

CIGRE Next Generation Network Speaker Series

Career Planning for Lifelong Success – Insights from an Executive with a PhD

Brian Gemmell, PhD
VP Transmission Asset Management
& Planning and Capital Delivery Electric

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My Biography



1985-1994 (Scotland, UK)

1. M.Eng – Electrical & Electronic Engineering
2. Ph.D – Electrical & Electronic Engineering



1992 (MA)

Visiting Research Engineer



ScottishPower

1994-2000 (Scotland, UK)

1. Graduate Engineer
2. Power Systems Analyst – Systems Analysis
3. Design Engineer – Engineering Projects
4. Senior Asset Management Engineer – Asset Management
5. Senior Design Engineer – System Design
6. Group Head – Systems Design/Analysis



Chartered Engineer

SIEMENS

2005-2016 (NY → NC → NY → FL)

1. HVDC & FACTS Business Development Manager
2. Director of Marketing, FACTS & HVDC
3. General Manager, Power Technologies International
4. Director of Sales & Marketing, Transmission Solutions
5. Vice-President, Transmission Solutions



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2017-date (MA)

1. Vice-President, FERC Strategy
2. Vice-President, Transmission Asset Management & Planning
3. Vice-President, Transmission Asset Management & Planning & Capital Delivery Electric

National Grid



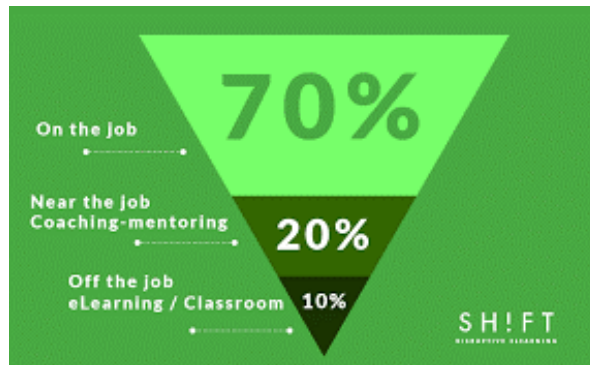
ALSTOM → AREVA

2001-2004 (NY)

1. HVDC & FACTS Business Development Manager, North America



Development Planning



Mentoring

(1) Formal = Through Your Employer

(2) Informal = Life-Long



Opportunities



Self Awareness



Just one example, Myers-Briggs

PERSONALITY TYPES KEY	
E Extroverts are energized by people, enjoy a variety of tasks, a quick pace, and are good at multitasking.	S Sensors are realistic people who like to focus on the facts and details, and apply common sense and past experience to come up with practical solutions to problems.
I Introverts often like working alone or in small groups, prefer a more deliberate pace, and like to focus on one task at a time.	N Intuitives prefer to focus on possibilities and the big picture, easily see patterns, value innovation, and seek creative solutions to problems.
T Thinkers tend to make decisions using logical analysis, objectively weigh pros and cons, and value honesty, consistency, and fairness.	J Judgers tend to be organized and prepared, like to make and stick to plans, and are comfortable following most rules.
F Feelers tend to be sensitive and cooperative, and decide based on their own personal values and how others will be affected by their actions.	P Perceivers prefer to keep their options open, like to be able to act spontaneously, and like to be flexible with making plans.

WARNING: "So What You Are Discovering the Perfect Career for You Through the Secrets of Personality Type" by Paul D. Tager, Barbara Ramon, Italy Tager. [Licensed Under CC](#)

Most Engineers are ISTJ ... me too!

Important that you know your

1. Areas of Strengths
2. Areas of Relative Weakness
3. Environments you thrive in
4. What causes you stress
5. Characteristics of your colleagues and your manager

WELL-KNOWN INTROVERT LEADERS



BILL GATES
Co-founder,
Microsoft



JEFF BEZOS
Founder & CEO,
Amazon



ELON MUSK
Founder & CEO,
Tesla, SpaceX



SERGEY BRIN
Co-founder,
Google



MARISSA MAYER
Former CEO,
Yahoo!



