

How to be a “Hi-Po”: Secrets to Managing a Successful PM Career

What's the difference?



- Two engineers?
- Two accountants?
 - Two nurses?
- Two operators?

Agenda

What's a Hi-Po?

A high-potential employee is an individual with the ability, aspiration, and engagement to rise to and succeed in more senior, critical positions.

- Manage your Career
- Best Boss
- Leadership by Level
- Big 8
- Influence
- Quarterbacks
- How to get there
- The “but” question

Describe the qualities, skills and attributes of the best boss you have ever had?



Success requires both

Hard Skills, Tasks, Abilities

Examples:

Technical Expertise

Written Skills

Completing Goals

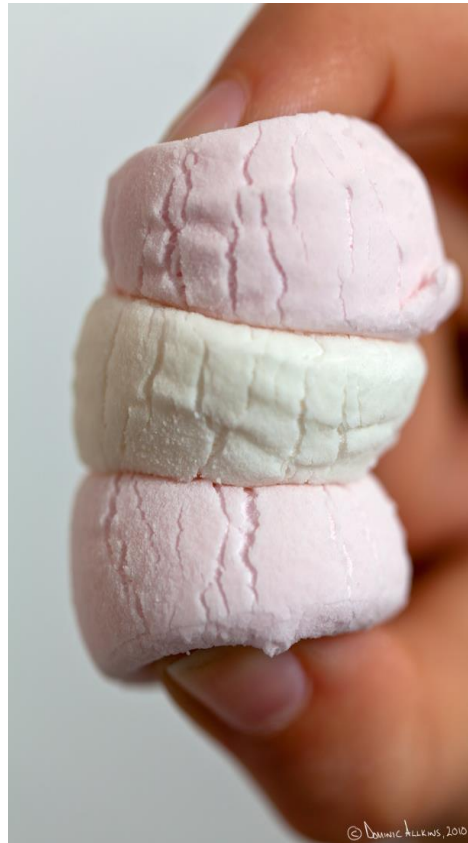
Planning

Presentation Skills

Negotiating Skills

Delegation Skills

Time Management



Soft Skills, Attitudes, Attributes

Examples:

Trust

Approachability

Interpersonal Savvy

Motivating Others

Inspiring Others

Political Savvy

Compassion

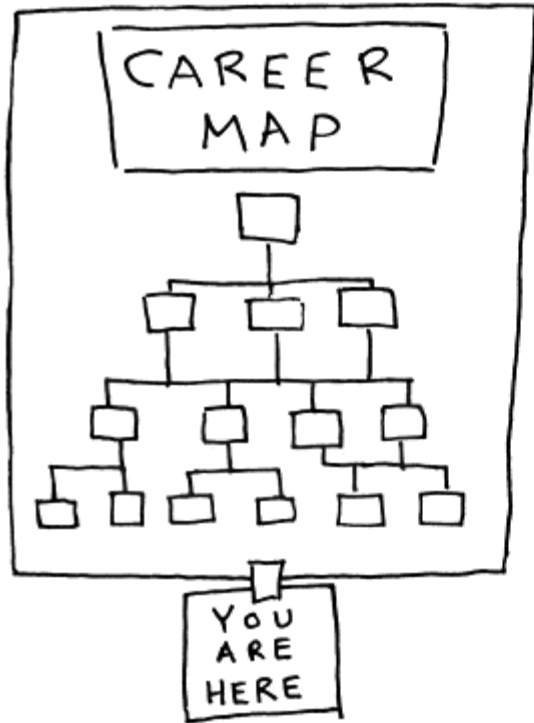
Listening Skills

Why would anyone want to work
with you or for you?

People are constantly observing your behavior and forming theories about your competence, character and commitment, which are rapidly disseminated throughout your workplace

Career Map

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Leadership by Level:

