

Career Advancement

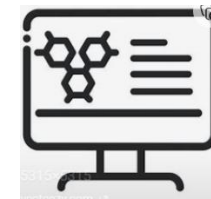
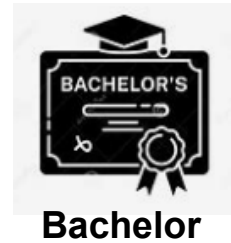
Art Yonemoto
Yonemoto & Associates

Career Advancement



Career Advancement Background

Art Yonemoto



Computer
Science



Master of
Business
Administration



Bank of America



SIEMENS

Yonemoto & Associates

Follow the Money, Connect the Dots, Critical Thinking

Career Advancement Background

Art Yonemoto

Yonemoto & Associates

Follow the Money



Reduce costs



Connect the Dots



Critical Thinking



Yonemoto & Associates

Follow the Money, Connect the Dots, Critical Thinking

Career Advancement Question



Why are you attending this conference?

- * To Help my organization
- * To Help myself

Career Advancement

Standing Out

Differentiate Yourself



When can you Differentiate Yourself?



Rare Opportunity



Your Choice



Status Report



Show of Hands

Expected to provide a status report upon return

Career Advancement

Disclaimers & Notes

Generalizations

Stereotypes

Change Perspective

See Things in a
different way



Welcome Feedback

WRONG!



