

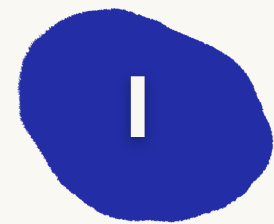
TRAINING SESSION TWO

Career Pillars

AUGUST 2026 • 2 HOURS • ZOOM

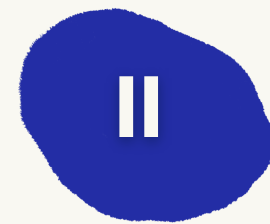


THE ARC OF THE SERIES



Launch

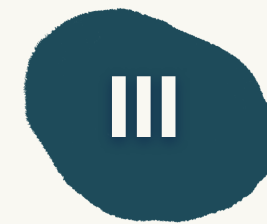
Meet the cohort, get oriented, and set your intentions for your own learning and growth this cycle.



The Ecosystem

JUL 30

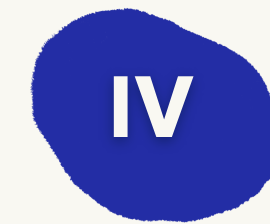
See the whole landscape and notice where you already fit within it.



Career Pillars

AUG 18 · TODAY

Consider the work you do, the work you can do, the issues you care most about, and what's pulling you.



Networking

AUG 31

Turn your organizing skills toward your own next role.

BY THE END OF TODAY, YOU WILL BE ABLE TO

01

Describe the core work, skills, and career paths inside each of the five pillars.

02

Name the work you enjoy, the issues you want to engage with, and the organizations where those meet.

03

Think out loud about what you want to explore next, with a group whose job is to help you hear yourself.

OUR TWO HOURS TOGETHER

0:00	Welcome	Framing and the arc of today
0:10	Five Pillars	Core work, skills, and career paths in each pillar
0:30	Reflection	Solo: Where I'm Headed (cameras off, quiet time)
0:40	Thinking Rounds	Groups of 3–4. Each person gets full group attention.
1:30	Harvest	Full group: what we know, what we're asking next
1:50	Close	Name one next conversation you want to have



THE FIVE PILLARS

These five kinds of work show up in most of the organizations throughout the sector.

Organizing

Engaging people in your effort. Program management. Community and coalition building.

CORE SKILLS

Relationship-building, local knowledge, strategic power analysis.

SAMPLE TITLES

Organizer
Program Manager
Program Director

Communications

Telling the story. messaging, content, narrative, media.

CORE SKILLS

Strategic narrative, writing, visual design, media relations.

SAMPLE TITLES

Communications Director
Media Director
Content Strategist

Data

Turning information into insight. Analysis, targeting, databases.

CORE SKILLS

Analytical thinking, tech comfort, explaining findings clearly.

SAMPLE TITLES

Data Director
Analytics Director
Database Manager

Fundraising

Securing resources. donor relations, grants, events, giving.

CORE SKILLS

Relationship-building, persuasive writing, financial literacy.

SAMPLE TITLES

Finance Director
Major Gifts Officer
Fundraiser

Operations

Keeping things running. Budget, HR, logistics, facilities.

CORE SKILLS

Problem-solving, systems thinking, team leadership.

SAMPLE TITLES

Operations Director
Budget Manager
HR Manager



SOLO

Where I'm Headed

Five minutes of quiet time to work through the [career compass](#) tool.



SHARING ROUNDS

Groups of 3–4. 48 minutes in rooms. Each person gets the group's full attention on what they're trying to figure out.

Step 1: Think Out Loud

2–3 MIN

Work from your career compass to share where you've been, what pulls at you, what you're trying to figure out.

Step 3: Reflect Back

2–3 MIN

Each listener summarizes what they heard in one sentence, paraphrased back for the presenter.

Step 5: Name One Thing

1 MIN

The presenter identifies one thing they want to explore or one next step to commit to.

Step 2: Open Questions

4–5 MIN

The group asks genuine questions that help the presenter clarify their thinking.

Step 4: Offers

3–4 MIN

The group brainstorms people to talk to, orgs worth a look, who/what people know, questions to ask.

Step 6: Rotate

—

All roles rotate. Next person goes through all five steps.

SHARE YOUR ASKS & OFFERS

Post your asks for support and offers of help in our shared space:

Asks and Offers Figboard

figma.com/board/uNmpJ6HDkUzKGfy2kiLE3h

What to share:

- **Asks:** What support or information do you need?
- **Offers:** What can you share, connect, or teach others?

TO CLOSE

One Next Conversation

Name one conversation you want to have—a person to call, an organization to learn about, a question to sit with.



Thank You

- For resources, tools, and next steps, visit the **career development landing page** at **empower.workbettertogether.coach**
- Your **reflection from today** carries into Session 3 and into coaching.
- Carry today's reflection into our next group session, and we'll continue the conversation in both 1:1 coaching and during our transition sessions post-election day!

