

Keys to Success in Organizations (Sponsors and Mentors)

College Prep Academy

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Where Does It All Begin

Every culture has a beginning?

- Becomes a norm when practiced and repeated over and over again
- Unwritten rules passed to the next generation
- Whoever is at the top of the pyramid has the right and responsibility to
makes the rules

THE BRITISH WORLD EMPIRE MADE THE RULES

- No accident every country learns English in school
- No accident the top social circles participate in four activities: golf, yachting or sailing, tennis, and activities surrounding the horse (polo, fox hunting, racing)
- The standards of behavior embraced by the executive group go beyond corporate and national boundaries



Fluency...The Automatic Answer

The ability to communicate and fit into an environment without conscious thought.

- Fluency barriers must be overcome to advance to the next level
- Words flow automatically in your native language
- The more fluent in any language or culture, the more comfortable you make other people
- Comfort translates into ***Acceptance***

In order to move up, one must display the cultural fluency required of the next level's language...otherwise...rejection



Languages...and Impact on Advancement

- Organizational language is total communication, encompassing both the verbal and nonverbal behaviors.
- Each league has its own distinctive language
- As you move up the career ladder, you discard or add to your language from the previous league and adapt to the language of the new league.
- Failure to adapt will be rejection by peers





Reading The Environment

Some of the most important requirements for reaching career objectives in any organization are often unwritten. Consequently, these ground rules are not universally known.


Many of the criteria for career achievement and/or advancement are evaluated subjectively. In other words, not necessarily by our own standards, but by the standards and values of people in positions of power.

OBJECTIVES:

- Determine personal and professional success goals.
- Identify some of the advancement prerequisites in the department or the organization.
- Understand the unwritten rules for reaching career objectives.



Success Factors In Organization

 <p><u>Notes:</u></p>	<p><u>Image:</u></p>
<hr/> <hr/>	<p><u>Example:</u></p>



P - I - E

Performance:

A measurable, tangible element to which two people would assign the same number. Objective, not opinion based.



Image:

A mental, intangible concept. Two people may measure this element differently. Subjective, opinion based.



Exposure:

The degree of visibility one has with decision makers.





SUCCESS FACTORS

- **PERFORMANCE: WHAT IS DONE**
 - Objective measurement
 - Current Skills
 - Education level(s)
 - Assigned task completion
 - Adherence to written standards

- **IMAGE: HOW IT IS DONE**
 - Subjective
 - Interpersonal skills
 - Attitude
 - Appearance & grooming
 - Verbal skills
 - Demeanor
 - Social skills
 - *Nonverbal Behaviors
 - *Flexibility
 - *Supportiveness
 - *Initiative
 - *Team-player behaviors
 - *Emotional control
 - *Problem solving skills

- **EXPOSURE: RESULTING REPUTATION**
 - Political savvy
 - Associated networks
 - Visibility
 - Extra activities
 - Lifestyle activities
 - Who you know and who knows you

