

# MOVING ON UP

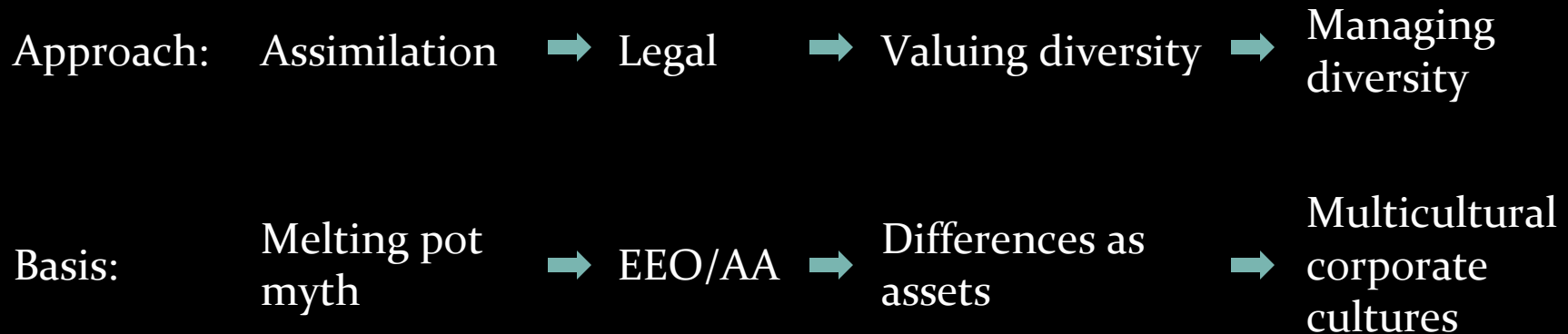


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# INTRODUCTION

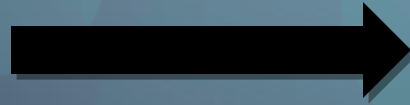
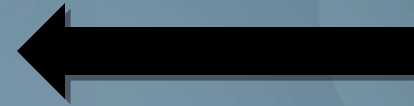
# Diversity in the Workplace

## Evolution of Approaches to Workplace Diversity



Source: CanRuffino, N. (1999). *Diversity success strategies*. Boston: ButterworthHeinemann.

# How do you treat your career?



# Managing Up: Is it KISSING...



# Fatal mistake: Underestimation of consequences

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- Does your environment encourage risk?
- Do they really want the truth?
- What does it take to get promoted?
- What does it take to avoid the things that could derail somebody?
- My work will speak for itself.



# THINGS YOU CAN DO

# Build relationships

- Community service
- It pays to be nice
- Networking – Internally and externally



# Invest in Yourself



# Warp Speed



# Address Your Fear



# Listen Intently – “SEA”

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- **Situation**
- **Evaluate**
- **Apply**

# Mentor or Sponsor

Mentor

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Sponsor

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# ROI

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- Annual review - Be detailed
- Alignment with goals
- Test your worth - Maintain options

QUESTIONS?

# THANK YOU



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