

# The professional profile of PhD-holders

**Kokolo Etiowo**

**Academics, research institutes and industries**

kmetiowo@gmail.com

## Core business

- PHASE 1** Skill development
- PHASE 2** Evaluation
- PHASE 1** Information management
- PHASE 2** Expertise and methods

## Personal and relational qualities

- PHASE 2** Communication
- PHASE 2** Collaboration
- PHASE 1** Analysis, synthesis and critical thinking
- PHASE 1** Open-mindedness and creativity
- PHASE 2** Commitment
- PHASE 2** Integrity
- PHASE 2** Balance
- PHASE 1** Listening and empathy
- PHASE 2** Negotiation

## Business management and value creation

- PHASE 2** Project management
- PHASE 1** Managing change
- PHASE 2** Managing risks
- PHASE 2** Decision-making
- PHASE 2** Obtaining and managing funding
- PHASE 2** People management
- PHASE 2** Producing results
- PHASE 2** Intellectual and industrial property
- PHASE 2** Customer focus

## Strategy and Leadership

- PHASE 1** Strategy

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Founders :