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Getting the Recognition and Visibility You Deserve at Work

NAAAP National Convention
August 12, 2011

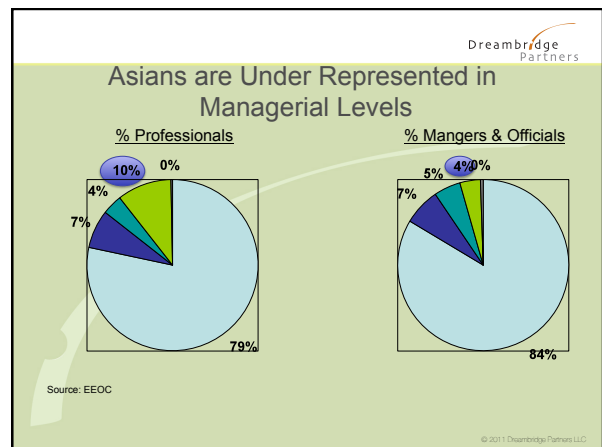
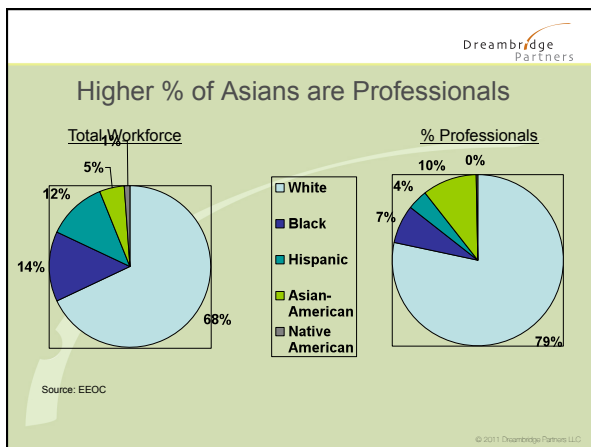
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Today's Flow

- What's Going On? Why?
- Recognizing Necessary Shifts to Achieve Recognition and Visibility at Work
- Personal Strategies

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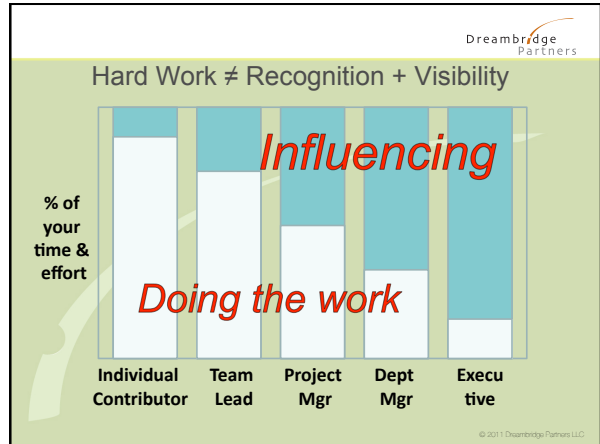
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“Asians Lack Leadership Skills & Don't Really Want Leadership Positions”

Leadership Behaviors

- Overly shows mastery of situation, overcoming obstacles (beyond technical mastery)
- Has opinions (vs. facts) and will express publicly
- Actively participates in team meetings
- Socially interacts with team (including boss & sr mgrs)
- Can prove ability to influence others' POV

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How Cultural Values Affect Our Pursuit of Recognition and Visibility