Stories



Most effective
way to learn

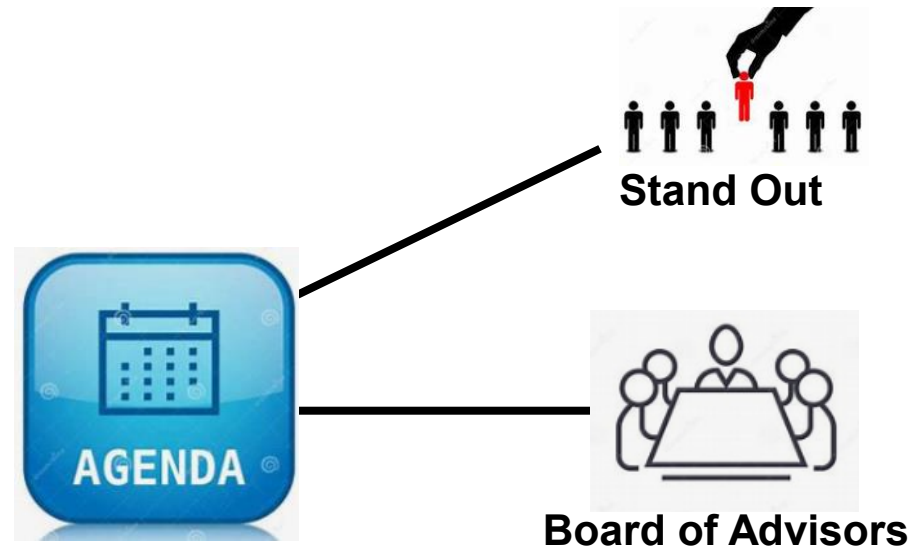


Interactive



Volunteers

Career Advancement



Career Advancement

Board of Directors

Board of Directors



General Motors



Mary Barra
General Motors



Mark Tatum
NBA



Jan Tighe
US Navy



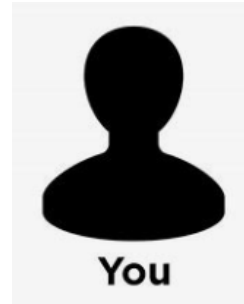
Judith Miscik
Lazard



Thomas Schoewe
Wal-Mart

Career Advancement Board of Advisors

Board of Advisors



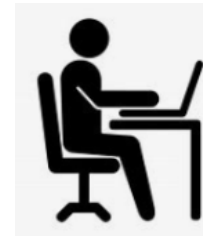
Support
Spouse/Partner
Relative
Friend



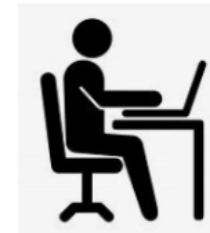
Spiritual
Pastor
Minister
Rabbi



Financial
Accountant
Advisor
Personality



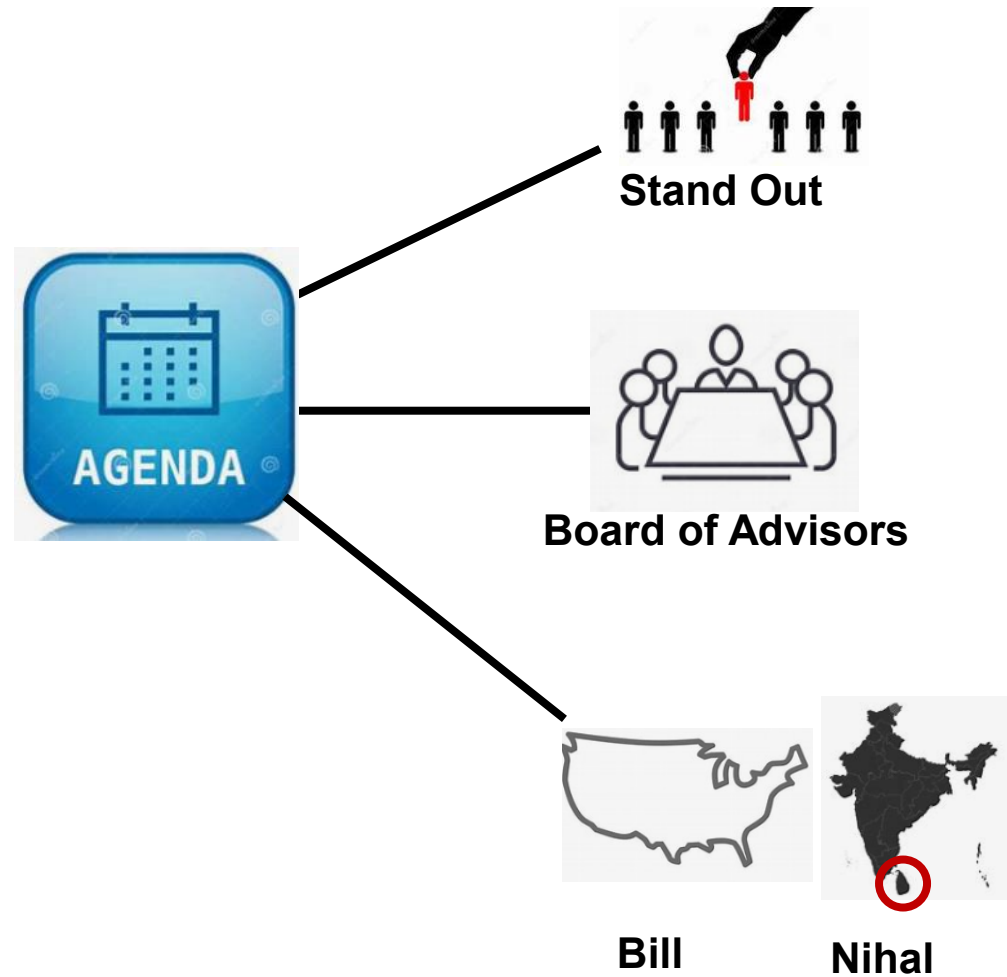
Career
Co worker
Manager
Mentor



Career

Study Group

Career Advancement



Career Advancement

Story of 2 Programmers

Bill



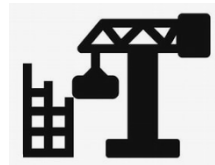
Nihal



Background



Family



Owners

Education

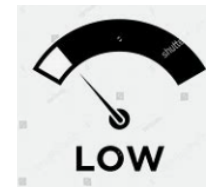


8th Grade

Advantages



Privilege



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Story of 2 Programmers

Bill



Nihal



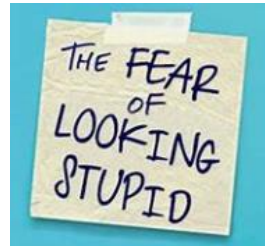
Career



Stuck in Mud



Attitude



Career Advancement

Story of 2 Programmers

Bill



Nihal



Seek
Help

Will not
Did not want to
look "Stupid"