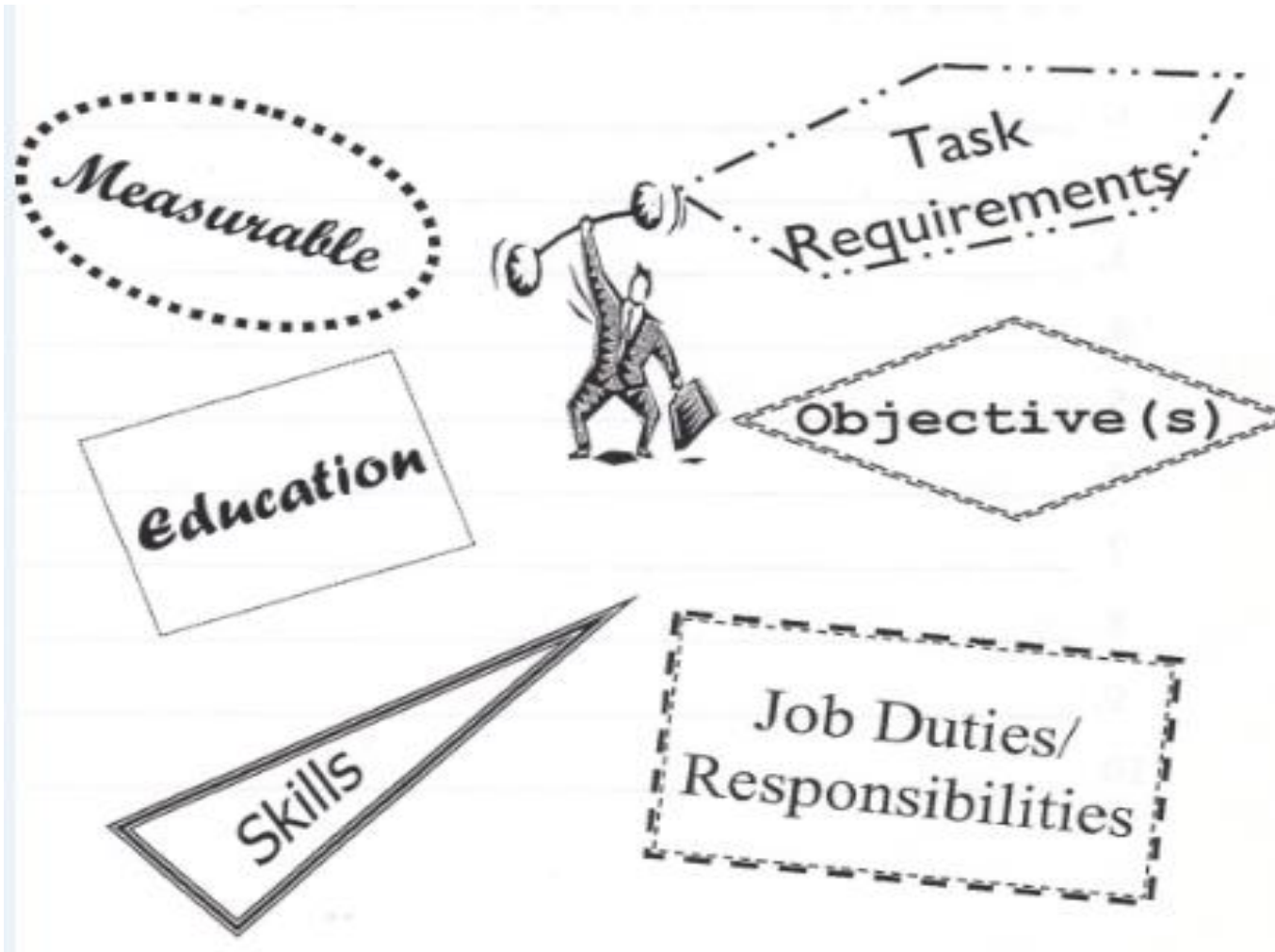


Categorize The Success Factors and/or Skills Needed

PERFORMANCE	IMAGE	EXPOSURE
<p><i>Handwritten notes:</i></p> <ul style="list-style-type: none"> • Physical fitness • Mental toughness • Consistency • Hard work • Dedication • Focus • Determination • Persistence • Resilience • Teamwork • Communication • Leadership • Adaptability • Creativity • Innovation • Risk-taking • Networking • Marketing • Branding • Social media • Public relations • Sponsorship • Endorsements • Merchandise • Fan base • Community • Support system • Family • Friends • Coaches • Trainers • Mentors • Role models • Inspiration • Motivation • Passion • Love for the sport • Enjoyment • Fun • Challenge • Growth • Learning • Improvement • Progress • Achievement • Success • Glory • Fame • Wealth • Power • Influence • Legacy • Impact • Contribution • Service • Giving back • Philanthropy • Social responsibility • Environmental awareness • Sustainability • Ethics • Integrity • Honesty • Fair play • Respect • Sportsmanship • Team spirit • Camaraderie • Brotherhood • Sisterhood • Unity • Diversity • Inclusion • Equality • Justice • Fairness • Transparency • Accountability • Responsibility • Ownership • Commitment • Dedication • Passion • Love • Joy • Happiness • Gratitude • Positivity • Optimism • Hope • Faith • Belief • Confidence • Self-belief • Self-esteem • Self-worth • Self-respect • Self-love • Self-care • Self-improvement • Personal growth • