

Building Mainframe Career Resilience: Strategies for Thriving in a Changing Workplace

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Building Mainframe Career Resilience: Strategies for Thriving in a Changing Workplace

1. What is Career Resilience?
2. Why is Resiliency Important in a Changing Workplace?
3. Four Strategies for Building Career Resilience
4. The Role of Employers in Fostering Career Resilience

What is Career Resilience?



Career resilience is your ability to adjust and adapt to career changes as they occur.

Developing this career resilience means taking charge of your own career path and continuously developing new skills to remain in-demand. Professionals can adopt behaviors, attitudes, and processes to help facilitate ongoing growth, despite any setbacks or challenges that may occur.

Developing career resilience means anticipating potential challenges and actively preparing for them. By doing so, you can reduce your risk, strengthen your mental fortitude, and position yourself effectively for future opportunities.

Why is Career Resilience Important in a Changing Workplace?

As technological, social, and business model changes occur, professionals' skills must change, too.

More and more, organizations are seeking agile employees who can learn new skills and readily adapt to change.

Beyond just sharpening your skills to keep pace in the job market, developing personal and professional resilience helps to provide a sense of security in an unpredictable world.





Four Strategies For Building Career Resilience

Embrace Lifelong Learning



Embracing lifelong learning is all about adopting habits and a mindset that prioritize curiosity, adaptability, and consistent growth.

Right now, AI is changing the mainframer's daily work at light speed, so your commitment to learning must match!

Learn to use agentic AI tools, but DON'T neglect your core mainframe skills! Agentic AI has changed the risk profile overnight.

Mainframe environments are mission-critical! When you introduce agentic AI into that ecosystem, the margin for error shrinks. You must have deep, verified mainframe knowledge so you can challenge AI generated outputs, validate logic, and use it responsibly.

Agentic AI accelerates productivity, and it also accelerates mistakes if the skills foundation isn't strong!

Embrace Lifelong Learning



Cultivate a Growth Mindset

- Embrace challenges
- View setbacks as opportunities to learn
- Skills come through effort & persistence
- Believing in your potential for growth

Make Learning a Habit

- Dedicate time each week to learning!
- Scroll your curated LinkedIn feed
- Complete an online course module.
- Meet regularly with a mentor

Set Learning Goals

- Define what you want to learn & why
- Define when you'll reach proficiency
- Number of IBM Badges to earn
- Present at a Conference

Mistakes are Part of the Process

- Mistakes are a part of learning
- Don't fret the failures, find the lessons in them
- Mistakes build your priceless AQ (Adversity Quotient)

Embrace Lifelong Learning



Stay Curious

- Ask questions & explore the answers
- Intrigued by a topic? Dig deeper!
- Foster Intellectual Curiosity
- Curiosity drives a lifelong learning mindset!