Results



Above Average



Exceptional

Career Advancement



Career Advancement

26th Player



Jay



College



26th player

Career Advancement

26th Player



Hit for Average



Hit for Power



Fielding



Running



Made himself indispensable



Help other, younger players



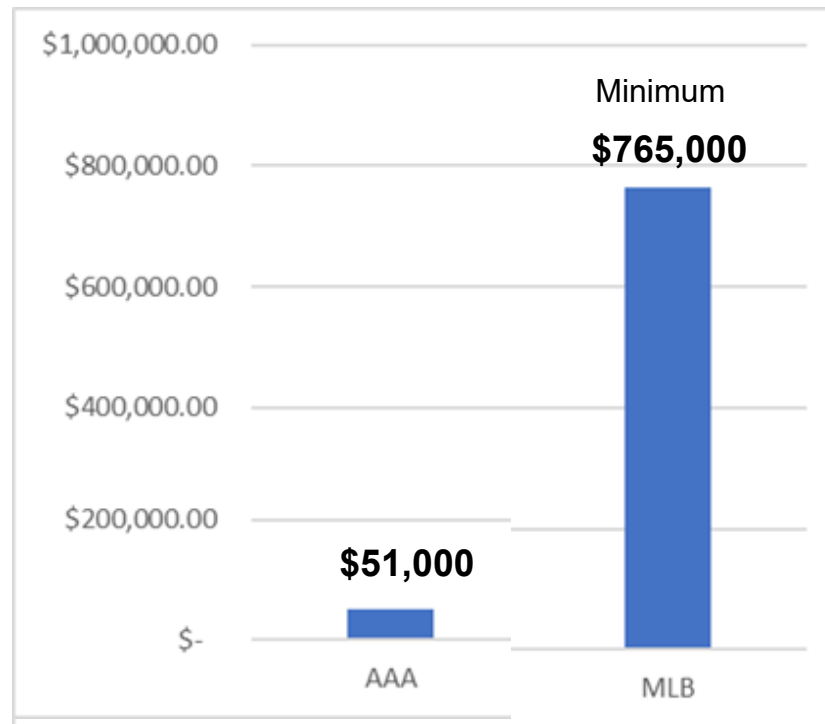
Positive attitude within clubhouse



Career Advancement

26th Player

Salary



The \$ Difference between being the 26th & 27th Player

Career Advancement

26th Player



Made yourself indispensable? Cross training



Help other, younger newer employees?

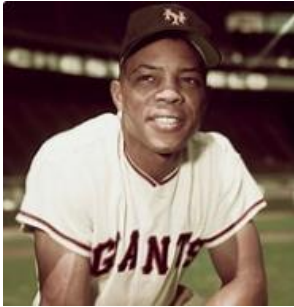


Positive attitude within the work environment?



Career Advancement

5 Tool Baseball Player



Willie Mays

5 Baseball Tools

Hit for Average	.301 Batting Average
Hit for Power	660 Home Runs
Running Speed	339 Stolen Bases
Fielding Ability	Ranked #1
Throwing Ability	Ranked #1

