

Activating Your Community for Career Success

WORKSHOP SUMMARY

At a recent workshop, we learned about activating your community of advocating sponsors, advising mentors and champions critical to career success. We sealed the workshop through action planning committing to one ridiculously easy thing to apply.

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BEST**

Assessment: Who is a Part of My Community?

Employees took inventory of their current ecosystem by placing names to the statements below. Few could associate names with the majority of the statements, bringing awareness to the importance of identifying obvious and hidden markets.

- I have a mentor
- I have a sponsor
- I'm aware of people I don't know well that will influence my career
- People see the value I deliver and ways that differentiate me
- People who make pay, promotion or project assignment decisions that affect me also know me
- Senior leaders know that they can benefit from my career advancement
- I know senior leaders who have a network or platform most equipped to help me advance in my career

Showing Up with Intention

A simple framework from Susan Hodgkinson's book *Leader's Edge* helped create a foundation of intention setting starting from within. What authentic actions can we apply that can create impact and land the way our intentions mean? What narrative do you want to own?

Product: Collective knowledge, leadership qualities and vibe
Persona: Charisma, what precedes/proceeds you when you enter and leave the room
Permission: Owning your seat at the table and allowing yourself to take risks and fail
Promotion: Sharing information with others who need to know
Packaging: Visual manifestation, what others can observe of you at and beyond your desk

Pivotal Moments to Advocate for Your Community

See every opportunity as an abundant way to give and advocate for your community. Here are some pivotal moments we've identified and ways to empower others.

Pivotal Moment	Action
Onboarding	sharing org charts, cultural norms and way of working
Promotions	advocating
Meetings	speaking up/out and providing air cover
Feedback	identifying when and how
Performance MGMT	learning when to share
Celebrating Wins	creating a 'happy folder'
Handling Struggles	demonstrating empathy
Transitions	offering support

About Minji: Minji is an executive coach and leadership consultant who empowers high performing individuals and teams to be their best. She has spent 15 years leading talent development teams for Fortune 500 companies through innovative learning approaches and high profile leadership experiences. Visit www.MinjiWong.com and www.AtHerBest.co to download the accompanying 21-Day Challenge for Activating Your Tribe for Career Success and schedule your first discovery coaching session.

Helpful Resources: McKinsey Women in the Workplace [2018] / Forget a Mentor, Find a Sponsor: The New Way to Fast-Track Your Career [2013] / The Leader's Edge: Using Personal Branding to Drive Performance and Profit