

Leadership Best Practices for Women
How to move up the Corporate Ladder fast

1. Make a career plan early to get lots of responsibility and grow into management.
2. Realize all your experiences form the foundation of your perspective, so go out and get new and different perspectives. For example, take that challenging assignment no one else wants. Live in a different country, volunteer to do jobs/projects which will put you with a variety of people, countries, perspectives, functional areas.
3. Be hungry for personal improvement. Ask for coaching and mentoring. Be in learning mode about your personal development.
4. Get into management early, even if you love your current individual contributor role, take the management role to gain necessary people management experience
5. Realize your mentors can look different than you. Find them in non-traditional places and departments of the organization.
6. Realize you can't please everyone. Be firm in your stance and communicate your vision clearly.
7. Drive for business results, Deliver results, Communicate results. Link individual team members' results to your results, reward results.
8. Build alliances and strong relationships with other functional areas. Cross the silos, solve problems with a "systems- thinking" approach.
9. Never surprise your boss, and tell your team not to surprise you.
10. Teams need a common vision/goal. Link that goal to the overall goal of the organization. Build recognition programs around the alignment of goals for reinforcement.
11. Move up, move sideways, move zig zag. It's OK to take non-traditional moves to new areas in order to grow and broaden your skill set.
12. Update your personal career and development plan ever year to 1.5 years, yet have a long term 5 year plan at all times.
13. Gain a reputation for getting the job done without drama.
14. When confused about what to do, chose the option which delivers better business results.
15. Be direct in your language. Talk like the guys do. Be a savvy observer of their behavior and language. Adopt that language, or you will not fit in.
16. Make it a point to network externally and internally. Do not wait until you are looking for your next role or next promotion to decide to network. Relationships must be built over time, not just-in-time.