



## **THE 5 KEYS TO MAKING YOURSELF PROMOTABLE!**

In a recent article in Inc. magazine Ryan Jenkins talked about how companies are struggling to attract & retain the best young professionals and it places part of the blame on their failure to grow & develop millennials in an effective way. He found that millennials criticism of corporate training cites poor content (not engaging), lack of external thinking & marginal relevance to the learning they want; particularly soft skills to help them succeed. I've seen this first hand in my executive team coaching & development work with organizations. As a matter of fact, it's the reason I started a mentoring tech startup as my 4 millennial kids, their friends & so many I interviewed complained of a lack of mentoring & support in the companies they were in. I agree with Simon Sinek's advice regarding boomers complaining about millennials & his conclusion that we are obligated to truly understand & help them. Finally, I asked myself, if I could go back in time & help myself when I was **struggling to advance my career in a big organization**, what would I do?

This question triggered a trip down memory lane & my own frustration as a young engineer. I remembered working in big company where I'd get 5 star ratings from clients & 3 stars from my boss; which totally confused me at the time & lead me to change companies. In retrospect I now realize that my problem wasn't technical, it was perspective, attitude & soft skills. So combining my experience as an organizational team coach with years of research on millennial learning & networking socialization from my GOmentr startup, I developed the "[5 keys to making yourself promotable](#)" experiential workshop. Now I deliver it at no charge inside organizations to help their multi-generations of great talent.



The 5 keys workshop starts by resetting people's paradigm.

1. The organization isn't staying up nights worrying about how to advance your career, it's YOUR career & you have to OWN IT because no one else will.
2. Stop thinking of yourself as an employee, think of yourself as an intrapreneur, & you have a product to sell called "YOU".

Next we go through the 5 keys:

1. **Understand what your boss is looking for** – your boss is your customer & as Peter Drucker tells us, whoever understands the customer best gets the business.
2. **Build your network & be a team player** – business is a team sport, it's not how well you play, it's how well you play on the team.
3. **Perform & show your leadership potential** – you need to be an "A" performer & in doing so recognize & grab the opportunities that arise to "step-up".
4. **Communicate your brand & your goals** – be aware of & manage your personal brand & share your goals, because no one can help if they don't know.
5. **Own your attitude, it determines your altitude** – your attitude is the biggest factor in being promoted, as Zig Zigler says "Your attitude, not your aptitude, will determine your altitude". Simply, think of the attitude of a person you'd love to work with, then adopt that attitude & others will feel that way toward you.

Most importantly, we then put people into collaborative peer groups, have them introduce themselves & they spend a majority of the time discussing the concepts presented & figuring out how to apply them to their own careers. Finally we debrief, ask participants some tough questions & challenge them to commit to specific actions to take ownership of their careers.



Feedback from participants has been fantastic. We've had participation from all generations resulting in higher levels of mutual respect & collaboration between generations, breaking down of silos between departments & a jump in engagement & role ownership. Some have even formed their own peer mentoring groups to continue the support & relationships they started in the workshop. Ultimately it led me to rebuild all of my leadership & professional development programs in a millennial format, because it doesn't just work for them, it works for everyone. I'm really excited to see these amazing young professionals take ownership & become the great future leaders we need.

These are ideas to consider as you take yourself & your team to the next level. If you like them, **please pass them on**. If you'd like a **free 1 1/2 hour experiential workshop** on the 5 Keys delivered inside your organization, contact us.

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