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## Corporate ladder jokes

It's good to be the boss. People in charge of an organization not only make more money, but they also have happier family life, are more satisfied with their work, and worry less about their financial future, according to a 2014 Pew Research report. Top-level people consider hiring a career, not just a job that pays the bills. So what can you do to get a promotion to the top tiers? There are a number of steps you can take to improve your chances of advancing your career, either with your existing employer or a new one. Your long-term success depends on having as many options as possible and being prepared when an opportunity arises. 11 ways to advance in your career Getting to the top of the corporate food chain is becoming increasingly difficult in the higher levels of management. In many organizations, average performers in the lower ranks can expect some promotions by simply being competent and building firm. However, achieving more senior positions or advancing faster requires the following strategies, at least. 1. Evaluate business opportunities The more opportunities available to you, the better. For example, a fast-growing company relies on many managers to implement their strategies, whether it's introducing new products, expanding into new geographic areas, or capturing a larger market share. At the same time, a growing company typically takes risks to meet profit targets or expand into new markets. Successful small companies can become acquisition targets for larger competitors. If their efforts succeed, the acquirer usually cuts redundant employees and replaces poor and average performers with their own people. In other words, the choice to work for a small growing company is a high-risk proposal with high reward for an ambitious employee. On the other hand, mature companies that already dominate an industry can have slower career paths, but provide valuable experience and security for those willing to wait for their turn in corporate management. If the company chooses to mix acquisitions and internal growth to achieve performance targets, the opportunities for advancement may exceed those of a smaller company, with less risk. That said, many mature companies have policies aimed at inducing top-level revenue. They can offer early retirements, buyouts and titles with higher compensation, but no authority or liability - a kind of on-site retirement - to retain younger, aggressive executives who would otherwise leave the company. Your choice of employer is a critical element in how fast you climb the ranks. Identify the most important aspects of an employer for you. For example, do you seek financial security or the possibility of rapid progress? Are you willing to sacrifice leisure time for a promotion? Are you competitive or more passive? Do you work best as an individual or part of a team? Where does your work fit into your priorities? Collect so much potential employers as possible. Public companies' necessary disclosures are easy to access, newspapers and magazines often run articles about local companies and businessmen, and most companies have websites with information about different phases of the company. Review comments about potential employers on sites like Glassdoor, Vault and PayScale, and keep in mind that some reviews can be negatively biased. Talk about possible with current and former employees. If you find anything that concerns you, ask the company's recruiter for an explanation. After all, you make one of the most important decisions of your life. 2. Get Lay of the Land Each company has a culture, either intentionally or informally developed. It is the company's personality and includes shared values, ethics and expectations that govern employee behavior. Ignoring an established culture is one of the worst mistakes a new employee can make; It is effectively welcoming battles without knowing your enemies or having a battle plan. A company's public statements and recruitment calls can differ materially from acceptable daily behavior. As a consequence, new employees eager to make a significant impression can be admonished with the comment That's not how we do things around here. Before you implement your plan to move forward, take the time to understand the rules of the game you're playing. 3. Avoiding Company Politics Company policy is a fact of life in any organization, especially businesses. According to research published in Trends in Cognitive Sciences, the desire to climb the corporate hierarchy stems from an innate need for power and control that exists in all people. As a consequence, clicks and factions arise, especially around those fighting for the corner office. Participating in corporate politics is always a risk since being associated with the wrong side always leads to career setbacks. A few years ago, I informed a newly hired CEO of a large public company, which had been brought in from the outside because of the board's unwillingness to elect one of two vice presidents vying for the position. The enthionality between the two officers' supporters was overt and devastating. Despite the reputation of the two rivals - both considered highly skilled in industry circles - the CEO replaced both men, sending a message to the remaining officers that results, not policies, would be the basis for future promotion. The leaders lost their positions, and their perceived supporters' careers also stopped. If you want to move forward, avoid unhealthy alliances and personal conflicts with other employees. Treat all people with respect and courtesy. 4. Get noticed by those who matter it doesn't matter if you're an expert in a particular field if no one knows who you are. Companies are filled with nameless employees who spend years struggling in the trenches without recognition. To make sure you get the recognition you deserve: Search from the employer. Many employees wait passively passively annual or semi-annual employee assessments. Unfortunately, these reviews are often just attempts to justify layoffs or avoid lawsuits. Develop the habit of seeking feedback from your direct tutor regularly, especially after each project. Note compliments and criticisms, change your performance where necessary, and involve your boss in these actions; your performance reflects well on them. Volunteer for extra work. Look for ways to make your manager's job easier. Employees who help their bosses stand out become visible to other supervisors who may also have opportunities. When you put on extra work, make sure you complete the task on time and as expected. Participate in the company's activities. Being active in your company's social events, sports teams and sponsored charities exposes you to more people who can help you climb to the top. Whenever possible, do services for other employees without any expectation of a quid pro quo. During your career, you never know who can help you with a recommendation, introduction or valuable advice. When using these strategies, be sure to continue thoughtfully. They can easily be misunderstood by your superiors and disliked by your co-workers if made inappropriate. Remember that it is important that your efforts are sincere and not seen as attempts to deceive colleagues or ingratiate yourself with a boss. To impress your superiors, seek to convey an attitude of selflessness, not selfishness. 