

How Do You Move Up the Ladder, If  
there is no ladder to climb....  
**Don't Climb – Reach!**

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# Agenda

- How do you define a job role?
- How to you achieve advancement?
- What is most important to you?

# What defines a job role?

- Position

- Scope of responsibilities

- Reach

- Number of reports

- Salary / grade level

- Title

- Direction

# What defines a job role?

- Organizational Structure

- How's it organized?
- Peers?
- Where do you report?
- Who's above you?

# How do you advance?

- Work with HR
- What defines the next level?
- Expand the scope of your role
- What value do you bring?
- Decide what you want
- Lobby with management
- Threaten to leave \*\*\*

\*\*\* Can be a dangerous move



# Work with Human Resources

- Banding / Job grading
- Market assessment / Benchmarking
- Equivalent “Jobs”

# What defines next level?

- Job Description of next level peers
- Skill sets
- Education
- Experience
- Expectations
- What is necessary to achieve?

# Expand your role

- Think outside your normal scope
- Organizational project lead
- Engagement in cross-departmental initiatives
- Develop the people under you

# What is the value you bring?

- Core competencies
- Degrees
- Experience and knowledge base
- Longevity in the organization
- Current job description



What is the value you bring?

**Impact  
on the  
organization**

# Reach for what you want

- Salary
- Responsibility
- Title
- Job satisfaction
- Invited to the table

# Lobby with Management

- Benchmark data
- Scope of responsibilities (e.g. P&L mgt.)
- Updated job description
- Willingness to take on more responsibility
- Your ability to deliver

# Threaten to leave

- Not recommended **UNLESS**
  - Another offer you would seriously take
- But – can be highly effective
  - More money
  - Better title
  - More flexibility

# Conclusion

- What advancement is wanted
- Explore the avenues
- Believe in yourself
- Know what is most important to you
- Never stop reaching!



# Contact Info

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