further you act far away from your real desired professional inclinations, the more negative can be your attitude towards your everyday work.

It's all about passion in your work: ***What would you do if you could....***

- Majority of PEIAA community - 84% of total pool - would repeat the same choices.
- The group part who would have chosen differently, would have preferred to:
 - 4 would work for non profit organizations
 - 4 would open own company
 - 3 would choose different profession
 - 1 would become a professor/teacher
 - 1 would work as technical engineer



Conclusions

- PEIAA community lived through 4 decades of world transformation, market reshaping, industry reshuffling
- Such international group was offered many possibilities and achieved important personal results (expat relocations, academic & enterprise careers)
- In general terms, whole pool thinks that has fully benefited from PII/EII experience and its values
- Majority is happy with their choices, in spite of burdens put by globalization and high competition.

Dank U wel!

Muito obrigado!



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Grazie mille!

Thank you!

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