

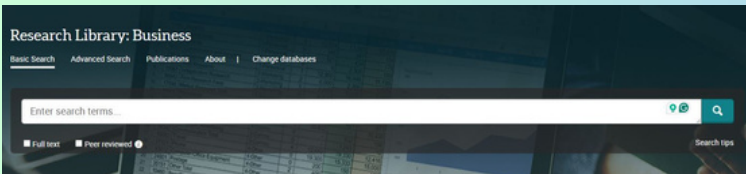
## NEWS

### “I WANT TO SHARE WITH YOU THAT...”

URBE University Library has many Learning Resources to use for developing their courses. We have around 154 Databases at Virtual Library (LIRN), from different Publishers covering all subjects, also we are working to improve our URBE Digital Repository with EBooks, Business Cases, Articles, etc.

To use these resources you can access them through: <https://lirn.net/>, or directly in Canva in your course.

### “DID YOU KNOW THAT...”



Urbe University Virtual Library or LIRN has : **Research Library: Business Database**. This resource covers publications on the latest business and financial information for researchers of all levels. It's ideal for academic libraries, providing resources for both the basic needs and high-end requirements of students and researchers.

ProQuest Research Library™ is designed to cover the top 150 core academic subject reference areas, as well as provide hundreds of general interest periodicals from around the world, so not only is it an invaluable database for a number of different academic disciplines, it's also accessible to readers and researchers at every level.

You can access this Database through the page: <https://www.lirn.net/>

If you have doubt or need training contact to:  
Karely Carrion, URBE Librarian  
Email: [library@urbeuniversity.edu](mailto:library@urbeuniversity.edu) or  
[karely.carrion@urbeuniversity.edu](mailto:karely.carrion@urbeuniversity.edu)

## EVENTS



### URBE Library Workshops



Librarian. Karely Carrion

*Library Orientation for New Students and Instructors*

Date: March 10 to March 13, 2025

Time: 2:00 to 3:00 PM

WHERE: Zoom Platform

*How to use the Proquest Databases (Ebook Central and Academic Journals)*

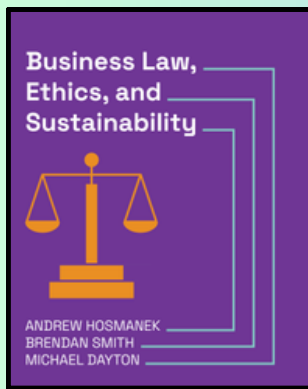
Date: March 20, 2025

Time: 2:00 to 3:00 PM

WHERE: Zoom Platform



**OPEN ACCESS RESOURCES**



*Business Law, Ethics, and Sustainability*



*Business Ethics*



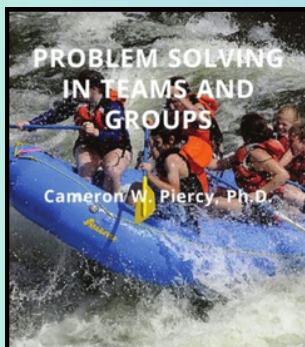
*Financial Management for Small Business*



*Strategic Management*



*Business Plan Development Guide*



*Problem Solving in Teams and Group*

## HOLIDAY



*International Women's Day is a global day celebrating the social, economic, cultural and political achievements of women. ... Marked annually on March 8th, International Women's Day (IWD) is one of the most important days of the year to: celebrate women's achievements. raise awareness about women's equality.*



*St. Patrick's Day is celebrated annually on March 17, the anniversary of his death in the fifth century. The Irish have observed this day as a religious holiday for over 1,000 years. On St. Patrick's Day, which falls during the Christian season of Lent, Irish families would traditionally attend church in the morning and celebrate in the afternoon. Lenten prohibitions against the consumption of meat were waived and people would dance, drink and feast—on the traditional meal of Irish bacon and cabbage.*

## GUEST WRITER



*Lawyer and Master in Public Administration  
Barbara Puglisi Spadaro. MBA URBE Student*

### **How to Apply Scaling Up in Your Professional Development?**

*To grow effectively, you need to filter out opportunities and resources that genuinely contribute to your success. Here are some key strategies:*

#### **1. Define a Clear Vision**

*Before enrolling in a course, accepting a new job, or seeking a mentor, ask yourself: Where do I want to go? Without a clear goal, you'll end up spending time and effort on things that don't bring you closer to success.*

*How to apply it?*

- *Write down your short-, medium-, and long-term career goals.*
- *Before committing something, ask yourself: Does this move me closer to my goal?*
- *Avoid following trends or external pressures; focus on what truly helps you grow.*

#### **2. Filter Knowledge: Not Everything is Useful**

*Access to information has never been easier, but it can also be overwhelming. There are thousands of courses, books, podcasts, and conferences, but not everything you learn will have a real impact on your career.*

*How to apply it?*

- *Choose training that has practical applications in your field.*

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- *Prioritize quality over quantity: it's better to master a few key skills than to know a little about everything without depth.*
- *Avoid "analysis paralysis": stop consuming endless information and start applying it.*

#### **3. Build a Strategic Network**

*It's not about knowing many people but about surrounding yourself with the right ones. A well-built network can open doors that knowledge alone cannot. How to apply it?*

- *Connect with people who are already where you want to be.*
- *Be strategic in networking events: seek quality connections, not **just numbers**.*
- *Don't be afraid to ask for mentorship or advice from more experienced professionals.*