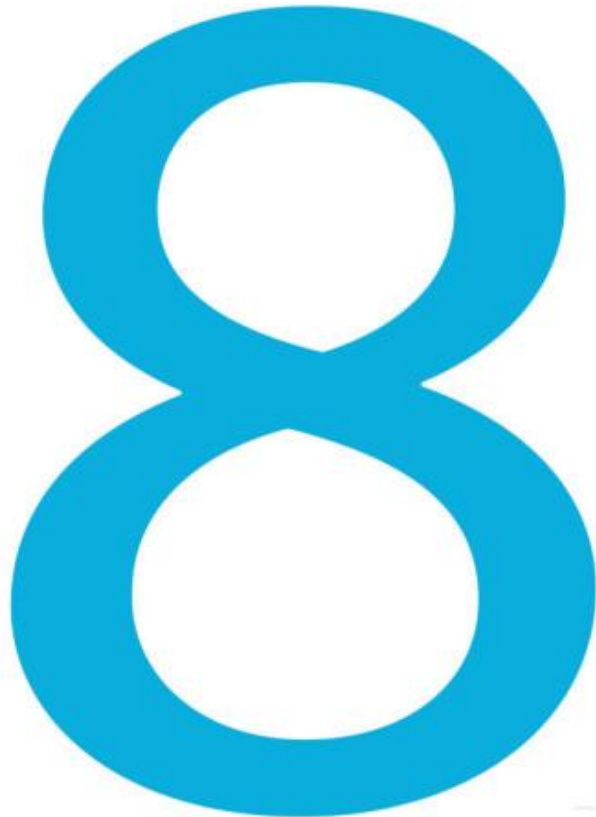
Individual Contributor:
get it done

Manager:
get it done through
people

Executive:
get it done, through
people...and with an eye
and a vision on the future



The Big

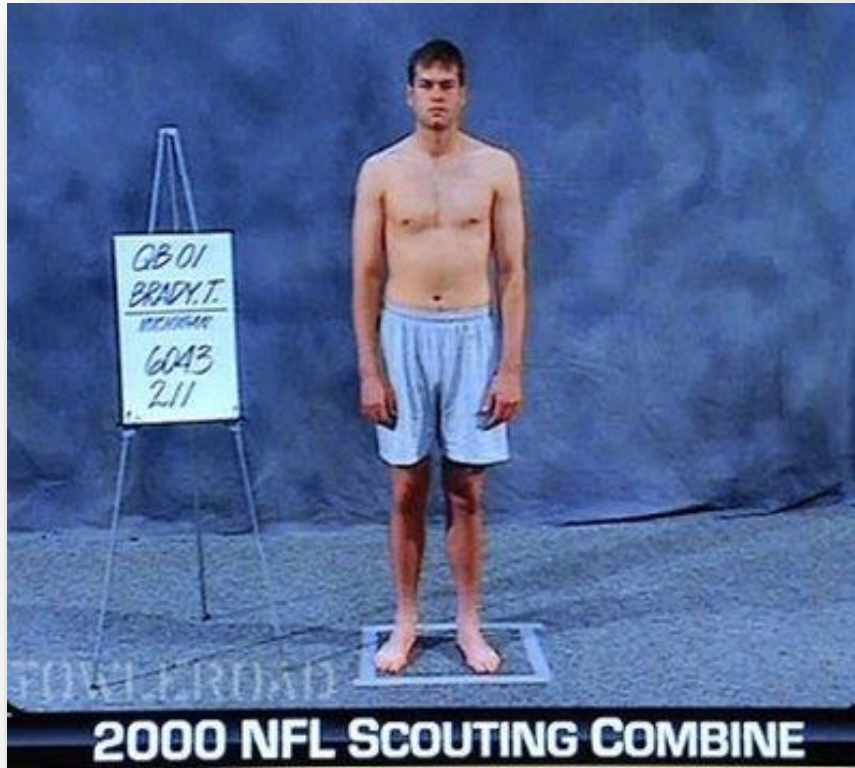


- Dealing with Ambiguity
- Creativity
- Innovation Management
- Strategic Agility
- Managing Vision & Purpose
- Motivating Others
- Building Effective Teams
- Planning

What is Influence?

- **Expert Influence** - Influence based on skills, knowledge, experience or expertise
- **Relationship Influence** - Influence based on interpersonal relationships (interpersonal skills and building relationships)
- **Legitimate Influence (Position)** - Influence based on authority vested in one's position (the higher up the corporate ladder the more you have)
- **Reward Influence** - The ability to influence based on control over desired resources (what types of rewards do people want?)
- **Coercive Influence** - The ability to influence others through the administration of negative sanctions or the removal of positive events (To work it must: be consistent, be immediate, emphasis the behavior, not the person, get the attention of the person being punished)
- **Presence Influence (Image)** - The way we project ourselves. You can build presence power by standing straight, making eye contact, dressing for success and letting people know you are in the room. Being positive

TOM & GIO



How do you know who the great quarterbacks are?

Development Events

- Strategic initiatives or planning
- Process or software implementation
- Corporate or International assignment
 - Project Lead
 - Change Manager
 - Crisis Manager
 - Problem Solver
 - People Leader
 - Start Ups
 - Board Presentation

Note: You are building technical and functional skills, business acumen, and relationships along the way

Other things...

- Play to your strengths
- How to have career security?
 - Be an expert
 - Network of 200+
 - Be visible about accomplishments
- Pay attention...what's important to your boss?
What's valued in the organization?
- Developmental events
- Fishbowl

Want to be a Hi- Po? *Start here*

- What strengths do you need to build on?
- What “noise” do you need to reduce?
- What knowledge do you need to gain?
- What relationships do you need to build?
 - Internal
 - External
- Answer the “but” question
 - *Ask for feedback,*
 - be open to it*