Career Advancement

5 Tool Employee

5 Baseball Tools

Hit for Average

Hit for Power

Running Speed

Fielding Ability

Throwing Ability

5 Tool Employee

Reliable



Competent



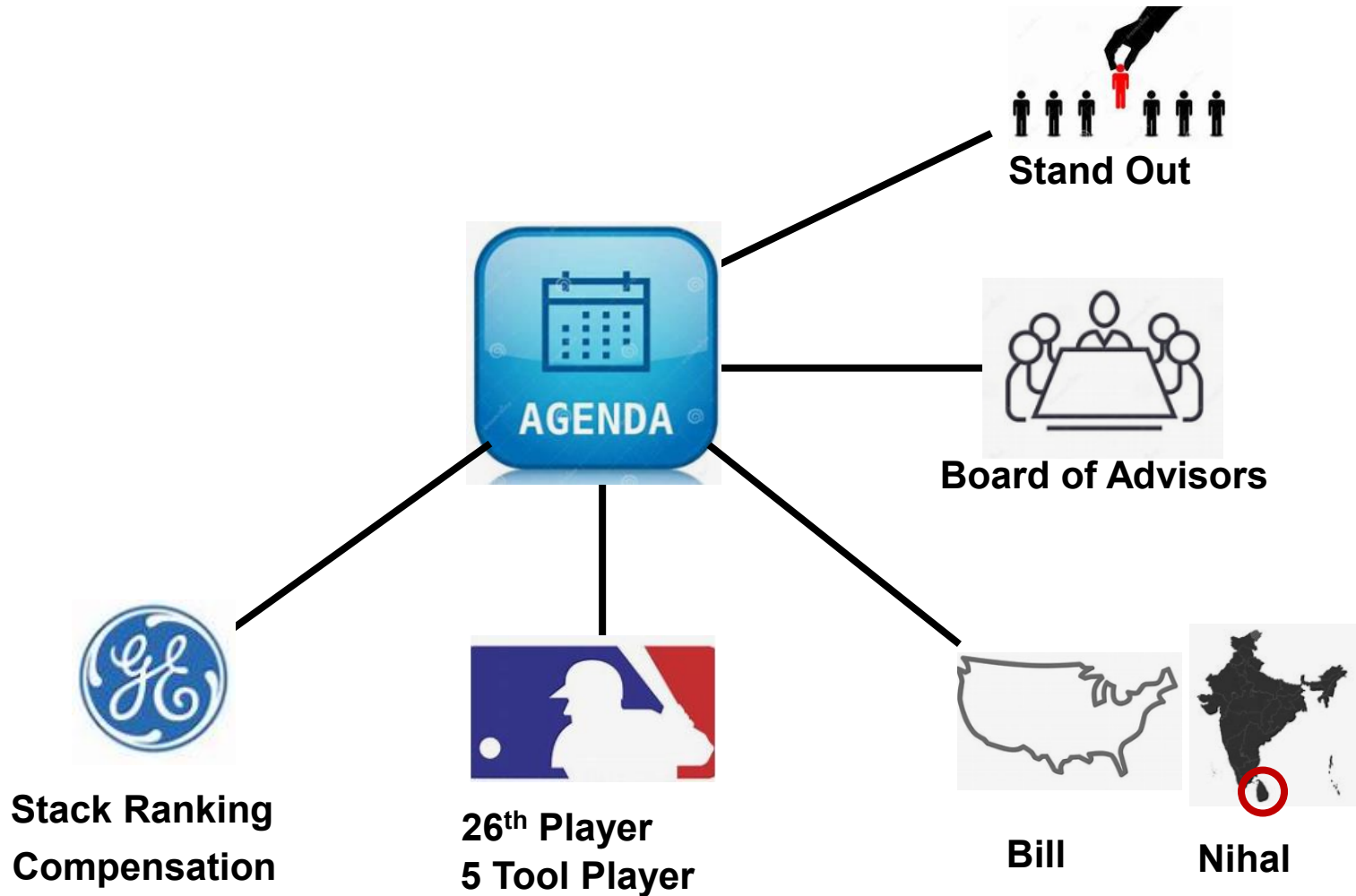
Communicate/Work well Peers



Communicate/Work well with
others outside internal group

Executive/Organization Perspective

Career Advancement



Career Advancement Stack Ranking



Jack Welch



Stack Ranking

1. Mary Jones
2. Pat Smith
3. Dinesh Swaminathan
4. Latisha Meyers
5. Greg Franklin
6. Sarah Anderson
7. Yolanda Perez
8. Jerry Johnson
9. Rita Evans
10. Francis Murphy

Career Advancement Stack Ranking



Rank
&
Yank

1. Mary Jones
2. Pat Smith

3. Dinesh Swaminathan
4. Latisha Meyers
5. Greg Franklin
6. Sarah Anderson
7. Yolanda Perez
8. Jerry Johnson
9. Rita Evans

10. Francis Murphy



Career Advancement Stack Ranking



**Rank
&
Be Surprised**

Compensation

- | | | |
|-----|--------------------|------------|
| 1. | Mary Jones | \$\$\$ |
| 2. | Pat Smith | \$\$\$\$\$ |
| 3. | Dinesh Swaminathan | \$\$ |
| 4. | Latisha Meyers | \$\$\$ |
| 5. | Greg Franklin | \$\$\$\$ |
| 6. | Sarah Anderson | \$\$ |
| 7. | Yolanda Perez | \$\$ |
| 8. | Jerry Johnson | \$\$\$ |
| 9. | Rita Evans | \$\$ |
| 10. | Francis Murphy | \$\$\$\$ |

Career Advancement Stack Ranking



**Rank
&
Think**

Why more valuable?

1. Mary Jones
2. Pat Smith
3. Dinesh Swaminathan
4. Latisha Meyers
5. Greg Franklin
6. Sarah Anderson
7. Yolanda Perez
8. Jerry Johnson
9. Rita Evans
10. Francis Murphy

Career Advancement

Asking for more Compensation



From ▾

Your Email Address

To

Your Email Address

Cc

Subject

Asking for more Compensation

“One of the interesting takeaways from the ITFMA conference was a session about increasing your compensation.