#### **4. Continuously Evaluate Your Growth**

*Successful companies regularly analyze their metrics to ensure they're moving in the right direction. In your career, you should also measure your progress.*

*How to apply it?*

- *Ask yourself every six months: Am I learning something new and valuable?*
- *If you feel stuck, identify which habits, jobs, or relationships are holding you back.*
- *Don't be afraid to make changes if something isn't adding value to your growth.*

#### **How to Apply Scaling Up in Professional Growth?**

*The key to sustainable growth is to filter opportunities and resources that genuinely contribute to your success. Here's how to apply scaling up at different stages of your professional journey:*

##### **1. Early Career (Entry-Level or Career Starters)**

*"Building a Strong Foundation"*

*At the beginning of your career, the goal isn't to do everything but to build a solid foundation. This means prioritizing learning, networking, and gaining relevant experience rather than chasing quick promotions or high salaries too soon.*

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### ·How to Apply Scaling Up at This Stage?

·**Define Your Direction:** Before taking on every opportunity, ask: "Does this align with my long-term goals?"

·**Prioritize Learning Over Salary.** The best job isn't always the one that pays the most, it's the one that gives you the right experience and skills.

·**Choose Skills That Scale:** Focus on transferable skills like problem-solving, critical thinking, and communication, which will be valuable in any role.

·**Network Intelligently:** Instead of mass networking, build quality connections with people who can provide guidance and mentorship

### **Mistakes to Avoid:**

·Saying yes to every opportunity without evaluating its relevance.

·Spending too much time on unnecessary certifications or degrees.

·Ignoring the importance of soft skills and professional relationships.

### **2. Mid-Career (Growth & Specialization Phase)**

"Scaling Up Your Expertise and Strategic Impact"

At this stage, you have experience, but now the challenge is to grow strategically without spreading yourself too thin. It's time to refine your skills, take on leadership roles, and focus on long-term impact rather than just executing tasks.

How to Apply Scaling Up at This Stage?

·**Evaluate Your Career Growth:** Ask yourself: "Am I just working harder, or am I actually progressing?" If you feel stagnant, it's time to make a change.

·**Become an Expert in Your Field:** Focus on mastering a niche rather than trying to be a generalist. Specialization increases your value in the job market.

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·**Invest in Leadership Skills:** If you aspire to leadership, start developing decision-making, communication, and team management skills.

·**Leverage Your Network for Opportunities:** Now is the time to actively use your professional connections to open doors for promotions, collaborations, or career shifts.

### **Mistakes to Avoid:**

·Accepting new responsibilities without assessing if they align with your goals.

·Staying in a comfortable position for too long without seeking growth.

·Failing to invest in personal branding—your reputation matters now more than ever.

### **3. Senior-Level or Leadership Stage**

"Scaling Impact Instead of Just Workload"

Once you reach a leadership position, the challenge is no longer just personal growth but scaling your impact through others. Leaders who fail to delegate, mentor, and develop teams often struggle with burnout and inefficiency.

### **How to Apply Scaling Up at This Stage?**

·**Delegate and Empower Others:** Stop doing everything yourself—train and trust your team to take ownership.

·**Focus on High-Impact Decisions:** Instead of getting lost in daily operations, spend time on strategy, innovation, and vision.

·**Become a Thought Leader:** At this level, your reputation matters—speak at industry events, write articles, or mentor others to establish your influence.

·**Keep Learning:** Even at the top, continuous learning is essential. Stay updated with industry trends and leadership strategies.

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### **Mistakes to Avoid:**

- Micromanaging instead of empowering your team.
- Prioritizing short-term results over long-term impact.
- Neglecting innovation and adaptability—industries change, and so should you.

### **4. Career Transitions & Reinvention**

#### "Scaling Up in a New Direction"

Whether you're switching industries, starting a business, or moving into a completely different role, career reinvention requires smart scaling. Many people struggle in transitions because they fail to strategically assess what skills and experiences are transferable.

### **How to Apply Scaling Up During a Career Shift?**

- Identify Transferable Skills: Instead of starting from scratch, find the skills and experiences that can be leveraged in your new field.
- Learn Just Enough Before Jumping In: Instead of spending years studying, learn the minimum required to start and then gain experience through practice.
- Leverage Your Existing Network: Your past connections can still be valuable, even in a new industry.
- Adopt a Growth Mindset: Reinvention requires adaptability—be open to learning, failing, and refining your approach.

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### **Mistakes to Avoid:**

- Trying to reinvent yourself without a clear plan.
- Overloading yourself with unnecessary certifications or degrees.
- Ignoring your past experiences and strengths—every skill you've developed has value.

### **Grow with Strategy, Not by Default**

Professional growth isn't about saying yes to every opportunity, it's about making intentional decisions that align with your long-term vision. Scaling up your career means choosing the right skills, experiences, and connections at the right time.

By applying scaling up principles at each stage, you ensure that you are not just growing, but growing in the right direction. Whether you're just starting, advancing, leading, or reinventing your career, the key is to scale wisely, focusing on what truly moves you forward.

### **Bibliography**

Harnish, V. (2022). *Scaling Up (Revised 2022): How a Few Companies Make It...and Why the Rest Don't*. Gazelles, Inc.

Moliner, J. (2019). *Scaling Up y las 4 decisiones estratégicas que debes tomar para triunfar con tu negocio*.