

# Mentoring Matters

*How do you get on the radar at your workplace?*

*What do you do if your supervisor is not your champion?*

**Gregory Huckle** 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?*

## The One-Two Punch

**Greg Huckle**, Director of Finance (Western Canada) at PepsiCo Foods Canada, shares his secret for success:

***It's not just getting a sponsor that counts - it's getting two.***

I have found having two champions at the decision-making table is the key. You want one person pushing your career forward and then another person saying "Yes, they are ready!" This is what will clinch your leader's confidence in you.

The first step to finding a sponsor is to get clear on the skills (leadership, collaborations, technical skill-sets, etc.) you will need to demonstrate to key decision-makers in order to unlock the career advancement you are looking for.

Now comes the hard part: Recruiting your sponsors.

Person #1 should be your Supervisor or Executive Leader. Ask yourself, can they be your Champion? If the answer is no, are you sure you know why? Leveraging your company's performance review and career discussion processes are great ways to get the feedback you need in a non-confrontational manner. Be truthful on your goals and ask for feedback on

what you need to focus on. Turn that feedback into your Performance Review goals and deliver it! Don't forget – the person who can influence your career the most is your boss!

Person #2 is a cross-functional partner and is that champion who will say at the decision-making table, "Yes I agree – they are ready!" To get this champion, you will need to leverage your interactions with cross-functional partners to build your executive presence. Are there projects, task forces, or issues that give you exposure to the CEO and/or their direct reports? You need to seek out the right opportunity to showcase your talents to the individuals who can influence the CEO.

Here are two things to remember as you try to make this happen:

- 1) Great results in your current role will be the foundation for building credibility with senior leaders.
- 2) Leverage your network of cross-functional partners to champion your cause with the CEO.



**Gregory Huckle**  
Director of Finance  
(Western Canada),  
PepsiCo Foods Canada

Gregory Huckle is Director of Finance - Western Canada for PepsiCo Foods Canada. Greg assumed this role in June 2012 and is responsible for providing strategic financial leadership to the West Region; ensuring the region's strategies delivers key short and long-term financial objectives. Greg joined PepsiCo in 2007 and has held various leadership roles in Mississauga and Calgary.

Prior to PepsiCo, Greg spent ten years in the Retail sector in various Finance, Merchandising and Accounting leadership roles.



**PEPSICO**  
CANADA

Greg holds a Bachelor of Commerce from Ryerson University and is a Certified General Accountant. He is based in Calgary with his wife Tamara and their three young children.



**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.