

The road to promotions—6 steps to propel your career

Walsh College 12:54 p.m. EDT September 15, 2015

This story is provided and presented by our sponsor.



(Photo: Thinkstock)

Earning a promotion in today's job market isn't as simple as keeping your head down, doing your job and waiting for an offer to move up to the next level. According to Walsh College management professor Lee Meadows, fulfilling job responsibilities may keep managers happy, but just seeing tasks through won't spark promotion talk. Neither does simply "making the ask."

"There's a certain naivety that comes with saying 'I want to be promoted.' That's what managers assume," Meadows says. "What employees should be asking is how they become promoted. The answer is doing things

above and beyond the call of duty."

In "Your Executive Coach," a new e-guide from Walsh College, Meadows and Walsh College Director of Career Services Brenda Paine contribute insight on how employees can build their value in an organization – a differentiator on the road to promotions.

"It's key to demonstrate your motivation to stay current in your profession and involved in the broader industry landscape," Paine says. "Pursuing credentials, proactively engaging in continuing education or joining professional associations are all good places to start."

Employees can start working toward moving up with these six tips:

1. Be seen doing tasks successfully by your supervisor and other "evaluators" in the organization.
2. Document achievements and acknowledgements by managers, colleagues, clients or other influencers. With a documented track record of your success, the decision to promote you becomes easier.
3. Align yourself with people at a higher level who are connected to your discipline and build relationships with those individuals.
4. Work beyond your job description. Ask for additional responsibility and additional projects from other departments.
5. Look for projects or ideas the organization needs to advance, through existing efforts or an idea of your own. Legends emerge within organizations among those employees who can look above and beyond their daily duties to find new opportunities for the business.
6. Study ways to save money, to grow the business and to create strategies for gaining new customers. The more intelligence you gather, the more intelligent your interactions will be within and outside the organization. These interactions collectively will be big success drivers for your role.

For more insight on navigating career milestones like managing teams, changing careers and maximizing available resources, download the free e-guide at www.walshcollege.edu/executivecoach (http://www.walshcollege.edu/executivecoach?utm_source=det_news&utm_medium=article_link&utm_content=executive_coach&utm_campaign=native).

This story is provided and presented by our sponsor Walsh College.

Read or Share this story: <http://detne.ws/1USpI3c>