Apply What You Learn

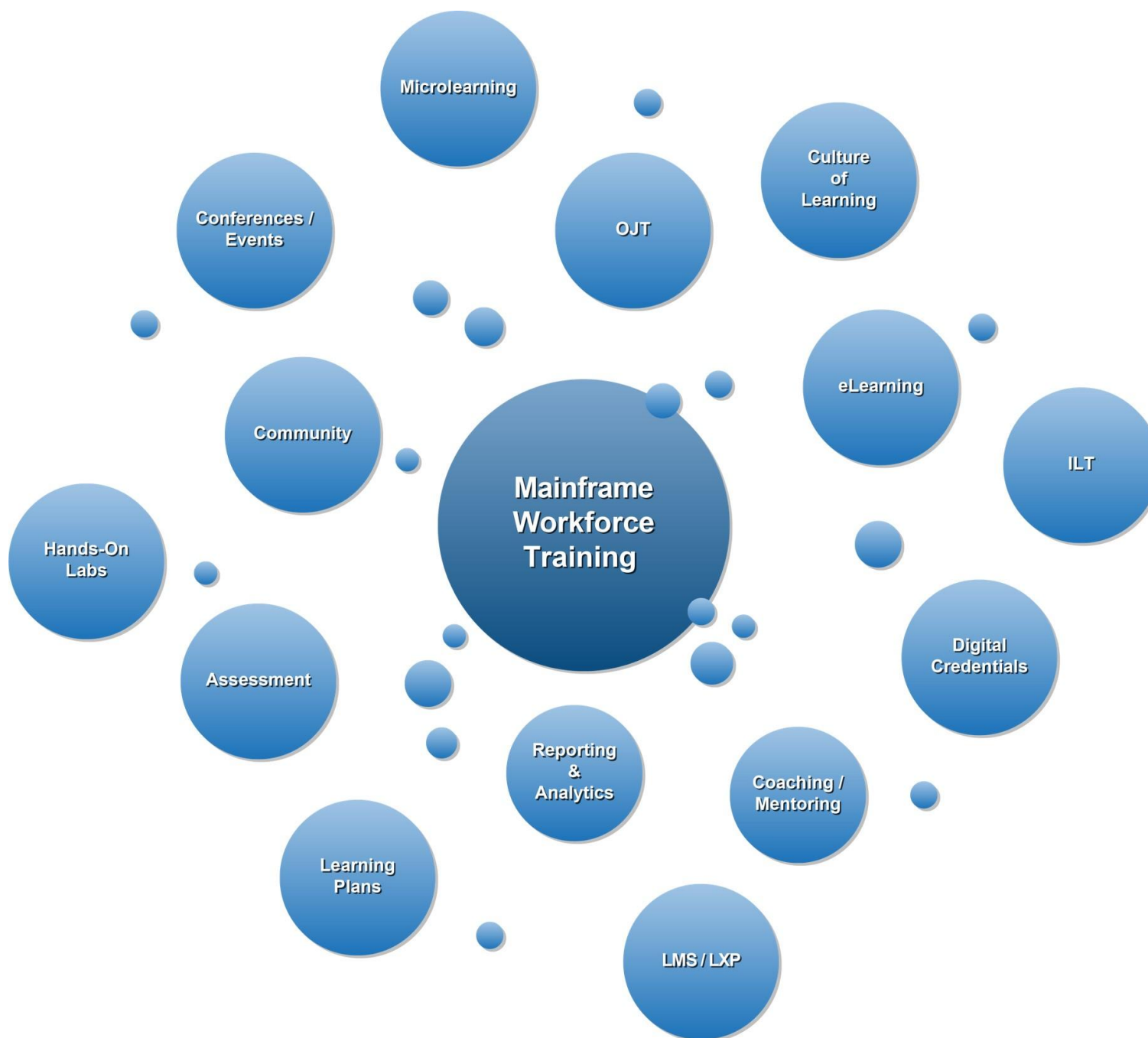
- Put new skills and knowledge to use early and often!
- Applying what you learn reinforces it!
- Builds your confidence
- Boosts Creativity and Innovation

Build a Network of Learners

- Join communities that share ideas & resources
- Mix with other passionate learners
- Find a coach and a mentor
- Join a user group (GSE UK, OMP, etc.)

Enjoy a Variety of Modalities

- Keep your mind agile with variety!
- Courses: online or ILT
- Hands on practice and play!
- Follow mainframe thought leaders
- Coaches, Mentors, Conferences



Employ a Variety of Learning Modalities

Digital Credentialing

Digital Badge: A portable online data object (badge) defined by an open technology standard (OpenBadges v2.1) and common language for describing and validating what each IBM digital credential represents.

OPEN BADGES

Data & Information **Inside**

IBM digital badges comply with 1EdTech OBv2.1 standards
Source: <https://openbadges.org/>



Metadata

- Earned
- Issuer
- Date Issued
- Credential Type
- Outcomes
- Earning Criteria
- Skills
- Earned Verification
- Skill Level
- Evidence
- Recommendations
- Expiration
- Endorsement
- Standards

A digital badge can be structured to represent a small thing, such as foundational knowledge or discrete skills (micro-level) — and it can also be structured to represent a large thing, like achievement of formal certification or professional certificate program (macro level).

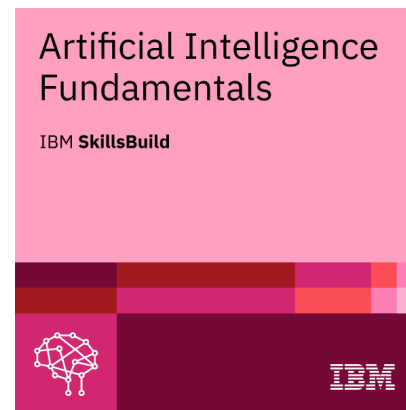
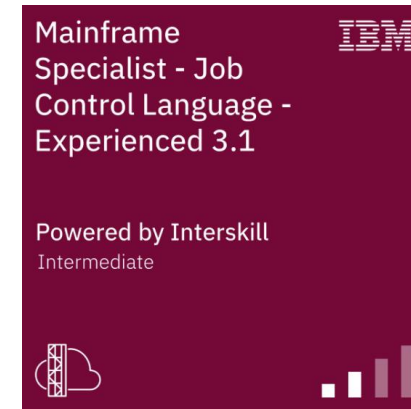
Digital badges are used to document and recognize ALL types and levels of achievements to provide individuals with a detailed record of their ongoing investment toward developing essential competencies.

