

LAND YOUR NEXT L&D ROLE



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THE
OVERN8GHT
TRAINER

HI, I'M SARAH!



Sarah is an L&D leader and career coach who discovered her passion by coaching teams and building training programs long before she had the official title. Since then, she's built L&D functions, developed hundreds of programs, and helped over 1,000 people find their next role in the L&D field.

She's the author of *Land Your Next L&D Role: Creating a Career That Works for You*.

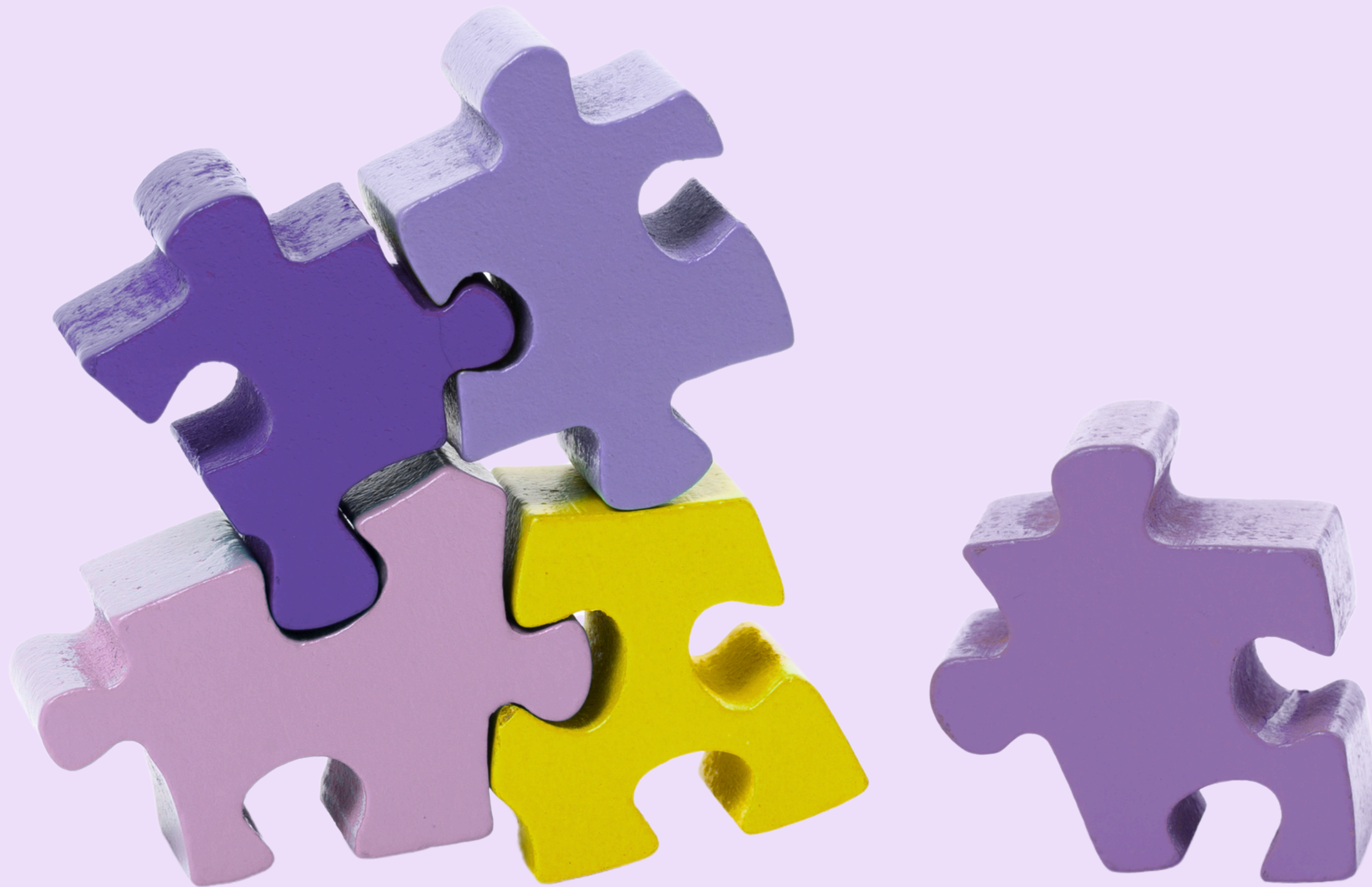


WHERE ARE YOU IN YOUR L&D CAREER?

