

The Global Summit of Women 2009

Santiago, Chile



May 14-16



Presentation on “Taking Risks and
Its Role in Career Growth”

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Norman
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Taking Risks and Its Role in Career Growth

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*“Setting New Paradigms for Business and Political
Leadership”*



GL  BEWOMEN

Risk Taking and Career Development

What are the Right Risks to take to move up the corporate ranks?

What strategy can you use to be sure?

Is upward mobility possible in a company, or do you have to move to get ahead?

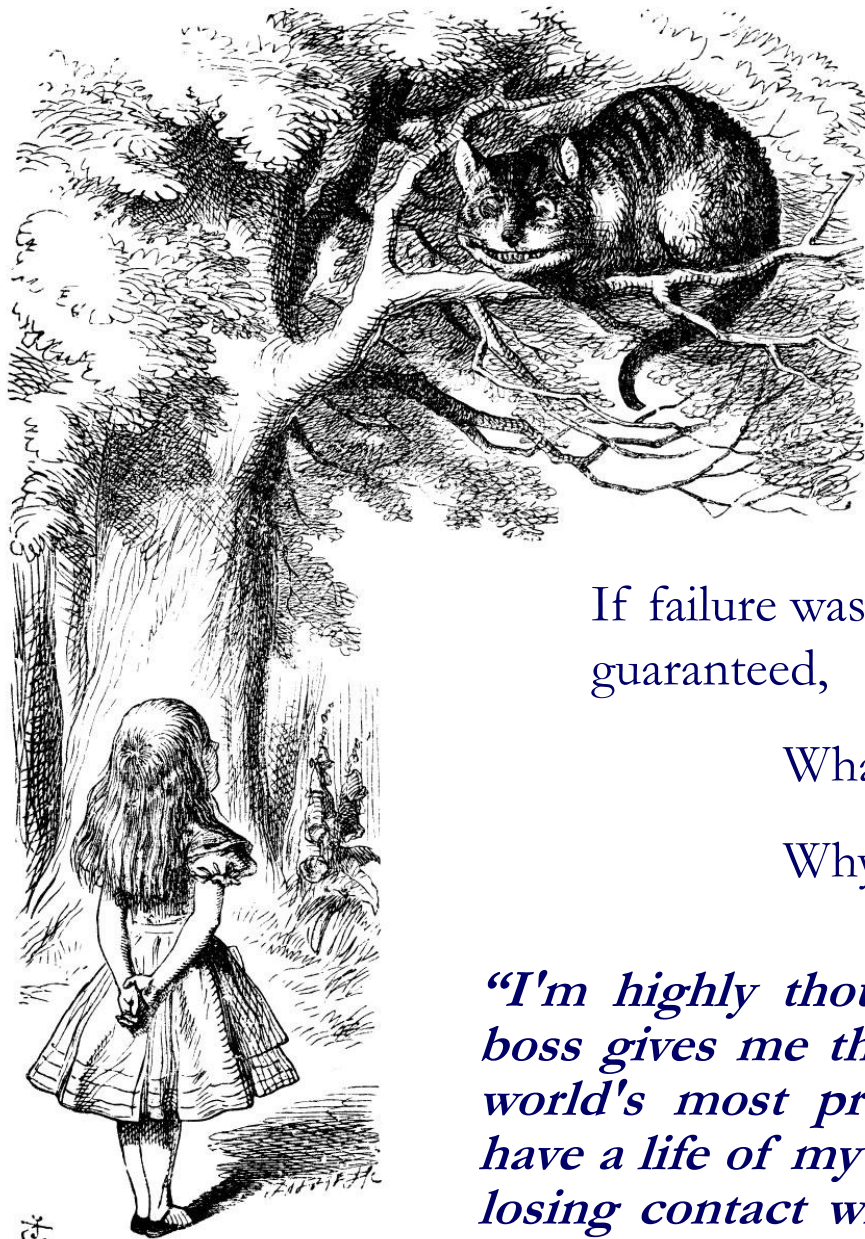
Where can you find help?

A personal view of Career Development





The Path



Alice: Would you tell me, please, which way I ought to go from here?

The Cat: That depends a good deal on where you want to get to.

Alice: I don't much care where.

The Cat: Then it doesn't much matter which way you go.

Alice: ...so long as I get somewhere.

The Cat: Oh, you're sure to do that, if only you walk long enough.

If failure wasn't an option, and success was absolutely guaranteed,

What would you do for the rest of your life?

