

Top Ten Strategies for Designing Your Next –  
Diane Fennig – Gallagher Executive Search – 678.234.1196  
Diane\_Fennig@ajg.com

---

1. Define your Direction
  - This is not a one-time only exercise
  - Is your career path going to remain on-track?
  - Where is the next step for you?
2. Is Education the Answer?
  - Educational institutions reward / expect degrees
  - Bias towards advanced degrees
  - Always be learning and reading!
3. Enlist a Mentor or Champion and Cultivate a Sponsor
  - Everyone needs this added support
  - Look beyond your manager!
  - Podcast with Adam Grant and Carla Harris - <https://lnkd.in/gTzUSq9s>
4. Raise your Hand
  - Showcase your commitment to the task at hand. Be perceived as a problem solver
  - When you are tapped for added roles, consider carefully these opportunities
5. Define & Craft your Network
  - Become a subject matter expert
  - Take time to build your professional network
  - Keith Ferrazzi – Never Eat Alone and Who's Got Your Back?
6. Make Gracious Introductions/ Become a Mentor & Champion
  - These intros are invaluable and remembered
  - Pay it Forward
  - Adam Grant – Give and Take
7. Support your Teammates
  - Are you helping your staff and team to grow and develop? Are you offering a hand and raising them up?
  - Lind Pin – Seth Godin – you can be replaced
8. Be Consistent, Genuine and Authentic
  - Integrity is Core
9. Fit & Match
  - Is it time to re-invent?
  - What Got You Here – Won't Get You There! – Marshall Goldsmith
10. “Work Out”
  - Take care of yourself – avoid burn out and hitting a wall
  - Work on your management routine – managing below, across and above
  - Outliers – Malcolm Gladwell - Ten year timeframe to become an expert

Other suggestions, over 13 years of listening to your colleagues:

---

- Be open to unexpected opportunities
- Share your knowledge
- Stay current
- NEVER – place all of your eggs in one basket
- Exit gracefully
- Read – your perspective will be changed and this will add “flavor” to your thinking
- Appreciate where you are
- Be patient
- Self Awareness is key. You can build your Emotional Intelligence.
- What will be your expert area?
- Demonstrate thankfulness
- Ask for feedback and be prepared to listen.
- Change is a constant.
- We are in the business of education, learning, unlearning and relearning are key

Other Recommendations/ Books:

The Leadership Challenge – Five Practices for becoming an Exemplary Leader

James Kouzes and Barry Posner

Inclusion on Purpose – An Intersectional Approach to Creating a Culture of Belonging at Work -  
Ruchika Tulshyan

Anything by Brené Brown

Bitter-sweet -How sorrow and longing make us whole – Susan Cain

The Power of Regret – How Looking Backward Moves us Forward – Daniel Pink

Think Again – The Power of Knowing What You Don't Know – Adam Grant

Give and Take – Adam Grant

Impact Players – How to Take the Lead, Play Bigger and Multiply Your Impact – Liz Wiseman

## Leadership for a New Era

<https://www.mckinsey.com/featured-insights/leadership/the-ceo-moment-leadership-for-a-new-era#>

Take this opportunity to recalibrate how you show up every day:

1. What qualities am I bringing to being and showing up today that I should continue to bring into the future?
2. Going forward, is there an opportunity for me to manage a “to be” list with the same rigor as my “to do” list?
3. How, practically, should I hold myself accountable? How will I ensure that others help hold me accountable?

## Radical Candor

<https://www.radicalcandor.com/>

<https://youtu.be/f-Tcr0T9Tyw>

A free copy of Harvey Mackay’s book, “*We Got Fired! ... And It’s the Best Thing That Ever Happened to Us,*” visit

[www.harveymackayacademy.com/fired](http://www.harveymackayacademy.com/fired) to complete a form to download the eBook.

Austin Channing Brown’s book, *I’m Still Here – Black Dignity in a World Made for Whiteness*

You might enjoy this podcast interview with Austin and Brené Brown.

<https://brenebrown.com/podcast/brene-with-austin-channing-brown-on-im-still-here-black-dignity-in-a-world-made-for-whiteness/>

Here’s a short and powerful video on bias.

<https://www.youtube.com/watch?v=aC7lbdD1hq0>

[And one on gratitude:](#)

[https://www.youtube.com/watch?v=zSt7k\\_q\\_qRU](https://www.youtube.com/watch?v=zSt7k_q_qRU)