- a) ready to find my next role (actively searching)**
- b) thinking about what's next for my career (passively searching)**
- c) happy where i am but know there's more out there (casually searching)**
- d) not really thinking about it at all (not searching)**

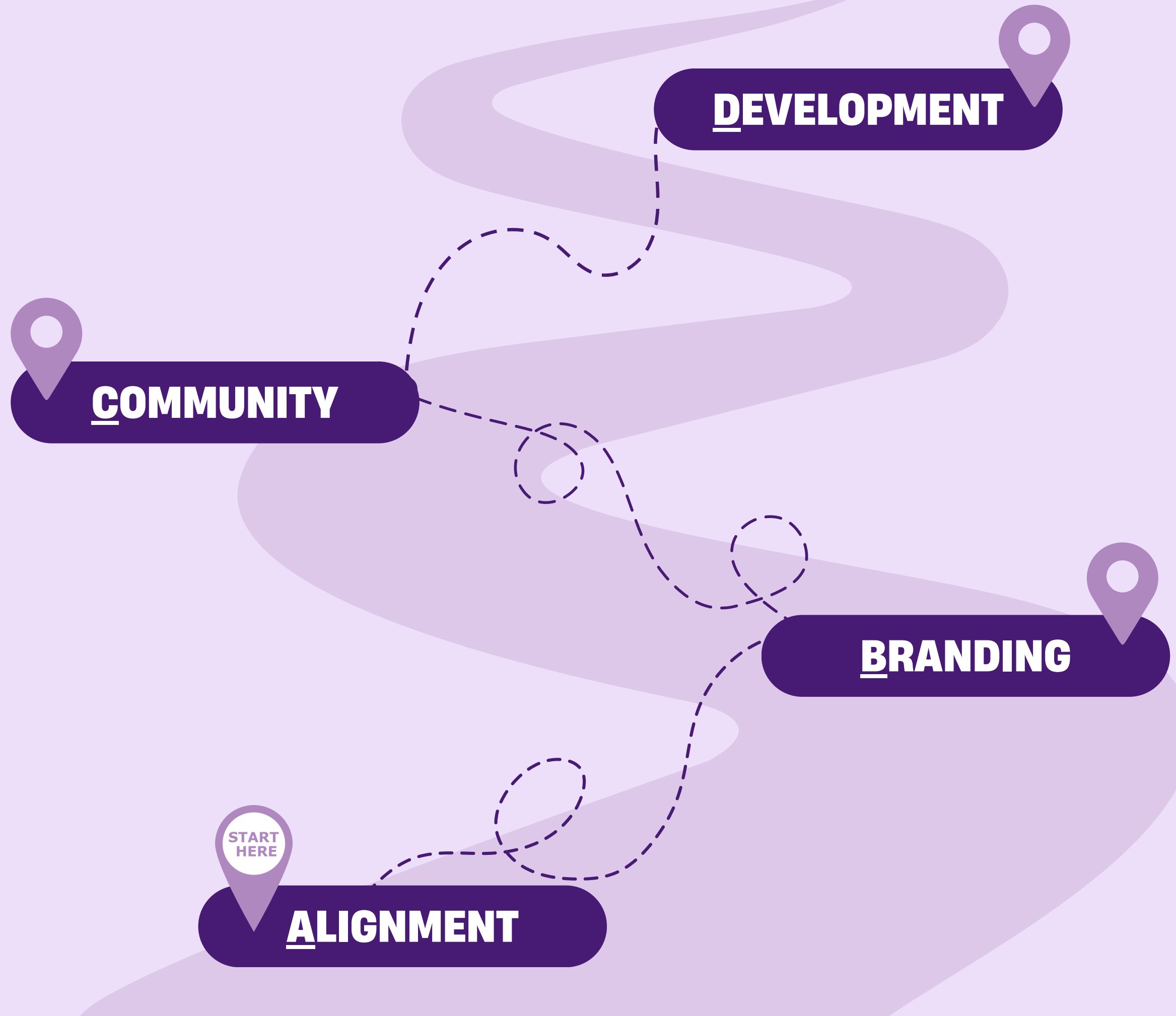


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“there’s no one-size-fits-all strategy when it comes to career transitioning success,”