The advice given - to increase my compensation, I should increase my value to you and our organization/company.

I realize that my next evaluation is not until _____. However, I would like to start discussing how to increase my value.

Career Advancement

Asking for more Compensation



From ▾

Your Email Address

To

Your Email Address

Cc

Subject

Asking for more Compensation

Would it be OK, if I periodically ask you how I can increase my value? I realize that this may take some time to identify.

Can we schedule a date & time in 3 weeks to discuss?

Also, would you be willing to provide honest and direct feedback what I am doing right or wrong in this effort?"



Career Advancement

Asking for more Compensation

File “More Compensation” email (reference)



Professional/Executive tone



Respectful, Reasonable & Neutral



Puts compensation on the radar



“If you don’t ask, the answer is always no”



Nora Roberts

Career Advancement

Asking for more Compensation



“More Compensation”
email filed



Co Workers



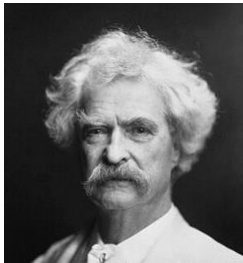
Family Members



Friends

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Become more Valuable



Mark Twain

“Eat the Frog”



Tackle your most
challenging task first



Your Boss

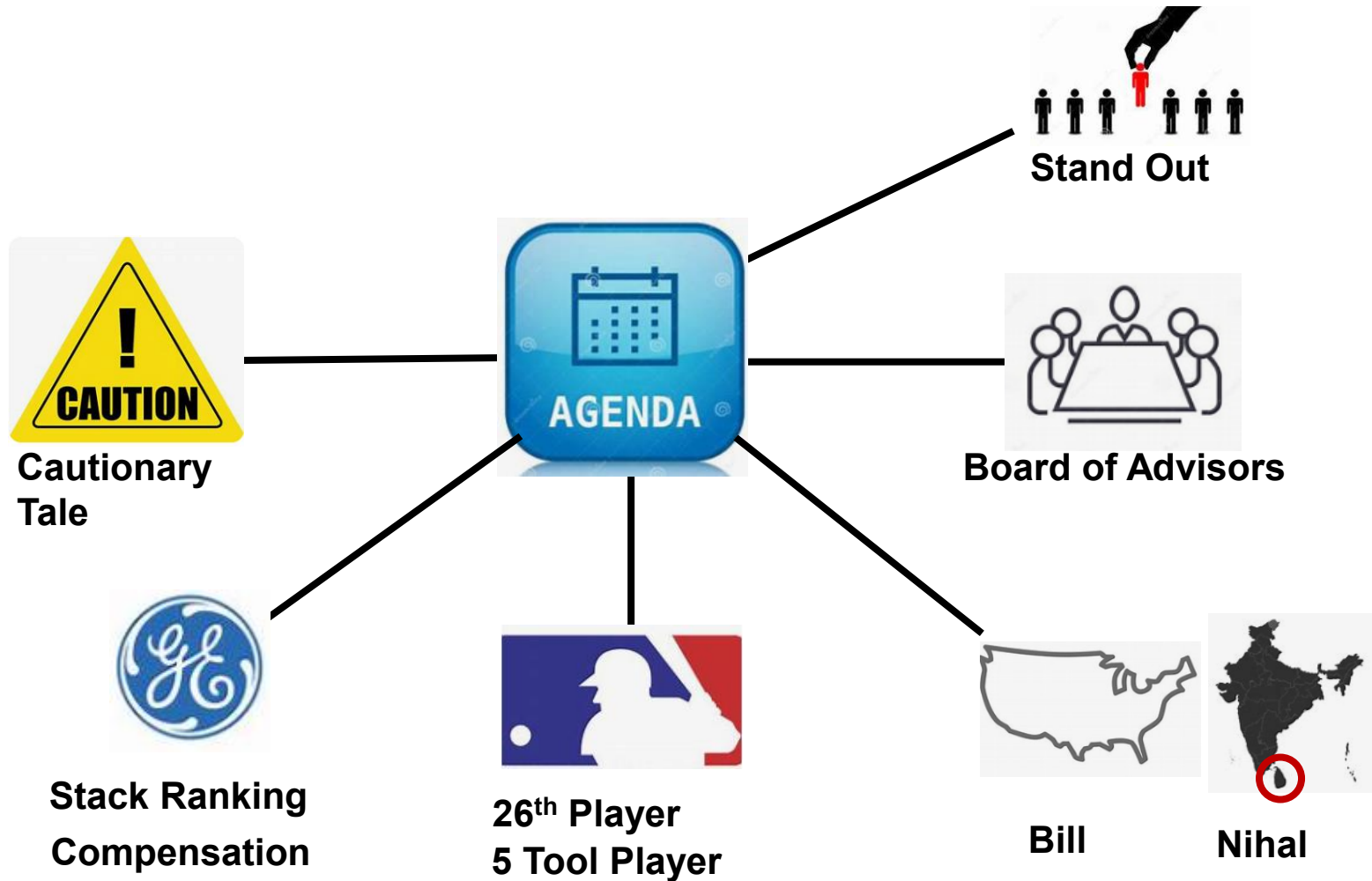
Paperwork

Dealing with difficult people

Dealing with difficult situations

EXAMPLE

Career Advancement



Career Advancement Cautionary Tale

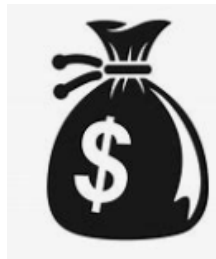


Dan Price

2015

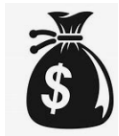
How much money do you need to be happy? A researcher finally reveals the magic number

\$70,000



\$1.1 million

Gravity Employees



\$70,000



\$70,000

Yonemoto & Associates

Follow the Money, Connect the Dots, Critical Thinking

Career Advancement Cautionary Tale



Employee Morale

Low Turnover

Baby Boom



Lawsuit

Some High Performers Left



Career Advancement Cautionary Tale

Social Animals



Self Ranking



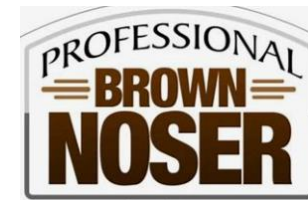
