

TOP 10 TIPS TO MANAGE A SUCCESSFUL CAREER INSIDE A CORPORATION



These hints come from the perspective of a seasoned Talent Manager with experience of making thousands of decisions on promotions, job moves, career development opportunities and exits!

1. Deliver!

Current assessment methods, development opportunities, feedback and appraisal processes mean there is ever more transparency on a person's ability to perform and achieve real results. Be clear on what is expected of you, focus on delivery, build up an impressive track record and capture your results (you will need to recall these in that promotion interview!).

2. Let the right people know you deliver

Definitely not to be confused with arrogance or for claiming credit for other people's work. However, in an appropriate way, you will need to publicise your track record. Key influencers may be your Line Manager, your Mentor/Sponsor and your HR Manager. Ensure your personal records are up-to-date.

3. Role model the right behaviours

If you are looking for a promotion, ensure your behaviours are what's required of someone at that level. The competencies within your corporation gives you clarity on this. An easy way to get a new job is to behave as if it's already yours.

4. Find your true North and have the courage to stick to it

Spend time reflecting, talking to others, trying things out, noticing what energises you and gradually your ideal role will become apparent. In a large company, you can get support to move into fresh areas you may not have any experience in – if you want it, go for it. Given we spend more time at work than anything else, you should be stimulated, fulfilled and happy.

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5. Share your career goals

Surprisingly, your decision-makers are not telepathic. Share your career goals, express interest at the right time and be authentic with it. If a sponsor goes out of the way to support you and you decline a role – they probably won't do it again. So, if you really want experience working at the other side of the world, it's very possible in your company. Make sure anyone who may want to come with you (i.e. a partner) also wants this.

6. Manage your boss

Along the way, you will have some brilliant managers and some who are less inspiring. You will have something to learn from all of them (even if it's how not to do something). Not all managers have people management as a strength. Prepare well for your reviews, be pro-active with your own development, be self-aware and offer constructive feedback.

7. Learn the art of great feedback and use it every day

Giving and receiving feedback is not as easy as we may assume. Build on the core skills you have developed and ensure you use them when receiving feedback (if someone gives you vague feedback, you can ask some quality questions to make it more specific). If you become good at giving feedback, you will also help those around you grow.

8. Make the most of every opportunity

Every day we can learn something new, from the people we meet, the tasks we do and the environment around us. Be a sponge and then use what you learn.

9. Agility is a career differentiator

Demonstrate that you can learn, adapt, embrace change – this is what's needed in the world of work today and tomorrow.

10. Emotional intelligence is a leadership differentiator

This is what sets 90% of leaders apart. Remember what you have learnt – it's the HOW as well as the WHAT. You will need to engage others and bring them with you. Otherwise it may be lonely at the top!

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