L&D CAREER SUCCESS CODES



ALIGNMENT

ALIGNMENT

know what you want and why



**CLARITY ON
CAREER GOALS &
ASPIRATIONS**



**IDENTIFYING THE
RIGHT ROLE AT THE
RIGHT COMPANY**



**CREATING CAREER
TRANSITION
MATERIALS**

NOW IT'S YOUR TURN.



START HERE

AALIGNMENT

- ☐ Confidence & clarity in L&D niche
- ☐ Applying only to niche-aligned roles
- ☐ Applying to roles at the right level
- ☐ Applying to value-aligned companies
- ☐ Resume is aligned with L&D niche
- ☐ Cover letter is a "trailer" to resume
- ☐ Using applicable job search terms



NOW IT'S YOUR TURN.

**What are the areas in
alignment you need to
shift your focus to?**

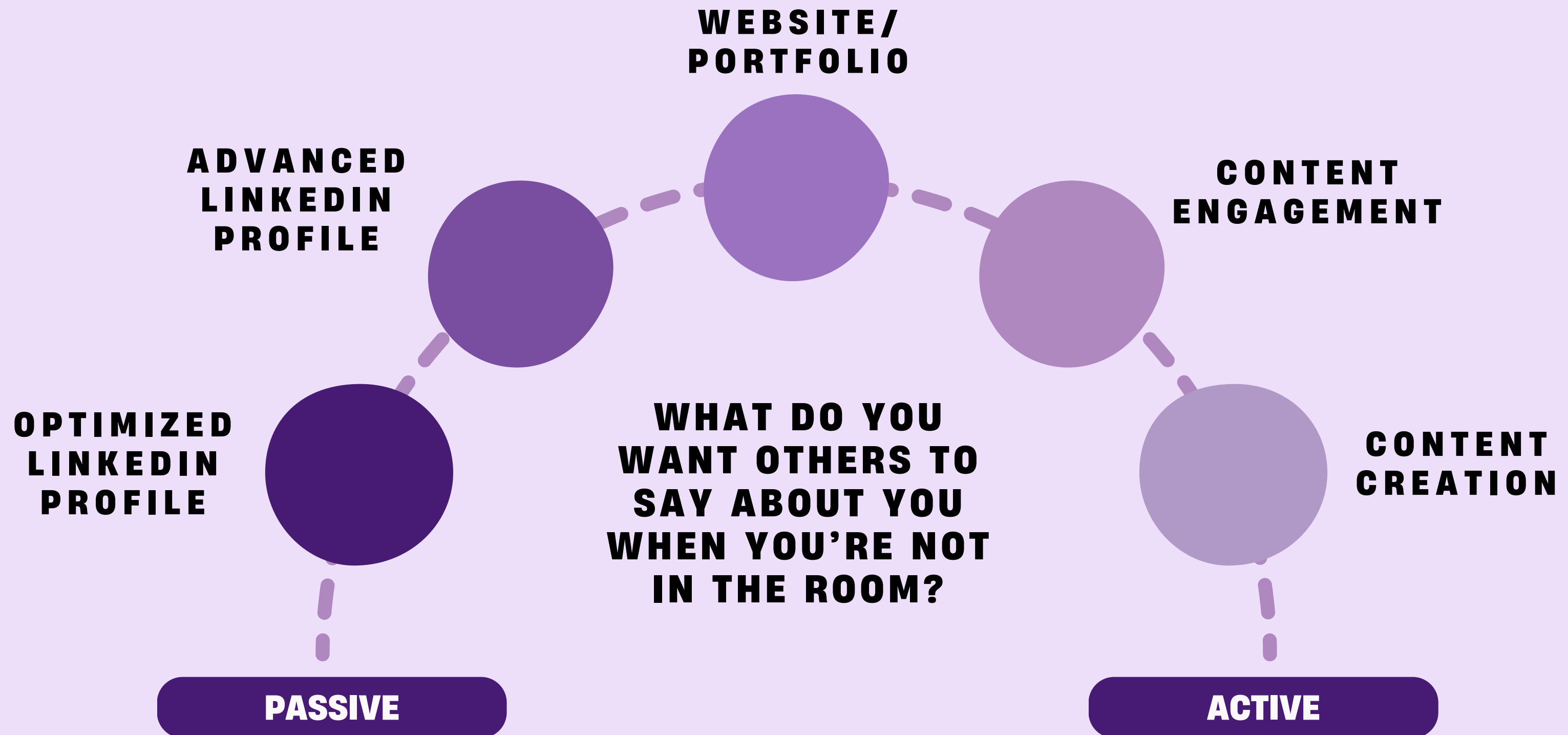
(30 seconds each)



