

**Top Ten Strategies for Designing Your Next –
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1. Define your Direction

- This is not *a one-time only* exercise
- Is your career path going to remain on-track?
- Where is the next step for you?

2. Is Education the Answer?

- Educational institutions reward /expect degrees
- Bias towards advanced degrees
- *Always be learning and reading!*

3. Enlist a Mentor or Champion and Cultivate a Sponsor

- Everyone needs this added support
- Look beyond your manager!
- Podcast with Adam Grant and Carla Harris - <https://lnkd.in/gTzUSq9s>

4. Raise your Hand

- Showcase your commitment to the task at hand. Be perceived as a problem solver
- When you are tapped for added roles, consider carefully these opportunities

5. Define & Craft your Network

- Become a subject matter expert
- Take time to build your professional network
- Keith Ferrazzi – *Never Eat Alone* and *Who's Got Your Back?*

6. Make Gracious Introductions/Become a Mentor & Champion

- These intros are invaluable and remembered
- Pay it Forward
- Adam Grant – *Give and Take*

7. Support your Teammates

- Are you helping your staff and team to grow and develop? Are you offering a hand and raising them up?
- *Linch Pin* – Seth Godin – *you can be replaced*

8. Be Consistent, Genuine and Authentic

- Integrity is Core

9. Fit & Match

- Is it time to re-invent?
- *What Got You Here – Won't Get You There!* – Marshall Goldsmith

10. “Work Out”

- Take care of yourself – avoid burn out and hitting a wall
- Work on your management routine – managing below, across and above
- *Outliers* – Malcolm Gladwell - Ten year timeframe to become an expert

Other suggestions, over 12 years of listening to your colleagues:

- Be open to *unexpected* opportunities
- Share your knowledge
- Stay current
- NEVER – place all of your eggs in one basket
- Exit gracefully
- Read – your perspective will be changed and this will add “flavor” to your thinking
- Appreciate where you are
- Be patient
- Self Awareness is key. You can build your Emotional Intelligence.
- What will be your expert area?
- Demonstrate thankfulness
- Ask for feedback and be prepared to listen.
- Change is a constant.

Other Recommendations/Books:

The Leadership Challenge – Five Practices for becoming and Exemplary Leader

James Kouzes and Barry Posner

Inclusion on Purpose – An Intersectional Approach to Creating a Culture of Belonging at Work -
Ruchika Tulshyan

Anything by **Brené Brown**

Bitter-sweet -How sorrow and longing make us whole – Susan Cain

The Power of Regret – How Looking Backward Moves us Forward – Daniel Pink

Think Again – The Power of Knowing What You Don’t Know – Adam Grant

Give and Take – Adam Grant

Impact Players – How to Take the Lead, Play Bigger and Multiply Your Impact – Liz Wiseman

Leadership for a New Era

<https://www.mckinsey.com/featured-insights/leadership/the-ceo-moment-leadership-for-a-new-era#>

Take this opportunity to recalibrate how you show up every day:

1. What qualities am I bringing to being and showing up today that I should continue to bring into the future?
2. Going forward, is there an opportunity for me to manage a “to be” list with the same rigor as my “to do” list?
3. How, practically, should I hold myself accountable? How will I ensure that others help hold me accountable?

Radical Candor

<https://www.radicalcandor.com/>

<https://youtu.be/f-Tcr0T9Tyw>

A free copy of Harvey Mackay’s book, “***We Got Fired! ... And It’s the Best Thing That Ever Happened to Us,***” visit

www.harveymackayacademy.com/fired to complete a form to download the eBook.

Austin Channing Brown’s book, ***I’m Still Here – Black Dignity in a World Made for Whiteness***

You might enjoy this podcast interview with Austin and Brené Brown.

<https://brenebrown.com/podcast/brene-with-austin-channing-brown-on-im-still-here-black-dignity-in-a-world-made-for-whiteness/>

Here’s a short and powerful video:

<https://www.youtube.com/watch?v=aC7lbdD1hq0>