Digital badges utilize **blockchain** to provide tamper-proof verification, transparent ownership, and **an objective source of digital truth**.

IBM Digital Badge Program



- 2,845 badges spanning multiple programs
- Over 10 million digital badges awarded
- 2018 Association for Talent Development (ATD) Excellence in Practice Award
- 2017 Information Technology Certification Council's (ITCC) Innovation Award



Cultivate a Robust Professional Network



Cultivating a robust professional network offers numerous career resiliency benefits, enhancing opportunities for learning, growth, support, and advancement.

Your professional network also has the added bonus of making your work more enjoyable and fulfilling, and potentially fostering lifelong friendships!

Cultivate a Robust Professional Network



Have Coaches and Mentors

- Everyone should HAVE multiple coaches/mentors! A technical mentor & a career mentor
- Everyone should BE a coach/mentor
- Invest time fostering these relationships.

Embrace Mainframe Community

- The global mainframe community is a remarkable & passionate family. Be a part!
- Connect with like skilled and like-minded people all over the world
- Collaborate to lift the industry

Be Part of User Groups

- GSE UK, Open Mainframe Project, IDUG, SHARE, and many more.
- LinkedIn groups
- IBM Communities
- IBM Champions

Utilize Social Media

- LinkedIn is a game changer! Curate your network & don't connect with everyone: a bigger network is not a better network!
- Build a brand. Be a Thought Leader.
- Be authentic!
- Invest time fostering your network

Actively Manage Your Career



No one else is better prepared to manage your career than you. Take charge of your career trajectory by reflecting on your strengths, development opportunities, past experiences, and current role.

Define your short- and long-term professional goals. Revisit these goals over time, regularly assessing and revising them as needed.

Develop a personal brand to give others a clear sense of the value you can bring to organizations. In your current organization, keep looking for new ways to add value, be sure to creatively communicate your ongoing value to others.

Actively Manage Your Career



Set Your Goal, Plot Your Path

- Define both short-term & long-term career goals
- Feed off that direction and motivation
- Measure progress regularly
- Check in with your Mentor regularly

Keep Your Skills Up-to-Date

- Staying relevant means continually upgrading skills
- Stay up-to-date with trends, technologies, languages
- Keep certifications and credentials current

Network with Industry Pros

- Attend industry conferences, meetups, & events
- Learn from others' experiences, discover job openings, find mentors.
- Develop your brand!
- Utilize LinkedIn and devote time to it!

Be Open to Lateral Moves

- Gain new experiences & skills in lateral roles
- Move to related fields, emerging fields, or something you are passionate about!
- Lateral moves build a well-rounded skill set and open up new paths!

Look To The Future

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The most resilient professionals look forward to the future.

Try to view each change you face as an opportunity for growth and improvement.

Stay optimistic, tuned in, and ready to embrace potential opportunities as they arise.



Look Toward the Future



Anticipate Industry Trends/Shifts

- Learn new skills early and position yourself as a leader
- Network with leaders in the new field
- Write articles to build your brand in the new field

Cultivate a Positive Mindset

- View career successes as springboards to future opportunities
- View career challenges as opportunities
- Mix with positive people!
- Embrace change

Network Strategically

- Look for mentors who have insights into industry direction.
- Seek career path guidance
- Connect and collaborate in emerging areas

Be Willing to Pivot

- Take small steps into new areas of interest to build career switch options
- Build a professional network in new areas of interest
- Be broadly, multi-skilled to give you options



In Good Times

- Skills to be successful in your current job
- Skills to invent the next big thing or come up with the next big idea
- Skills and Network to be the first choice for the next promotion
- Planning your career to lead the next project or new technology adoption

In Bad Times

- IQ and AQ to overcome industry/org/team difficulties
- Adaptability to excel during technology or org changes
- Skills and Network to be able to walk into your next job
- Insight to have seen the bad times coming



The Role of Employers in Fostering Career Resilience

THE ROLE OF EMPLOYERS



Establish a Learning Culture

- Formalize training & development plans
- Provide extensive training resources
- Recognize & reward learners & achievers
- Promote from within!
- Hire people with high learnability and a hungry mind.

Foster Internal Career Mobility

- Promote from within!
- Encouraging Cross-Training and Skill Diversification
- Clearly defined career paths
- Career change opportunities

Mentorship & Support Networks

- Learn from experienced colleagues
- Build a network of relationships within the organization
- A safety net for guidance and encouragement in difficult times

Work-Life Balance

- Foster a healthy work-life balance
- Enhance resilience by preventing burnout
- Employees are more productive, engaged, and can manage stress.

Q&A



Your feedback is important!

Submit a session evaluation for each session you attend:

www.share.org/evaluation