BRANDING

BRANDING

let your reputation work for you



NOW IT'S YOUR TURN.



NOW IT'S YOUR TURN.

What are the areas in branding you need to shift your focus to?

(30 seconds each)



COMMUNITY

COMMUNITY

leverage, learn from, and lean on others



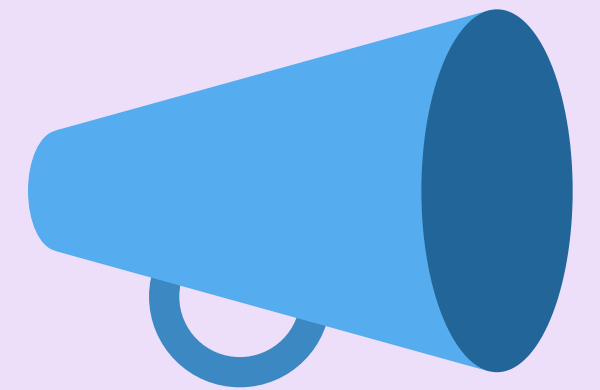
**PRACTICING
THE “RULE OF
THIRDS,”**



**AUDITING CONNECTIONS,
LEVERAGING CURRENT &
SECOND DEGREE
CONNECTIONS**



**JOINING RELEVANT
COMMUNITIES,
MEMBERSHIPS &
ASSOCIATIONS**



**CREATING A
BOARD OF
DIRECTORS**

NOW IT'S YOUR TURN.



 **COMMUNITY**

- ☐ Connected with future 'peers'
- ☐ Connected with future 'managers/leaders'
- ☐ Member of peer group(s) for support/learning
- ☐ Connecting with connections of connections
- ☐ Leveraging current connections
- ☐ Auditing current connections
- ☐ Reaching out to people for informal chats
- ☐ Utilizing a "Board of Directors"
- ☐ Joining niche-aligned memberships, communities and/or associations



NOW IT'S YOUR TURN.