Why?

"I'm highly thought of, I've been promoted quickly, my boss gives me the challenging projects, I'm in one of the world's most prestigious investment banks. But I don't have a life of my own, I'm never out before 9 or 10 PM, I'm losing contact with friends and family..." (Senior associate, global investment bank)

*Only he who leaps from the **Lion's Head** will prove his worth*

Formula for a successful corporate career:

Performance + Image + Exposure

Career development is forged under duress (“stretch assignments”)

“During my career I have always chosen jobs based on what they had to offer for my development, what I could learn. Money was ever a leading issue” (CEO, US Technology provider)



Impossible ... Nobody could jump this

“The fact that an opinion has been widely held is no evidence whatsoever that it is not utterly absurd” (Bertrand Russell)

Limiting beliefs in Women

Positive framing

Knowing when to let go



You must hurry, come quickly

“A Crisis is a terrible thing to waste”

(Dr. Paul Romer, Economist, Stanford University, California, 2004)

“In difficult situations, it's always worked for me to be the first one to do something. Even when I don't have the formal authority to do so. Everyone ends up following you, even if you have to make adaptations”.

(Executive Chairwoman of a leading Spanish Corporation)



“Do not wait; the time will never be “just right”. Start where you stand, and work with whatever tools you may have at your command, and better tools will be found as you go along.”

(Napoleon Hill)

It's a leap of faith ...

Believing in yourself

Reconciling yourself with possible damages

Values create value

“Our second child was born last week: my wife has followed my around the world, but it is time for us to come home. I want my kids to know their family, live with their grandparents, aunts and uncles.. I want to be close to my parents now they are getting older” (CEO for global retailer in Europe, Asia, South America, USA)

You must believe, Boy

“It's not who you know, but who knows you”

(Vice-president Operations, textile retailer)

Mentors, Sponsors, Bosses

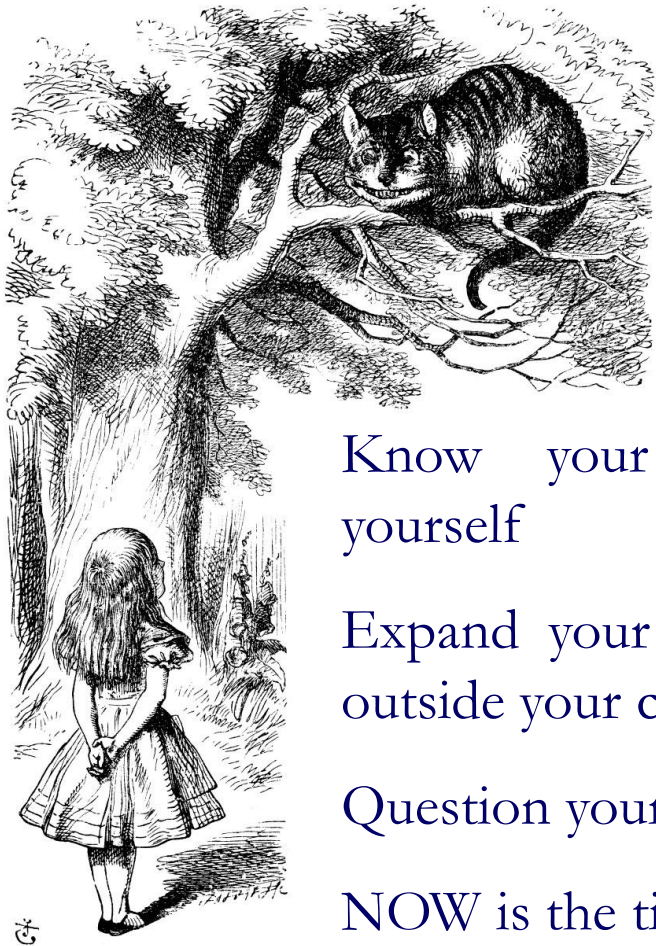
External Networks

Internal Alliances



“Balancing internal and external networks. Deep and broad understanding of the in house culture and a solid set of relationships within the firm. Your life changes when you become a manager. You really have to start developing peer relationships at the firm. That's how things get done. If you don't have relationships, you don't have trust, you won't have a job”. (Senior female executive in a USA Stockbroker)

The Return



Know your aspirations and yourself

Expand your P.I.E. by stepping outside your comfort zone

Question your limits

NOW is the time

Believe

Don't travel alone



Thank you for your attention

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