



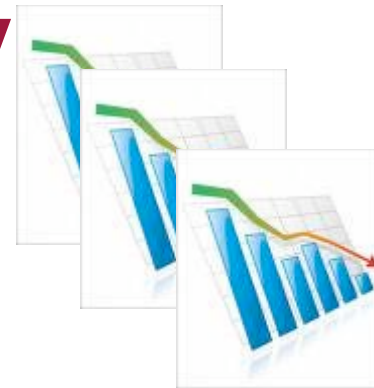
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# Thriving in a down Economy

**Welcome Denver Networking Session**

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## **A Case for Concern**

The current economic climate has forced us all to become concerned with possible downsizing and organizational cutbacks. When people become fearful about the instability of their company or income, most make the mistake of working an increased numbers of hours to demonstrate commitment to their employer. This tactic is not enough to keep a person off the list of layoff casualties. Working longer hours does not equate to elevating ones organizational value.

**Tip:** The key is getting the right work done with the right amount of effort, in view of the right people, and within the right timelines.

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## Establish Company Alignment

- Know the corporate objectives and determine where your job responsibilities align
- Gain an understanding of the company's main challenges
- Prioritize your work toward meeting objectives and providing solutions
- Manage direct reports to ensure corporate alignment
- Initiate projects that generate cost savings, efficiency gains and productivity gains

**Tip:** Focusing on organization objectives allow you to proactively create the right solutions for the right people at the time they are needed most.

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## Stand Out Through Your Work

Key words to act on when it comes to surpassing work standards are: *prepare, perform, deliver, and improve.*

- Prepare for everything: one-on-ones, strategic sessions, department meetings, etc.
- Perform beyond your own highest standards and practice self-sufficiency
- Deliver excellence and quality outcomes each time out
- Find ways to translate your successes to other areas within the company

**Tip:** The quality of your work defines your base value to an organization.

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## **Become a Departmental Asset**

- Position yourself as a contributor to key department initiatives
- Know what departments produce and understand their customer base
- Make suggestions that will help departments surpass cost and productivity goals
- Be willing to roll up your sleeves to do the most basic tasks
- Utilize your skills to add balance where departments lack strength

**Tip: Building a reputation as a knowledgeable and valued contributor is paramount!**

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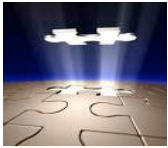
## Know Your Customers

- Visit your customers in their space
- Learn about your customer's key challenges
- Ensure that customer issues are resolved using repeatable processes
- Exceed normal service levels
- Create an environment where your customers equate your efforts with their success

**Tip:** When your customers advocate for your retention and provide evidence of excellent work performance your value is elevated.

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## Your Attitude is Important

- Ensure that you maintain a positive attitude and remain flexible
- Focus on applying your strengths in pertinent and constructive ways
- Turn around negative conversations by talking about what you're doing to create a better future
- Avoiding situations that shifts focus from the organizational objectives

**Tip:** Management want people who believe that things will get better. Nay Sayers will remove themselves from the organization.

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## Network with Common Assets

- Seek out positive influences and those who may provide career advice
- Be among professionals who solve problems and innovate business
- Understand that important career relationships are built in unlikely surroundings
- Cultural awareness and grounding opportunities require participation
- Take advantage of virtual networking opportunities to bridge geographical gaps

**Tip:** Behind any respected business professional is a network of mentors, mentees, groups, and social organizations that in some way or another help shape their successes.

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## Prepare for the Worst Outcomes

- Keep your resume updated with credentials that are beyond reproach
- Don't hesitate to make your network aware of your availability
- Prepare by saving/reserving 6-9 months in living expenses
- Be prepared to possibly lose 3-5 years of salary momentum upon re-entry
- Keep aware of local job opportunities and seek a reputable headhunter

**Tip:** Having your credentials in order, a strong supporting network, and a financial cushion eases psychological pressure freeing you to perform career rebuilding due diligence.

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## Office Politics 101

d. The use of one's individual or assigned power within an employing organization for the purpose of obtaining advantages beyond one's immediate authority

1. Office politics is not evil – *the key is its focus*
2. Workers do work – *be aware of your political position*
3. Information is power – *understand influential currency*
4. The virtual secret handshake – *pass this test the first time*
5. Disagree by agreeing – *create collaborative “right” ideas*
6. Be prepared to speak publicly- *transform minds with words*
7. Compliments will get you everywhere – *recognize achievement*
8. Gaining expert influence – *questions with depth show range*
9. Practice, practice, practice – *build on your political sensibilities*

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## Questions