**What are the areas in
community you need to
shift your focus to?**

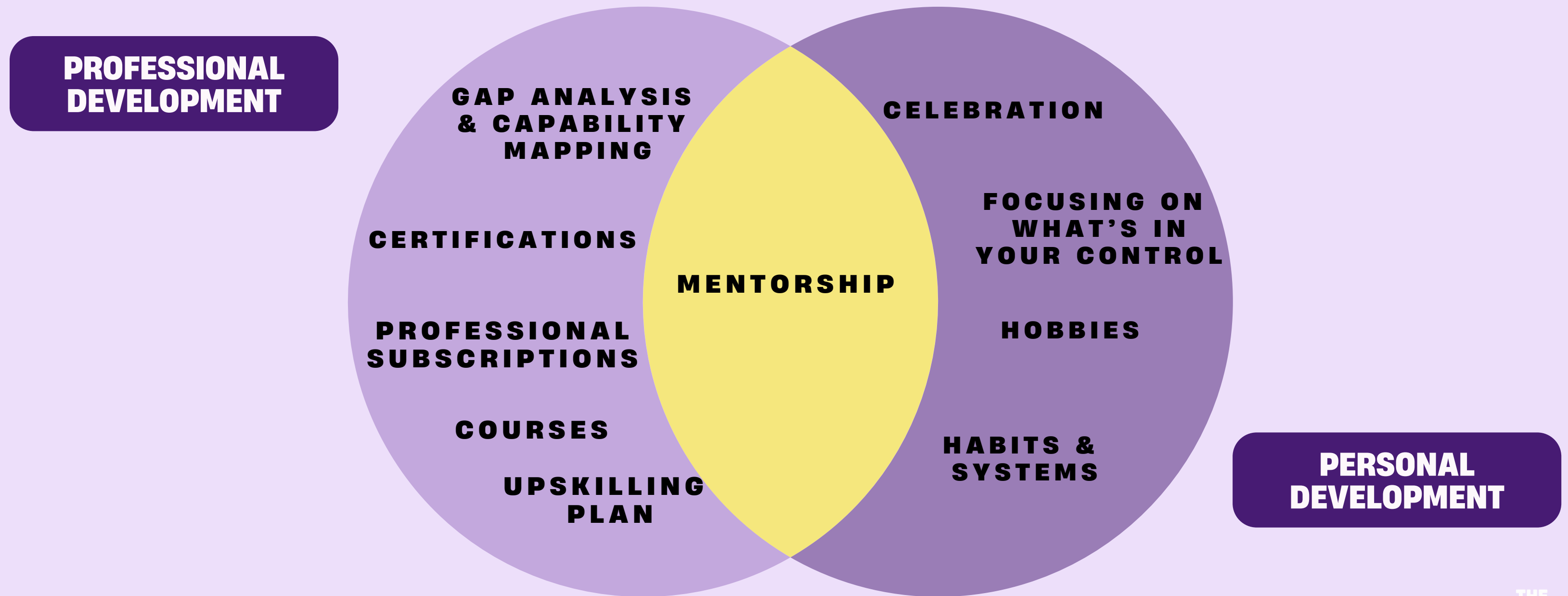
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DEVELOPMENT

DEVELOPMENT

grow your skills and your mindset



NOW IT'S YOUR TURN.



DEVELOPMENT

- ☐ Amplifying what is “working”
- ☐ Celebrating moments over milestones
- ☐ Measuring my success based on what is in your control
- ☐ Hobbies outside of job searching
- ☐ Habits and systems to create a routine
- ☐ Conducting a self-skills gap assessment
- ☐ Seeking out additional development **only** in the areas needed
- ☐ Finding unique ways to grow expertise in current skillset

NOW IT'S YOUR TURN.

**What are the areas in
development you need to
shift your focus to?**

(30 seconds each)



YOUR CAREER ROADMAP

THE OVERNIGHT TRAINER

LAND YOUR NEXT L&D ROLE

How to use this roadmap:
Welcome to the 4 L&D Career Success Codes. Under each Success Code, check off the box if it is **very true** for you.

Any boxes left unchecked are areas to start paying more attention to when it comes to your L&D career transition.

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BRANDING

- ☐ "Open to Work" on (banner or background)
- ☐ Headline optimized with niche
- ☐ About Section tells your story
- ☐ Experience is relevant and niche-aligned i
- ☐ Using the "Featured Section" as a showcase
- ☐ Developing relevant website/portfolio
- ☐ Engaging in content with "core audience"
- ☐ Sharing niche-aligned content

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WHERE TO START?

A

Can you clearly articulate what it is you want to do next and have one aligned resume?

B

When you are not in the room, does your current personal brand reflect what you'd want people to know you for?

C

Do you have a group of L&D peers you can leverage, learn from, and lean on?

D

On a scale from 1-10 how confident are you in your ability to find and land your next L&D role?

D

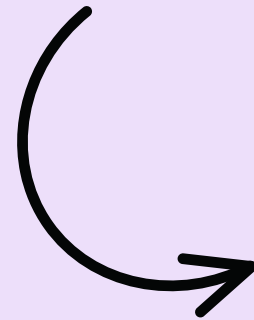
Are you clear on the specific areas you'll need to upskill/develop in order to reach your L&D career goals?

A FEW TIPS BEFORE GETTING **STARTED**...

- You don't have to operate evenly in all 4 Success Codes
- You don't have to operate in all 4 Success Codes at the same time
- Your Success Codes strategy can (and most likely will) evolve as you progress through your job search

THANK YOU!

AVAILABLE NOW!



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