

THE EXTRA POINT

BY JERRY ROBERTS



403 Moving Up the Organization – Plan For It

Would you say that you deserve a promotion? Is your work so good that somebody should take notice of just how valuable you really are to the operation? Yet, it hasn't happened? I'm Jerry Roberts and today, some thoughts on how to position yourself better for a bump up the organization. That's coming next on The Extra Point.

"How does somebody get ahead around here?" That was the question I asked Big Ed, maybe the best boss I ever had. He laughed, "Jerry, you've been here a month and already you're after my job?"

He asked me if I was serious and I assured him I was. He spent about a half-hour telling me what he felt made a great impression on a boss. I was scribbling down notes and then he capped it off by saying, "Don't take my word for it. When you have a chance, ask other managers the same question. This is only my opinion. Nobody else may agree with me."

I took his advice. Over the years I've picked the brains of a lot of people to get their answers. Let me share some of their wisdom today, which I hope will be helpful if you're looking to get further and do better.

1. Be the best you can be when it comes to your job. Whatever your position is, do your work like you invented it. Be so good that when people think about your job, they first think about you. Period.
2. Be willing to help others get better at their job. Mentor someone who needs it.
3. Become visible throughout the organization. Make it a point to reach out and meet people who work in other departments. Ask them about their jobs and how things work from their perspective. Little by little, you'll piece together how everything fits. Eventually, you'll gather knowledge few others have.

4. Look to deliver value far beyond what your employer is paying for. If you're doing what I first mentioned, giving an all-star performance in your job, then volunteer for other projects. Every employer has things they want done but nobody has the time. Ask your supervisor, ask the department head, ask your HR manager, and — if it doesn't make your knees shake — ask your CEO/president/GM/owner if she/he has something they need done. When you finally land a project, make it sing. Put a personal touch on it that commands attention.

5. Generate enthusiasm. Have a positive outlook and spread that wherever you go. No, the cool kids probably won't dig it, but this is your life and your career. They're not going to pay your bills. If people like being around you it'll be a nice boost to your career, and it's also a better way to spend the day.

6. Be an ambassador for your employer. If you are the only one in your organization I ever meet, make me want to go "Wow, that must be an incredible place!"

7. Find a mentor who can inspire you to reach higher. Who can help you grow? How about your big boss? Whoever it is, learn from them and make sure you use the information.

8. While you're doing all of these things, also let it be known that you're looking to move up. Maybe one day you could ask that big boss, "Say boss, I'm curious, how does somebody get ahead around here?"

That's The Extra Point. Get out there and make something good happen today. For 93.3 and the Ray Gibson Show, I'm Jerry Roberts.

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