5. Find Mentors Business mogul Richard Branson, the founder of Virgin Group Ltd., has said that mentoring is the missing link between a promising businessman and a successful one. He recommends that success takes hard work, hard work and more hard work. But it also requires a little help along the way. Even geniuses need help occasionally; In a letter to fellow scientist Robert Hooke in 1675, Sir Isaac Newton wrote: If I have looked longer [than other scientists at the time], it is by standing on the shoulders of the giants. A mentor is someone who has traveled the way before you, knows the ins and outs of an industry or organization and its people, and is willing to give you authentic, unvarnished reviews and advice. Mentors may be inside or outside your own company. A good mentoring relationship can speed up your progress, smooth bumps in the road, and help you avoid obstacles that can derail or ruin a career. Finding a mentor is more than identifying someone you can leverage for their contacts and sponsorship. Guidance is a two-way relationship, about the same way between a student and teacher. Find mentors who recognize your talent, really care about you and expose yourself to other successful people. Do not be afraid to ask for help and advice; The most successful people had help on their travels, and many of them are willing to give back. Consider having multiple mentors at the same time. much as the CEO works with a board. In my career, I have been fortunate to advice from many wiser and more experienced business people. In most cases, our relationships stretched a lifetime - hopefully a mutual joy, but certainly to my great advantage. 6. Nurture your network as you progress in your career, spend time at different management levels and possibly other companies, there are ample opportunities to make valuable business and personal contacts that can be useful as time goes on. Unfortunately, most people jump from one position to another, and eventually disguise comrades from the past to embrace those of the present. Aside from the lost emotional benefits of persistent personal and business relationships, careers are throwing away the opportunity for their former colleagues' advice and experience. President George H.W. Bush was known for the thickness of his Rolodex, a collection of acquaintances, friends and business associates accumulated over a lifetime. He maintained his network through occasional services, letters, cards and phone calls. A major factor in the elder Bush's success was his ability to reach out for advice and help when needed. Many political observers credit George W. Bush's political success to his father's contacts. Maintaining a network can be tedious and tiring at times, but the benefits more than justify efforts to stay in touch. Friendship is mutual. When it is possible to help someone, do it with pleasure, without strings attached. Never burn bridges, and keep relationships in good shape. The value of a network grows as it expands and is nourished with thoughtful effort. The young woman sitting in the adjoining cabinet could be the CEO of a Fortune 500 company one day, while a golf buddy can rise through the ranks of executives at your biggest supplier. 7. Put your best foot forward Attracting attention for the right reasons is essential because promotions are not just the result of visibility, luck, or mentorship. If your work habits, abilities, and track record aren't exceptional, you're unlikely to get the rewards you seek. A mediocre performance usually results in a mediocre career, so if you want to get ahead, you need to bring something extra to the table. Some people are extraordinary because they achieve an unlikely and unexpected result in a single instance - such as the superseller who breaks a long-standing sales record, the engineer who designs a new product, or the production manager who significantly improves quality without cost increases. Others stand out from the crowd because they consistently deliver the goods every time without excessive supervision, delay or histrionics; they are no muzz, no fuss people supervisors can always trust. Anyone who is willing to put in the work can stand out as extraordinary; it is more a matter of attitude and effort than skill or knowledge. 8. Maintain an optimal skill set If you lack the minimum requirements to practice the profession no mentor, connections or experience can enable you to do your job. Depending on your field, there are likely to be minimum technical abilities and educational benchmarks you must master to perform at all levels, much less advance. Also specific management and personal skills are always in demand. Those who master these skills are the formal and informal leaders who can influence others and promote exceptional results. Examples of highly sought-after skills include: Strong communication skills. As you climb the leadership ladder, the ability to educate, persuade, manage and motivate subordinates and peers is crucial. Similarly, you need to communicate expertly to superiors. Social competence. When you rise up in an organization, trust and report with direct reports and superiors are crucial. The ones that are most likely to promote you are the ones whose careers depend on your performance. Develop and practice the characteristics of steadfastness, consistency, truth, reliability and charm. Problem solving. Critical thinking — the ability to dissect a problem, identify root causes, understand relationships, and rationally assess likely outcomes — is a highly valued skill at all levels of an organization. Critical thinkers can minimize the impact of potential disasters and recognize overlooked opportunities. And like many skills, critical thinking is something you can learn and practice. For example, the University of Massachusetts' decision-making process can teach you how to better control your emotions under stress. Through time and practice, these skills will become second-nature. 