

Top Tips of Getting that Promotion

CULTIVATE INFLUENCE WITHIN YOUR NETWORK

Your network is your lifeline to career advancement. It's not just about who you know but who knows you and what you're capable of.

Invest in Relationships

Actively build connections with colleagues, leaders, and industry peers. Go beyond superficial interactions – grab a coffee, offer help on projects, and genuinely engage with people. Nurture these relationships over time, staying in touch and offering support even when you don't need anything in return.

Find Your Sponsors

Sponsors are influential people who believe in your potential and will actively champion you for promotions. They open doors, advocate for you in closed-door meetings, and lend their credibility to your achievements. Identify potential sponsors and proactively build relationships with them?

Showcase Your External Network

Demonstrate your influence beyond your company walls. Attend industry events, connect with thought leaders, and participate in relevant online communities. This shows you're engaged in your field and have a broader perspective.

BRAND ALIGNMENT

At the executive level, your "brand" is more than just your skills. It's how you present yourself and the impact you have.

Executive Presence

Cultivate a strong and confident presence. This includes your communication style, how you handle pressure, and your overall demeanor. Project an image of competence and leadership.

Gravitas

Build credibility through your expertise, your insights, and your ability to influence others. Demonstrate sound judgment and make decisions with confidence.

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BE HIGHLY PROMOTABLE

Don't just meet expectations; exceed them. Be the person everyone notices and remembers.

Go Above and Beyond

Take initiative, volunteer for challenging assignments, and consistently deliver high-quality work. That extra 5% effort makes a big difference.

Be Proactive

Don't wait for opportunities to fall into your lap. Seek out mentors, approach potential sponsors, and actively pursue development opportunities. Take ownership of your career progression.

Embrace Challenges

Step outside your comfort zone and take on new responsibilities. This demonstrates your willingness to learn and grow and showcases your adaptability.

LIVE AND BREATHE THE ORGANISATION'S VISION

Become a true ambassador for your company.

Be a Role Model

Align your actions with the company's values and mission. Demonstrate your commitment to the organisation's success in everything you do.

Think Strategically

Understand the big picture and how your work contributes to the organisation's overall goals. Propose initiatives that have a company-wide impact.

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KNOW YOUR ORGANISATION'S HR CALENDAR

Timing is crucial when it comes to promotions.

Be in The Know

Understand the timing of performance reviews, bonus cycles, and promotion periods. Don't miss key opportunities to showcase your achievements.

Plan Ahead

Start expressing your interest in advancement well in advance of promotion cycles. Decisions are often made months beforehand.

Consistent Performance

Don't just ramp up your efforts right before a promotion opportunity. Maintain a high level of performance year-round to demonstrate your value consistently.

About Linda Murray

I create leaders people want to follow, organisations people want to work in and careers people love to live. I give senior leaders and executives a fresh perspective and actionable tools to achieve excellence by leveraging their unique strengths, talents and their own authentic leadership approach.

Athena Leadership Academy specialises in Executive Coaching, Leadership Development programs and workshops which are tailored to yours and your teams development needs.