

POSITION YOURSELF FOR PROMOTION

IDENTIFY AND GARNER THE SUPPORT YOU NEED

Consider that crucial decisions about your career progress could be being made by one or more individuals outside your line of sight. But you can identify and successfully engage these leaders. Use this planning guide to secure the commitment required to move forward.

1. Who are the critical individuals whose support is vital to your promotion?

Consider your manager and key individuals up the chain from him/her, promotion committee members, internal and external clients, and any other influential stakeholders. Work with your HR partners, mentors or other guides to map the key influencers.

Notes:

2. What is the current level of commitment of each key player to your progression?

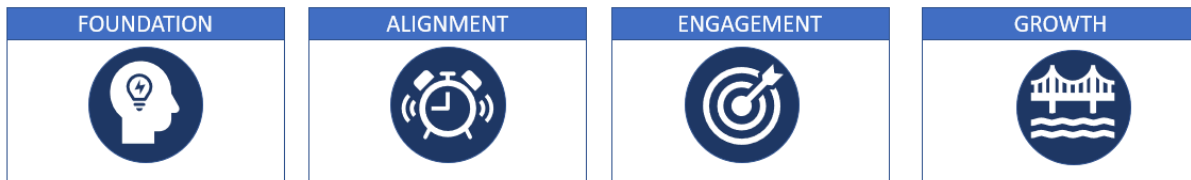
What's the level of commitment that's required to achieve the critical mass that will position you as a YES? How much movement will that require? Which are the key priority relationships to build?

Commitment Chart				
Key Players	No Commitment	Let it Happen	Help it Happen	Make it Happen
D. Zomick			XO	
M. Dunphy			XO	
H. Barnes		X →		O
J. Pisstachio		X →	O	
D. Porowska	X →		O	
S. Novotny		X →	O	
J. Casteline		X →	O	
A. Kautz				XO
R. Vinidinci			X →	O

Example

X = Current Position. O = Ideal Position. Source: *Organizational Transitions - Managing Complex Change*, R. Beckhard & R.T. Harris, Addison Wesley, 1987

Assess and shore up the support of your key stakeholders to position yourself well for promotion in 2023 or 2024.



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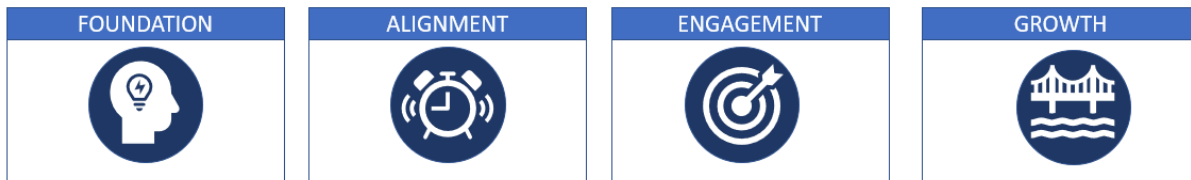
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Key Players	No Commitment	Let it Happen	Help it Happen	Make it Happen
1.				
2.				
3.				
4.				
5.				
6.				
7.				
8.				

<p>3. What's your plan for gaining the level of support required from the key players? Who knows the players well and can help you fine tune your approach?</p>
Notes:

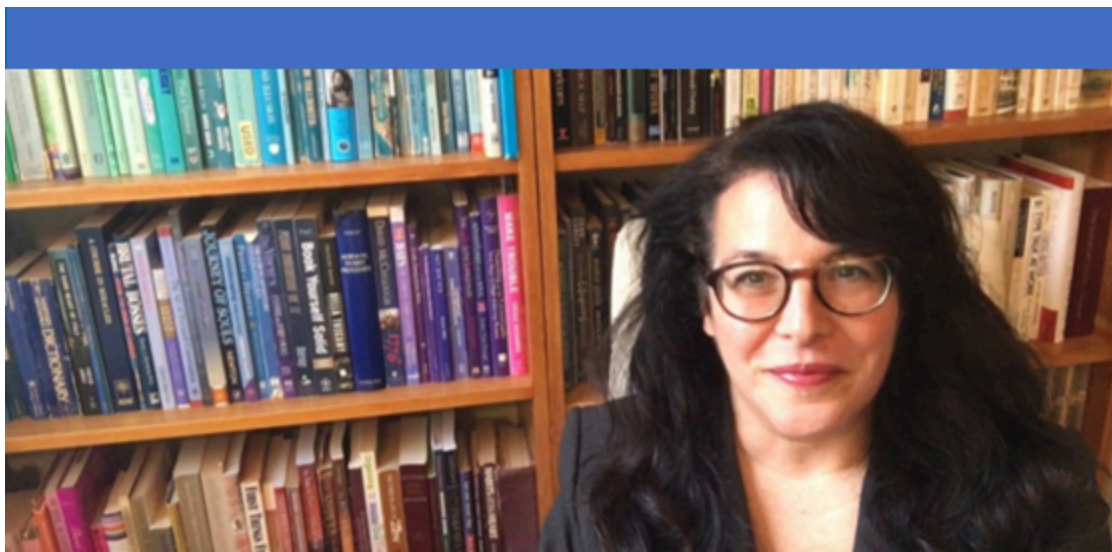
<p>4. How will you monitor and assess progress? Who can serve as a viable accountability partner to be a sounding board, provide feedback, and support you to continue implementing your plan?</p>
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Christina DelliSanti-Miller, Career Advisor

I support women in Financial Services to get promoted to and thrive in leadership roles as well as supporting DEI and Talent leaders to foster proportional gender representation at all levels in their firms.

As a Columbia-trained Organization Development practitioner, I spent 20+ years leading Talent Management and Diversity + Inclusion functions in large male-dominated corporates (Financial Services, Aerospace, and Transportation), developing leaders and working to make the companies more equitable.

Watching women valiantly attempting to move forward in a system that was not exactly built for them, I actively searched for a better way to support them to reach their career ambitions.

My research on women who have successfully made it to senior levels helped me synthesize their lessons learned into an effective, repeatable process for driving your career forward.

Women who take their career growth into their own hands can get where they want to go. It takes focusing your energy on the (sometimes counterintuitive) things that will make the difference for you.

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