WHILE YOU ARE WAITING FOR THE WEBINAR TO START

Please think about:

• Was there a time when you created a big leap forward in your career?

• How did you achieve that?
BREAKOUT CAREER MOVES

Nehal Mehta, Director of QA, NetApp
Sara Sperling, Manager of Diversity and Inclusion, Facebook
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WELCOME!
Jo Miller
CEO, Women’s Leadership Coaching

- Specializes in helping women break into leadership in industries that have been traditionally considered 'a man's world', such as technology, finance and energy.
- Since 1998, has developed and implemented leadership development programs that have benefited women worldwide.
- Delivers over 60 speaking presentations annually to audiences of up to 1200.
- Has travelled widely in Europe, North America, Asia Pacific and the Middle East to deliver programs for women’s conferences and corporate women’s initiatives.
Nehal Mehta
Director, QA, NetApp

• Accomplished leader with over 20 years of technical, management and leadership experience in quality assurance and product development in the Cloud Computing, Storage and Security markets.
• Prior to NetApp, was Director SQA with Symantec/Veritas.
• Passionate about developing and mentoring tech-focused women and girls in STEM. TechMom and Social Advisor at Roominate.
• Frequent panelist at events including Grace Hopper Conference, Fountain Blue and TechLeaders.
• Arrived in the U.S. in 1986. Received a bachelor’s degree from The University of Michigan and a master’s degree in software engineering from Wayne State University and recently completed a Leadership Program from UC Berkeley
ROOMINATE
Sara Sperling
Manager of Diversity and Inclusion, Facebook

• Built the diversity and inclusion program for Facebook.
• Currently focuses on creating a work environment where people can be their authentic selves.
• Prior to Facebook, was a Senior Learning and Development Program Manager at Yahoo.
• Held teaching positions at UC Berkeley's Haas School of Business, SCU Leavey School of Business, Foothill College.
• MA from Stanford University, MBA from Santa Clara University, Bachelor's in Applied Mathematics and Economics, UC Irvine.
• Recognized in Business Insider’s “13 Secret Rock Stars of Silicon Valley” and on the cover of Diversity Executive Magazine.
IN THIS WEBINAR

I. The importance of creating your own career opportunities
II. Stories from our speakers
III. How to make breakout career moves
I. The importance of creating your own career opportunities
Don’t wait for it to find you!

Don’t wait for permission to lead

Don’t wait for someone to promote you!

Create your own career opportunities

You can define your career with high-profile projects, stretch assignments and customized roles
Why is it important for women to create their own career opportunities?
“You don’t need to be pigeon-holed in a pre-established career path defined by your company.”

- Nehal Mehta
“Don’t pick a job because of a title or because it is what you *should* be doing.

You have one lifetime to live—choose gigs that feed your soul.”

- Sara Sperling
II. Stories from our speakers
Tell us about a time when you created a big leap forward in your career.
Came to Facebook to do learning and development

We didn’t have employee resource groups, so I started one

Executives started coming to me.
What did you learn?

• When people have trust in you and believe that you will be good at something, trust what they see.
• Recognize the ‘lean in’ moments.
Laid off during extensive re-orgs

Reached out to my personal ‘board of directors’

Negotiated a consulting role in a new industry
What did you learn?

• Establish a professional community of people you can talk to and reach out to.
• Work through the risks. What’s the worst that can happen?
• Keep your brand in mind.
Wanted to jump from academia to corporate

Stayed in a professional field I was comfortable with

I had a comfort zone and got to use my strengths as I took the leap
What did you learn?

• Seek out sponsors who can grab your hand and pull you up.
• Trust yourself and go for it!
Took on responsibility for a global team in China and India

Fixed my working hours very strategically

Had a global role and was there for my kids as they were growing up
What did you learn?

• Get more than your job done.
• Be there for your team.
• Don’t be afraid to state your work-life needs.
III. How to make breakout career moves
“It’s important to be savvy about looking for those little opportunities that may not look like a promotion or a new job title. Ask yourself if this is something where you can fill a gap in leadership.”

Carla D. Brockman
Vice President, Corporate Governance and Secretary, Devon Energy
The best career opportunities fit your ‘ideal career niche’

- What are you passionate about?
- What are your skills and talents?
- What does your company/industry need and value?
What top tips do you have for women who want to create breakout career opportunities?
Nehal’s top tips for making breakout career moves

• Network, network, network
• Know your brand and subject matter expertise
• Ask yourself “how can I stretch that” to demonstrate leadership or a higher level of expertise
• Set aside time to meet with people outside your organization
Sara’s top tips for making breakout career moves

• Take gigs that feed your soul
• Lean in
• Let others pull you up
• Ask yourself “What would I do if I was not afraid?”
What if you are offered a special project, stretch assignment, or a new role?
Say “yes” to projects, roles and stretch assignments that

✓ *Fit your “ideal career niche”*
✓ *Allow you to demonstrate your ability to deliver results*
✓ Are in a business that is growing, not shrinking or stagnant
✓ Are in a revenue center, not a cost center
✓ Directly support the organization’s strategic plan and goals
✓ Report to a manager who develops you and mentors you, and whose manager does the same for them

**Where you get to**

✓ Improve the ‘bottom line’
✓ Perform a specific, not general role (Technical track)
✓ Broaden exposure to a new department, function or area (Management track)
✓ Push the cutting edge in your field of expertise
✓ Make your work visible to key leaders
✓ Grow your business acumen and leadership skills
When a new opportunity presented itself, what criteria have you used to assess it?
Sara’s top criteria for assessing career opportunities

• Would I be excited to walk in the door every day?
• Can I make an impact on somebody?
Nehal’s top criteria for assessing career opportunities

- Conduct a “state of the union”
- Assess what I bring to the table
- What are the areas I need to grow in, or learn
- Who are my go-to-people?
What’s your advice on turning down offers without alienating others or pigeon-holing yourself?
Be authentic

Be honest

Stay in touch!
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III. How to make breakout career moves
Recommended

Lean In
by Sheryl Sandberg

Rise
By Patty Azzarello
What is a closing thought you would like to leave us with?
TAKE CHARGE OF YOUR CAREER TRAJECTORY

Tuesday, October 29, 2013

Someone once said: Make a plan or someone else will make one for you. This was never truer than when it comes to your career advancement. In this webinar, you’ll learn how to define the professional trajectory that you want. We’ll cover a checklist of key elements to include in your plan, and tips for negotiating development opportunities within your company.

Guest speakers: Donnell Green, Global Head of Talent Management, BlackRock and Caroline Simard, PhD, Associate Director, Office of Diversity and Leadership, Stanford School of Medicine.
The recording will be posted on Thursday in the membership site at www.womensleadershipcoaching.com

Click Member Log-in
DISCUSSION QUESTIONS

1. Was there a time when you created a big leap forward in your career? How did you accomplish that?
2. What will you do to create your next breakout career move?
3. When the next new opportunity presents itself, what criteria will you use to assess it?