



Scaling new heights in your career.....

A lofty goal, right?

**What does success
mean to you?**

In different seasons for different reasons?

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DISCOVERY AND GROWING ERAS

Financially motivated, find my place in the profession

CLIMBING ERA

Support at the highest levels, be regarded as talent

ESTABLISHING AND STATUS QUO ERAS

Expand value proposition and earning potential, stability

TRANSITION AND LEGACY ERAS

Purpose, balance of being in service and thriving

Join me on my Eras tour



Being intentional takes you further than autopilot.

BE AN ACTIVE DRIVER, WHATEVER THE ERA

Stay relevant

Future proof

Bold goals ensure ongoing impact

Focus on continuous learning and growth

Be innovative

The starting point? Self discovery.

THRIVING

What do you enjoy in your roles and what are you passionate/curious about?

TALENTS

What are your core strengths and skills?

MOTIVATION

What keeps you engaged and inspired to perform your best?

ASPIRATIONS

Where do you see yourself in 3, 5 and 10 years?

CHALLENGES

What are the barriers or obstacles you'll need to overcome?

LEARNING

What skills and knowledge gaps do you need to fill?

What's on your progression bingo card?

- 01** SAME ROLE, IN AN AMPLIFIED WAY
- 02** PROGRESSION IN SENIORITY/HIERARCHY
- 03** SAME ROLE WITH SPECIALIST/NICHE SKILLS
- 04** A DIFFERENT PROFESSION ENTIRELY



Make strategic choices and decisions in your career

To support progression

A flawed progression strategy:

**Moving for a minimal
increase to a role
that isn't stretch.**



What strategic moves look like:

New opportunities should expand long term earning potential.

They should increase your value proposition.

They should introduce you to innovation, new ways of working and knowledge.

Lateral, not linear moves might support you.

If you move without an increase negotiate to have a salary review included in your contract.

The art of creating growth opportunities on-the-job.

LEVERAGE GAPS

Strategically take on responsibilities when there's a need and inadequate support

TIME BOUND STINTS

Exposure and learning from secondments, and contracts.

BE FULLY PRESENT

Expand business knowledge: prep like an exec, admit what you don't yet know.

Beware of toxic loyalty.

- 01** Your execs will recover from the disruption of you moving on
- 02** Execs rarely have the power to take you with them when they move on
- 03** Your exec will follow the money and the opportunity given the chance
- 04** Ask for what you need/want when you need and want it - they do

What CEOs want (but can't always articulate).

- 01** Change agents who can support their vision and bring it to life
- 02** Ways of working that disrupt reactivity, create time and ease
- 03** Strategic thinking - aligning focus to objectives
- 04** Early adopters, curiosity and innovation
- 05** People who are good for culture

THE OPPORTUNITIES

Formal or informal, L&D

THE CONVERSATIONS

What support do you need, from whom?

INNER WORK

What personal development will help you get out of your own way?

SMALL STEPS

What action steps can you take today?

**Taking action:
being set up up
for success.**

Finding the edges of your comfort zone.

(AND GETTING OUT OF YOUR OWN WAY)



Mindset: the foundation of success.

YOUR NARRATOR

Your inner world creates your outer experience

EVOLVING WITH GRACE

Dare to fail, innovate often, be flexible

STAY CURIOUS

About where you are resistant to change or growth

SELF WORTH

Stand in your power, know your value, use your voice

**I loved being an EA, probably
for the same reason you do too.**

—

“So, what else do you want to do?”

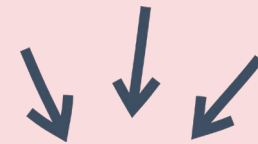
How you respond will propel you forward or leave success to chance



THE BIGGEST CHALLENGE THE PROFESSION STRUGGLES WITH:

**The work is deeply
misunderstood by those
who haven't done it.**

CREATE A LIGHTBULB MOMENT FOR THEM



**Your career is an
apprenticeship in
business management.**

A talent vs resource approach to development.

Your apprenticeship

The information you are exposed to vs the doing to support it

How others arrive at their decisions - the decision making process

The steps and considerations from concept to delivery or execution

Recognise the value of the learning from your front row seat

Use your visibility to identify opportunities to stretch your value proposition

Nurture influential stakeholder relationships for your benefit today and beyond

Acknowledge the opportunities in tough times

**Practical tips
to support
your success.**

Standing out as top talent.

ARTICULATE YOUR IMPACT

Talk about what you do in an elevated way
You are more interesting than your exec's title

OWN YOUR AUTHORITY

You are a subject matter expert
Regard your experience as expertise/a specialist
skill

PRESENCE

How you show up matters
Activate your spotlight muscle

They shouldn't read like your
job description

They clarify your impact: how
you enable the success of
others

Link to business priorities and
strategic objectives to be
measurable

Designed to get you to the
edge of your comfort zone

**Bold goals,
better
outcomes,
measurable
impact.**



Be prepared to lead the leader:

DRIVE GOAL SETTING CONVERSATIONS

Get them to invest in your goals as an investment in their success

LEAD DEVELOPMENT CONVERSATIONS

Speak to strengths, challenges and progression aspirations

PROACTIVITY IN PERFORMANCE REVIEWS

Articulate how your effort directly enables their success, make your impact known

ACTIVELY SEEK FEEDBACK

Get meaningful, real time feedback to help focus your effort and energy

The relationship secrets execs gate keep.

SPONSORS, ADVOCATES, ADVISORS

Nurture relationships with those who actively promote your work, help you gain visibility and offer wise counsel

YOUR NETWORK

Referrals, connection, sources of opportunities

COLLABORATORS AND PEERS

Working with a diverse group of professionals enhances skills, broadens perspective

Strategies to attract opportunities and earn more.

IMPACT

Your focus on
strategic objectives =
their success

METRICS/DATA

The facts are compelling

FEEDBACK

Positive stakeholder
testimonials

VALUE

Your highest value
strengths, skills,
qualities and attributes

DEVELOPMENT

Demonstrate
your growth

INITIATIVE

What did you
proactively lead with a
positive outcome?

Final tips to recap.



Ask for support, articulate your aspirations

Talk about what you do in an elevated way

Own and drive your development and growth

View everything as an opportunity to expand knowledge or skills

Embrace change as a career supercharger

Be prepared to lead the conversations that matter



**This career is fascinating
because it can be
anything you want it to
be.**

**Inches or strides:
both are progress.**



Thank you! Questions?

**DOWNLOAD A SPECIAL FREEBIE:
DEFINING WHAT SUCCESS MEANS TO YOU.**



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