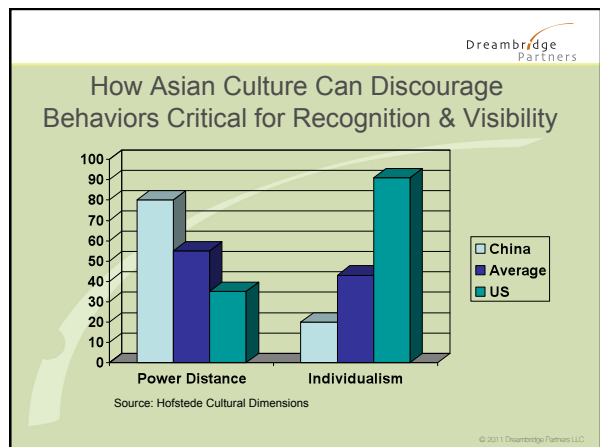
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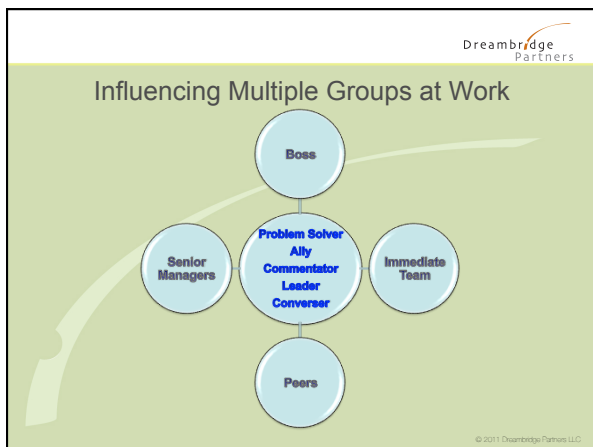
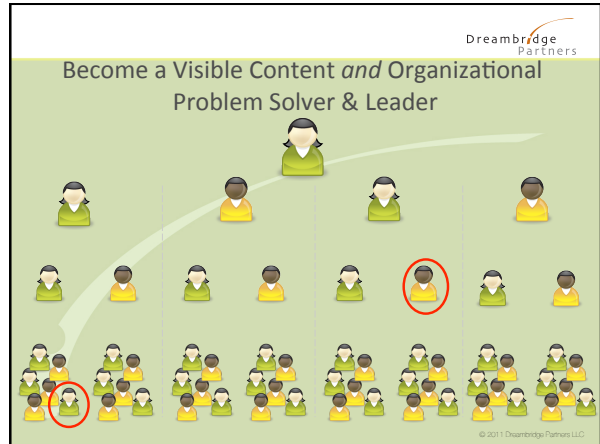
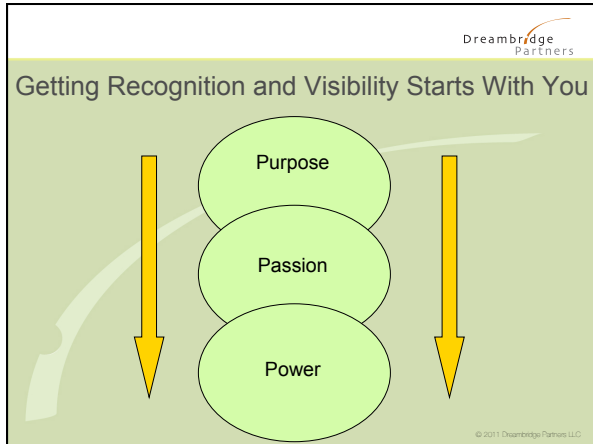
- Individual-focused
- Expect equality among all persons-economic/gender
- Celebration of accomplishments
- Overt interpersonal competitiveness

Asian

- Group-focused
- Expect hierarchy and respective behaviors
- Humility as a virtue
- Social harmony / saving face

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Strategies

Scenario Study #1:

It's Monday. It's the first weekend in a few weekends where the weather was dry and sunny. You come into work. What would you currently do?

What would you do to build your influencer/leader role?

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Strategies

Scenario Study #2:

Your team has been doing an analysis that is at an impasse. Nothing seems to work. You have an idea that has never been proven and is highly risky. You have a peer whom you can work with, but if you do it quietly with him, he'll likely take all the credit if it works out well. What would you currently do?

What would you do to build your influencer/leader role?

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Strategies

Scenario Study #2A:

Your strategy to solve this problem has worked and is clearly helping the team move forward. You know it's your work that has made the difference. Not many people are overtly congratulating you for your work. What would you currently do?

What would you do to build your influencer/leader role?

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Strategies

Scenario Study #3:

Your group is expanding. A new position needs to be filled that is a level above yours. You think you have all the qualifications and would be perfect for this position. Your boss hasn't approached you about this opportunity and you think she's considering someone else. What would you currently do?

What would you do to build your influencer/leader role?

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Personal Strategies to Take Away

1. What are the top 3 things you could do to increase your visibility and recognition at work?
2. How would you have to *think* differently to be able to change your behavior?
3. Who is a personal champion of yours who could encourage you and track your progress?

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