Position yourself for success.

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Succeeding in today’s fast paced world.
What are you doing today to prepare you for the career you want tomorrow?
Know what companies are looking for...

We have stats!
Top 6 Skills

- Negotiation Skills
- Strategic Thinking
- Financial Understanding
- Strong Communications Skills
- Confidence and Leadership
- Important Experiences
4 Things Holding You Back

• Highly **visible, relevant and diverse experiences**
• **Lack of access** to the **networks**
• **Exposure to and sponsorship** from influential senior leaders and clients
• **Opt out** because perceived barriers to senior roles
What is the greatest challenge holding you back?

A. Management not providing visible assignments
B. Lack of sponsors
C. Lack of promotion opportunities
D. Juggling family and work
8 Critical Career Game Changing Strategies
Get in the Game
#1 Build Self Awareness
Know your strengths

• Identify what you are good at
• What do you enjoy doing?
Don’t be afraid

Get feedback and change that talk track in your head!
#2 Boost communication skills
Learn how to negotiate

Speak up

Learn to give and receive feedback

Take ownership of your communication development

Develop skill: have difficult conversations
#3 Develop your brand

“Brands are built on what people are saying about you, NOT what you are saying about yourself”

– Guy Kawasaki
• What three things do you want to be known for?
• What are you doing on and offline so people recognize these traits?
• Be consistent
• Be thoughtful
Strengthen your online presence
Don’t be faceless

Check your social media bio’s and profiles and make sure people know who you are and what you do.
#4 Be proactive: Find visible assignments
It’s not about added responsibilities
How comfortable are you in taking a new assignment?

A. Don’t know where to start
B. Not confident will be able to handle it while having existing role
C. Comfortable – bring it on!
“The knowledge that you emerge wiser & stronger from failures means that you are, ever after, secure in your ability to survive.”

– J K Rowling
Take risks

“I’ve always taken risks and never worried what the world might think of me.”
– Cher
Create new opportunities for yourself

• Create a company approved project to learn new skills and meet new people
• Take on leadership positions through hobbies or outside organizations of interest
• Join local alumni club and spend time with people in roles you’re interested in
• Take a class
Be intentional: Build your network!
People with strong networks and good mentors enjoy promotions, higher pay, and greater career satisfaction. They have a great sense of belonging, which is a strong driver of fulfillment.
Have the courage to speak to anyone!
Nurture the relationship

1. Recognize – 3 modes of communication (email, phone, in person) to be recognized
2. Develop – 1 phone call or email monthly
3. Transform – Needs 2 face to face meetings out of office
4. Maintain – 2 or 3 pings a year
Be intentional

• Get started: think of 2-5 people you should meet
  – Start comfortable, people that know and like you

• Build your network with each meeting
  – The goal = the goal + another introduction
    ▪ Be specific
    ▪ Share your offer
    ▪ Offer to help them, or give them something: book, article
    ▪ NEVER accept a dead end!
    ▪ Record the persons name and what they did in a follow-up list
Who’s got time?

• A quick cup of coffee, early breakfast, lunch or dinner
• Conferences
  – See who you might want to meet in the area
  – Find list of who’s attending – be intentional of who to meet
• Invite someone to share a workout, hike or hobby
• Invite someone to a special event – theater, book signing, concert
#6 Mentors and sponsors
A coach talks to you, a mentor talks with you, a sponsor talks about you

A coach provides developmental support usually on soft skills versus technical skills

A mentor provides guidance to navigate career choices and decision

A sponsor is a senior leader who uses strong influence to help you obtain visible assignments, jobs or promotions
Finding a sponsor – it’s about:

- Being seen
- Taking risks
- Asking for what you want
Self care...managing your energy
What 3 actions can I take now?
• What assignment will you raise your hand for?
• How will you get better at communication?
• Who will you add to your network?
No one is going to spend more time thinking about your career & life than YOU!
“In Order To Kick Ass You Must First Lift Up Your Foot”

-Jen Sincero
Define your own success