



EmpowerChangeNow Newsletter

Life Transformations, LLC. – *empowering change*

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Life Transformations was

founded in 2003 by Joanne Aaronson. Joanne's mission is to foster



empowerment in the individual to achieve his/her ideal life including relationships, career, and financial situation. Or for the executive, to achieve Enlightened Leadership to empower their best organization possible. The [Empower Change Now Newsletter](#) was started in 2007 to support this mission by sharing information about the underlying paradigm shift necessary to empower change in the individual for unlimited possibilities.

Dear Readers,

Moving up the corporate ladder can be taxing or a smooth transition. Read this month's newsletter to find out some simple tips to keep in mind as you go about your daily work to make the moving up easier and less stressful.

As usual, I welcome your comments or experiences with this material.

Always in light, Joanne

Preparing for Promotion

As we move through our career, we are always hopeful of rising upward to increase our performance reward (pay for performance), job satisfaction as well as professional development. It's always a balancing act to maintain work/home balance when there are increasing responsibilities tied to the office as one moves up the proverbial career ladder. What are some of the keys to *moving up* without totally *stressing out*?

We must look at the job and the team first. Fulfill the critical duties with flair. Become known as the *go to person* for the difficult answers to problems. Learn to engage your right brain (creative and intuitive side) to solve problems and come up with win wins for everyone involved whether they are the team, customers or management. (See previous newsletters for the process to slow down with right brain activities, meditation, deep breathing, etc. to allow yourself to get out of the strictly left brain analytical thinking) Tough? Perhaps, but this is what management looks for to determine promotion potential.

Next, help others. There are times when you're the leader and you want others to cooperate with you. And, there are times when you are requested to engage with your fellow employees for projects working groups or other *special activities*. Use all of these as opportunities to show that you're a team player.

When you're in the lead, mentor and coach those individuals that need help along the way. Perhaps you understand a concept better than someone else or you can do the task better. No one wants you to constantly "take over", however, explaining the task may be appropriate.

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Keep Networking!

The importance of your personal network both inside and outside the office can't be over stated. Scout out both men and women that are available to you for social interaction. When people eat lunch and enjoy office parties together, i.e., they have established *relationship*, they are more likely to help each other when the need arises in the office. It only takes a few minutes of your time to ask someone if they'd like to go to lunch – if they are open to it – then you're done; if they turn you down, keep asking. Eventually, people will understand that your motives are healthy and honest (be sure to keep them that way) and you will be establishing relationship at work that will be extremely valuable and useful to you in many ways at work.

You're in a meeting and someone starts to oppose you. There's a person you've had lunch with and seems to like you in "his" group. Will he try to support you or not? Maybe when they both go back to their offices, the support may kick in. One never knows, but in my experience it does help to have "backers in the peanut gallery".

The manager in charge of a group is open to a visit. You do a presentation and enlist his support. Later, one of his team leads decides to oppose you PM to PM. Wow, now in this case, the executive didn't want to get involved until the one PM crossed the line. Again, having the relationship changed the playing field and eventually I came out ahead.

You are ready to move on to your next position. Having lots of people for recommendations is always a good thing. Years later you may be calling on these people to ask for referrals and/or recommendations. If you never took the time to get to know people, establish relationship then they won't be any need what's so ever to help you out (nor would they be able to say much about you anyway). And, of course, you're in a position to return the favor! There's always LinkedIn where you can do just that. Join various groups, write tips, get known in a particular niche and become the "go to" person for problem solving in your knowledge area.

Remember that by helping others you establish the energy for others to help you. There is the concept of "paying it forward" as set forth in a recent movie where a character started helping people. When the person asked how they could return the favor, the first person said, "help someone else". In the end, someone helped the first person's mother. It was amazing how things came full circle. That's how it is in real life. When we help each other, within our teams, organizations, companies or communities, we eventually come back to helping ourselves. It never fails, that we find the energy that we have given out comes back to us multiplied. Try it and see for yourself!



Remember:

- ◆ **Networking is about establishing relationship**
- ◆ **Both inside the office**
- ◆ **And outside!**

Events and Happenings

AIA Angels Memorial Fund Page for the Smile Train. Please consider a donation to a charity that saves third world children from a life of disfigurement.

The Circle of Life-A Journey Through Grief to Understanding

See details at www.josanpress.com or 703-624-0130 for questions.





Life Transformations, LLC

Empowering Change

Reston, Virginia 20190

Tel: 703-925-9205

Mobile: 703-624-0130

Email:

joanne@empowerchangenow.com

Want to know more?

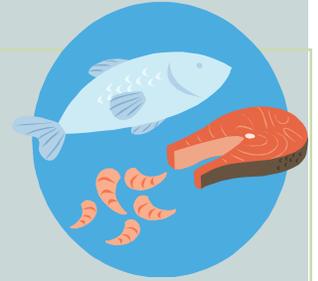
We're on the web:

www.empowerchangenow.com

Balance Your Life Corner

Mediterranean Diet

According to recent research, eating a Mediterranean diet helps keep your brain functioning longer. We all want to remember and slow down our cognitive decline so here are some tips: emphasize fish, olive oil, less meat, more fruits and veggies and a bit of wine. Check out the research at the Rush University Medical Center in Chicago showing that seniors eating a Mediterranean Diet had slower mental decline than their peers over a 15 year period. Something important for all of us.. Now where were my keys? It happens to us all, but following this diet can certainly help to keep us smarter longer. Oh, add in some nuts too!



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I was once a team lead on a virtual office project and a young person on the team was having difficulties with her writing which I tied to English being a second language. With patience and persistence, she got the hang of my edits and began to make them on her own. In the end, she thanked me for the help showing appreciation. Then there are times when an exchange may be in order. If you know Microsoft Project but don't know Visio, and both tasks are required on a project, some bartering of services could be possible. This leads to the job getting done with flair and a win win situation for everyone involved.

Go the extra mile. There are times when you're called upon to do something that is beyond your current pay grade or position description. Possibly, management is asking for a volunteer and you know that it's a way to earn *extra credit* come performance review time. I once took on the project management office's newsletter for a month until the new marketing person could be replaced. It was rough doing that work and my normal PM duties, but it showed up later in performance reward.

Management wants to see progress, potential and performance. If you help move these three P's forward, you may be in line for a promotion....