9. Recovering from setbacks Unless you are the boss's son or daughter, your career path is likely to be uneven, with periods of apparent stagnation and occasional failure. Setbacks can be self-inflicted or out of the blue, such as not getting a promotion or increasing you expected, receiving a poor performance review, or failure of a project you're working on. No matter what nature or cause is, it is crucial to learn to react to disappointment to get back on track. According to a poll reported by the Harvard Business Review, one in five employees who experience a setback take no personal responsibility and blame others for the error. They also take too much credit for their successes. In their anger and disappointment, these employees are most likely to quit either at work or formally, compounding the severity of the consequences. My first job after I graduated from college with a degree in industrial engineering was with one of the largest farm equipment manufacturers in the world. My facility employed more than 3,000 workers, most of whom were members of the UAW union and therefore included a comprehensive bargaining agreement. Midway through my first year, I decided that union members in a particular department circumvented labor rules and cost the company over \$1 million annually. When I expressed my feelings to my manager, he disagreed with my conclusion and commanded me to on my my Duties. Being young and confident that I was right, I continued to pursue the project, eventually producing a multi-page report complete with photos and operational data. Chafing during the previous criticism, I did not consult with my manager, but sent my report over the head to the facility manager. I then waited for the awards that were sure to come, perhaps an immediate raise or promotion. Much to my surprise, the reaction was an official black mark on my company record and a profanity-filled lecture from my boss. Like the 20% in the Harvard poll, I was sure that my analysis was correct and that I had been treated unfairly. I left the company three months later. After significant self-analysis and feedback from friends and family, I realized that my actions had triggered the incident and my bloated ego was the cause. Accepting that I did not know everything and regularly made mistakes was difficult to acknowledge, but enabled me to become a better employee and manager in later years. From this early experience, I learned to limit my self-pity and disappointment and instead conduct a thoughtful analysis of disappointing situations: What went wrong? What were the reasons? What had I done right? What had I done wrong? What steps can I take to avoid a repeating event? I apply a similar attitude to success, depending on the wisdom attributed to Winston Churchill: Success is not final; failure is not fatal; It's the courage to continue that counts. 10. Knew when to change course Unfortunately there may be times when circumstances dictate a new beginning or company. The trigger can be an unexpected call from a headhunter offering a promotion and a significant increase, or when those who are most familiar with your work overlook your abilities or achievements. You may be in a situation where your company's history dictates campaign policies that aren't to your advantage. In such cases, your best option may be to seek opportunity elsewhere. For example, I left a comfortable position with a Wall Street firm to become chief financial officer of a technology firm, which I later guided through a national public offering and several mergers and acquisitions. I returned to Wall Street finance after several years and became a specialty product manager with a regional investment store, a position that would have been unavailable without my time as chief financial officer. These combined experiences enabled me to form an oil and gas exploration company and achieve a multi-million-dollar public share offering before the age of 35. 11. Be patient ambition is a double-edged sword. Brandished with reason and restraint, it can spur you to the effort and achievements you never dreamed possible. But when you're not done, it can make you feel bitter, empty and alone. As a young man in a dominant Wall Street firm in the 1960s, I sought hungry promotion to office management. At the time, conventional wisdom was that employees under the age of 35 lacked experience manage a brokerage office, especially with older representatives who had more experience. Frustrated by a policy that seemed obsolete, I resigned from the company and sought work elsewhere. As a consequence of my departure, and others from the training programs, the firm changed its policy - in favor of my more patient former colleagues who had been put. In the two years after I resigned, many of these colleagues were promoted to office management with higher pay and benefits before the age of 30. By Wall Street standards, their increase in ranks was

unprecedented. Career progression rarely happens as quickly as we would like, and large companies have large bureaucracies that sometimes respond slowly. But the best-managed organizations, regardless of size, eventually correct their course. Showing patience early in your career can pay off significantly later. Last word While more skills are needed to climb the corporate ranks, the best thing you can do is take responsibility for your own career success. You have a significant number of competitors, many of whom are equally - if not more - eligible for a promotion. If you want success, you have to go after it. Be patient when patience is justified, but do not be afraid to seek greener pastures when necessary. Critical turning points occur throughout a person's life and career. The decisions you make — or don't make — can have a lifelong impact on your career, happiness, and fulfillment. Fortunately, few decisions are irreversible, so a single mistake does not define your life or limit your future opportunities. Be brave when setting goals and resilient when setbacks appear. How are you going to climb the corporate ladder? What have you done to get to the point you're at at the moment? at the moment?

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