Issues Standing Out



出る釘は打たれる

The Nail that Sticks Out gets
Hammered Down

Boot Licker / Brown Noser



Career Advancement Cautionary Tale

It is OK, not to do anything



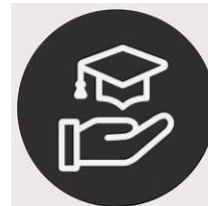
Situation Changes



Failure is OK



Failure is Learning



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Career Advancement Question



Why are you attending this conference?

- * To Help my organization
- * To Help myself

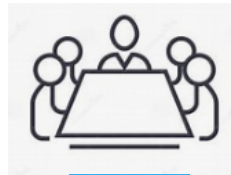


Career Advancement Takeaways

Do You have Direct Responsibility?

Yes Take action?

Yes Your Next Steps?



Add to Board of Advisors



Prepare Status Report



Join Study Group

No Why Not?



Career Advancement Status Report

Status Report

- * Identify 2 people to include to my Board of Advisors.
- * Talk to 3 Vendors
- * Joined an ITFMA Study Group
 - * Monthly Meetings
- * 10 Session Takeaways
 - * Session A
 - * Session B
 - ↓
 - * Session J

Career Advancement



Career Advancement Study Group



Voluntary



Looking for Leaders



Group Focus



Schedule

Career Advancement Study Group



Sample Agendas

- * First Month – Discuss what was learned from ITFMA conference.
 - * EXAMPLE - Career Advancement – Who incorporate?

- * Next Month(s) – Invite a Vendor to attend
 - * Not a Sales Pitch
 - * Prior to meeting, solicit questions and ideas from the group
 - * Vendor agreement not to directly solicit group members
 - * Case Studies

- * Next Month(s) – Invite Speaker to attend
 - * Similar ground Rules for Vendors
 - * Follow up on Speaker's session

Career Advancement Study Group

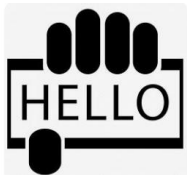


**Looking for
Leaders**



**If interested,
please stand up**

- * Name
- * Company/Organization
- * Job Position
- * Email Address



During the conference. Introduce Yourself

Career Advancement



Career Advancement



for Me

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Yonemoto & Associates

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