WARREN BUFFETT
President & CEO,
Berkshire Hathaway



PETER THIEL
Co-founder,
PayPal, Palantir

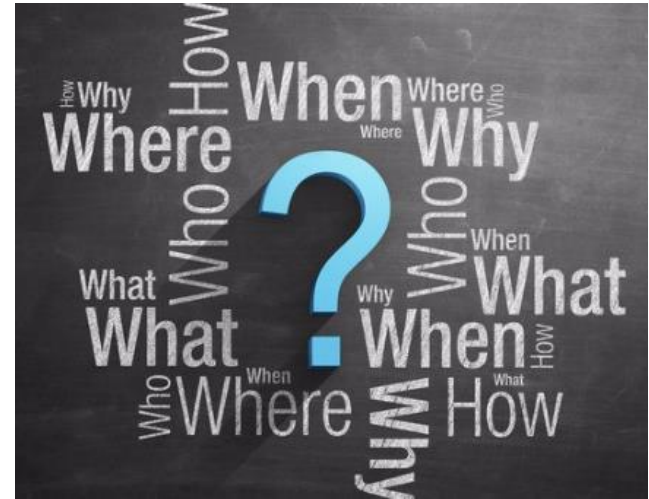


STEVE WOZNIAK
Co-founder,
Apple



M. ZUCKERBERG
Co-founder,
Facebook

Embrace Life Long Learning



Professional Status and Integrity



Find Your Passion and Purpose ... Have Fun Everyday

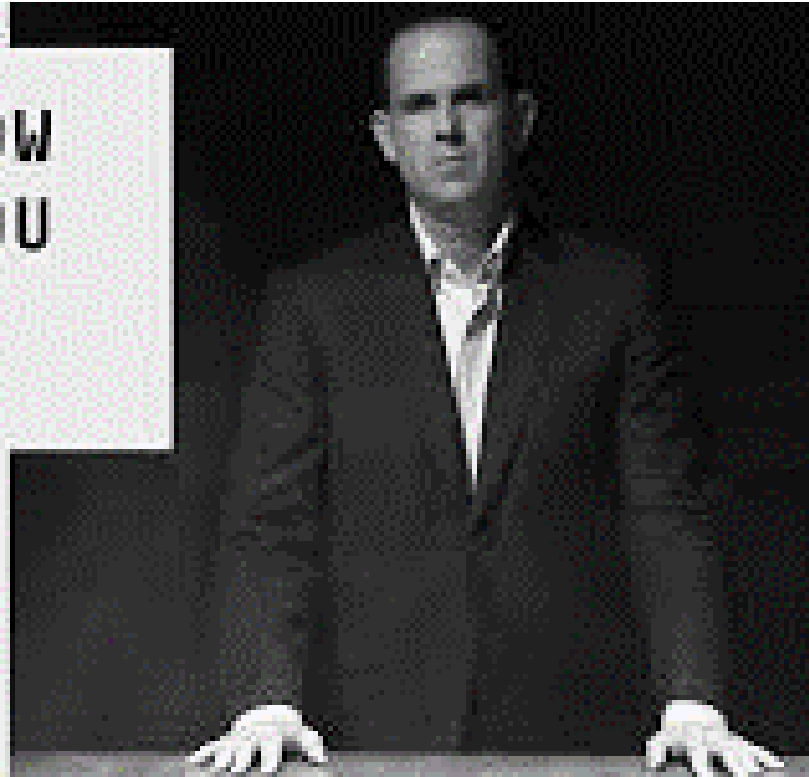


Know Your Financials, Customers and Shareholders

"IF YOU DON'T KNOW
YOUR NUMBERS, YOU
DON'T KNOW YOUR
BUSINESS."

- MARCUS LEMNIS

#TheProfit



Current Assets	1,497,200	7,712,550
Cash	8,175,500	22,290,500
Marketable Securities		7,285,000
Net Receivables		
Inventories		
Total Current Assets		
Investments		
Property and Equipment		
Land	3,408,900	
Building		
Furniture and Equipment		
Accumulated Depreciation	31,057,806	
	598,800	
	593,000	



Performance Management and SMART Goals



The toughest conversation of the year should be negotiating your SMART Targets for the year with your Manager!

Never subcontract your success to others ... own it!

The most important document you write all year is the summary of your achievements against your goals to present to your Manager!

Critical that you perform the best you can today; if not, tomorrow becomes that much harder and no differentiation from the pack!



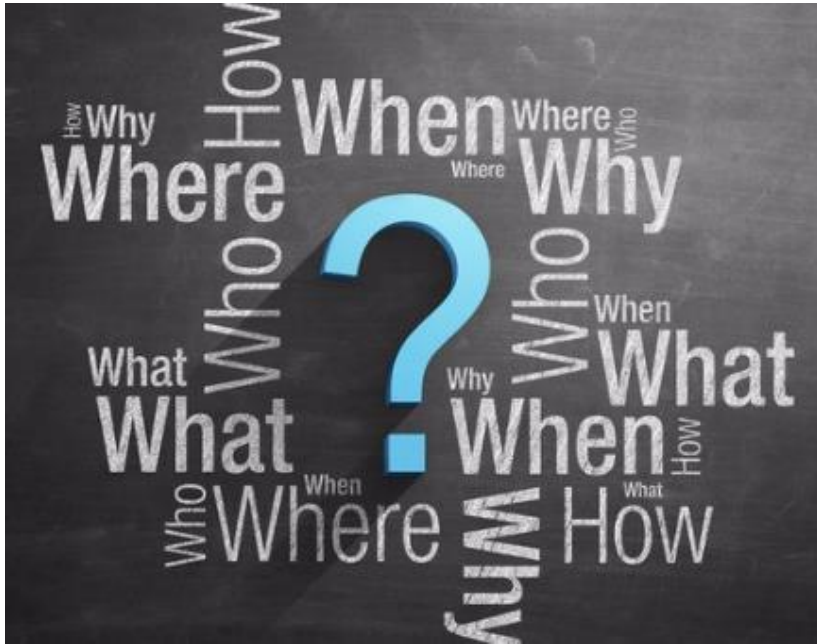
Be Prepared for and Anticipate Change



Relationships and Networks



Learn to Ask Questions and Become a Good Listener



Empowerment



Your are a Hot Commodity ... today and for foreseeable future



In summary

My Leadership Brand:

I want to be known for being someone that is respected and trusted, who can inspire and empower teams, so that together we can exceed year-on-year customer, employee and shareholder expectations.

How do I do this?

deliberately thoughtful	personally engaging	facilitate results-focused empowerment
provide optimism and empathy	ask questions and listen	fearless & decisive around calculated risk taking
provide constructive feedback	recognize great performance	learned to trust my gut instinct

When making tough decisions, I ask myself: *“Would a different person come to a different conclusion faced with the same facts and information?”*

Thank You



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