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NEWSWORTHY

From the Team

Are you rising in your organization as quickly as you'd like? The desire to move up the ladder faster is among the most common reasons we hear from people who are considering a job change.

If you've really hit your promotional ceiling, we'd love to help you find a position that is better suited to your leadership skills. But we'd like to challenge you first to consider a few simple questions: Have you clearly expressed your desire to take on more responsibility? Have you taken initiative and shown that you're capable of doing more? In other words, are you sure you need to make a move to get where you want?

There are many reasons for trying to make it work in the job you have. The company has already invested in getting you on board. Based on our knowledge of the talent market, it's a good bet they'd like to keep you — especially if you're eager to do more. Plus, you have institutional knowledge that may help you make a leadership mark more quickly than in an organization where you have to learn the culture and politics first.

In the following pages, we've included ideas and suggestions for helping you plot your leadership path from where you are today. We hope you'll find them helpful. When you're running the company, call us. We'll help you find new talent to fill your growing ranks! Of course, if you decide you're ready for your next move in a new job, we'd love to help you find that, too.

The Welsh & Associates Team

Your new job is just a click away:

<http://welshandassociates.net/jobseekers.html>





I want everyone to understand it is not all about levels. It's about experiences. I had so many lateral moves. I've taken steps back so I can learn a better role and get a better skill set that is going to help me in future roles. Lateral moves are not bad things. Every experience will help you in the future.

— Jane Homco, Michigan's top Kroger executive,
March 23, 2017, as quoted in MLive,
"Kroger's Michigan president describes her rise
to the top in heels" ([Read the full story](#))



around you. Beyond the unique aspects of an individual organization, however, there are some basic principles that apply to gaining a seat at the corporate table. Following are our top five.

1. Do your due diligence

Consider your career climb before stepping on the ladder. Do you really know what it will take to get from where you are to where you want to go? Consider the people currently doing that work — at your company and within your industry. What background and experience do they have? Do they have certifications or educational credentials you lack? What about others in similar roles across your industry? How do you really compare?

2. Set your intentions

Let your manager and your HR manager know that you're interested in taking on more responsibility. Ask for the opportunity to grow and develop in your role and within your organization. Ask for help getting from here to there. Be open to developing the skills and experience they recommend.

3. Think big picture

Learn to think about yourself, your role, and your team or division from a big-picture perspective. When you ask for more responsibility, don't lose site of the job at hand. You should have a clear understanding of the goals and objectives of your current role. Consider how they fit into the company's overall goals. Be an idea

person. Find solutions. Figure out ways to do things faster, more cost effectively, and more efficiently.

4. Build relationships

Where does your role fit along the spectrum of work your company delivers? In other words, who are your internal customers and suppliers? Can you do more to strengthen those working relationships? Remember what Edwin Friedman said: A leader without true followers is simply going on a walk.

5. Lead by example

Leaders come with many different styles and approaches, but one characteristic is generally common to all. They use their innate talents and strengths to lead in a way that is natural. What are yours?

Truly great leaders know themselves well. They understand their dreams, aspirations and what motivates them to succeed, and this knowledge allows them to lead well and inspire others to succeed.

— Julie Bawden Davis, writer and speaker, writing for [American Express Open Forum](#)

Timing Is Everything

If you think you're not being taken seriously because of your age, this too shall pass. In fact, it's happening right now. Consider this: the oldest members of Generation Z are already entering the workforce. Depending on its official start — some say 1994 and others claim 1996 — the first members of this generation are either finishing college or have been in the professional market for two years. That means Millennials are no longer the freshmen of the workforce.

How to Get a Seat at the Corporate Table

Every organization has its own rules — many unwritten — for climbing the ranks of leadership. That's why it may be easier for you to make the leap more quickly in your current company — you are already familiar with the culture and politics



Your Millennial Secret Weapon

If you're a young professional seeking a bigger contribution and increased responsibility, you're not alone. But your eagerness to create the life you envision for yourself is not unique to today's workforce, either. It's part of our DNA as humans — and maybe especially as Americans.

What Millennials do have over every generation prior is their native use of technology and the connectivity that comes with it — immediate access to both information and people. Leverage these strengths as you grow your career.

Promotion Advice From Jack Welch

Jack Welch, former — some say legendary — CEO of GE worked his way from an engineer developing plastics to become the eighth Chairman and CEO of the Fortune 500 megacorp. He advises young professionals interested in snagging a promotion to do just two things. Over deliver and make your boss look smarter.



Meet Our Team

Julie Diamond is a lot like many of the job candidates we work with. She has moved more than once when her husband Gregg's company asked him to relocate. Julie's background in pharmaceutical and medical sales made it easier for her to change jobs. So she did.

"I have great empathy for people trying to find a good job," she says. "It's one of the reasons I love working at Welsh & Associates, where I get to help great people find work with top companies."

Among Julie's favorite aspects of her work is the ability to place professionals in West Michigan. Gregg's work with Stryker brought him to Kalamazoo — the first time — in 1999. The family then moved to Charlotte, North Carolina and back to Michigan in 2013. Julie and Gregg have two daughters. Emerson (Emme) is 13. Kate is 16.

"It was incredible to see how much change the region had undergone in the 10 years we were away. There's so much happening here now, and there is always something fun to do," she shared. "It's a great place to live and work and especially to raise a family."



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