

PM WORLD BOOK REVIEW



Book Title: **Master Your Next Move**

Author: **Michael D. Watkins**

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Reviewer: **S.C. Karmanoff**

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Introduction

“Master Your Next Move” addresses the 8 most common and most difficult types of transitions encountered in careers. It provides principles and insights on how to successfully accelerate through these transitions and get up to speed in new roles. It also provides insights, from a corporate perspective on how to put processes in place to ensure an individual is successful in their transition.

This is a companion book to Michael Watkins’ “The First 90 Days”.

Overview of Book’s Structure

This book is arranged as a workbook. The Introduction provides an overview of the 8 types of transitions, which are expounded upon in subsequent, individual chapters. Each chapter provides insights into the challenges each transition present, followed by advice and processes to address/avoid the challenges, both from the perspective of the individual going through the transition and from the corporate perspective, on how to support a successful transition.

There is a very useful index in the back of the book, guiding the reader to specific areas of interest.

Highlights

By structuring the challenges of a transition, this book helps identify areas for improvement, opportunities for success, and potential pitfalls to avoid. It’s well organized, easy to use, and very relevant for mid-level managers and executives who want to achieve success at the next level.

Each chapter also includes insights and support structures that the organization can use to promote successful transitions. These insights are quite beneficial and should be used by any organization that wants its executives to be successful in their careers.

At the end of each chapter are two very helpful checklists, one from the perspective of the individual who is undergoing the transition and the other from the perspective of the company. The checklists provide advice and steps to take to avert the pitfalls and issues that one may encounter during the transition being discussed.

Who might benefit from the Book?

This book was designed for people in transition, whether in a new role within their company or in a transition to a new organization. This book is designed to be used in tandem with Watkins' previous book, "The First 90 Days".

It is also essential that corporate HR and leadership read this book to ensure they support their employees and executives for successful transitions.

Conclusion

I highly recommend that you keep this book at your side. Transitions occur multiple times throughout our careers. It's extremely helpful to have a "how to guide" to help us through the challenges.

For more about this book, go to: <https://store.hbr.org/product/master-your-next-move-with-a-new-introduction-the-essential-companion-to-the-first-90-days/10271>

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About the Reviewer



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Sylvia Karmanoff is the Automotive Industry Chief Technology Officer (CTO) for DXC Technologies. She is responsible for developing and driving innovation and digital transformation strategy for automotive industry clients in the Americas.

Throughout Sylvia's career, she has applied emerging technologies to create innovative solutions that incorporate artificial intelligence, big data analytics, Internet of Things, and remote monitoring and control to improve vehicle design, accelerate productivity, and enhance product capabilities within medical device, logistics, oil & gas, and automotive industries. Sylvia is a trusted advisor to government and industry organizations, helping to define visions for autonomous vehicles and associated infrastructure.

In addition to holding executive positions at Intel, General Motors, and other firms, Sylvia founded and ran a consulting practice, leveraging and applying technologies, such as analytics, IoT, VR, AI, miniaturization, and wearables to help clients expand into new markets. Sylvia was instrumental in developing successful monetization strategies for vehicle telematics, connected vehicles, and connected medical devices. After developing the strategy, Sylvia and her firm led the product and program device (cardiac assist and TAH), Internet of Things, and transportation industries.

Sylvia is a patent holder and invited speaker at conferences and industry events on innovation, intelligent transportation systems, and the Internet of Things. Her higher education degrees include an MS in Computer Science and an MBA. She also serves on several professional and not-for-profit boards, and volunteers as a tutor and mentor for underprivileged children.

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