

Mentoring Matters

*How do you get on the radar at your workplace?
What do you do if your supervisor is not your champion?*

Bill Neill is one of three Executive Roundtable members that Founder and President, **Glain Roberts-McCabe** asked to share their strategies with us for achieving recognition at work and getting on the map with the CEO.



I'm really interested in advancing to the senior management ranks but my immediate supervisor isn't very good at promoting me to the CEO. I feel like I'm lacking a sponsor.

How can I make sure I get on the CEO's radar without alienating my manager?

Focus on the Bigger Picture

Bill Neill, Business Consultant at Sharp End Strategic Solutions, reminds us that good leadership aims to promote the best interests of the company and leadership influence goes both directions. Championing the corporation's long term wellbeing will make it easy for people to be on your side.

Leadership concerns itself with influencing others to perform at higher than average levels. Being a strong influencer is an essential skill for the successful leader and it is as important when influencing those in higher positions as it is for influencing subordinates.

When you're wondering why someone won't champion you, start by asking yourself some pertinent questions. Why is your boss not your champion? Is it because he is afraid of being eclipsed? Is it because she is naturally taciturn and promotes no-one? Or might it be because your work is not quite as good as you think it is...

Hopefully you have received some feedback but if not, take a very critical look at your past two or three projects to determine that your work was at a high standard.

You, your boss and the CEO should all have one thing in common - that the work you do contributes to the long-term wellbeing of the corporation.

Be your superior's greatest ally. Enlist your boss by finding projects that seek to achieve this goal. These are the kinds of projects that merit being sent to the CEO with both your names on the cover. Ask your boss for feedback throughout the project and incorporate those ideas and reflections into the final document. These projects will promote your boss' position in the company. If you commit to this fully, two things will happen:

1. Your boss will feel that you are on her side and reciprocate the commitment.
2. Your CEO will notice the increase in valuable output - and wonder why.

I know this is an old truism but you can achieve anything if you do not care who gets the credit.

If you commit to doing your best for your company, you will feel good about your work and your level of contribution. If nothing happens after six months to a year of doing your best, take your talents to where they will be better appreciated.



Bill Neill
Business Consultant,
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Bill Neill is a senior executive with experience in media, manufacturing, M&A, audit practice, sales, and marketing. He has made significant contributions to the media industry over twenty-five years, and, for ten years, he served as the head of a dynamic, world-leading aerospace corporation. He is a highly regarded community leader with numerous leadership roles, who has made significant contributions to the fabric of Toronto. Over the last four years, Bill has been operating his consultancy, Sharp End, specializing in Turn-around-Management and Strategic Planning.



Glain Roberts-McCabe is passionate about the art of leadership and supporting ambitious mid-career leaders. She created **The Executive Roundtable** to provide emerging leaders with the navigational skills, tools and savvy needed to manage increases in scope, pressure and leadership complexity.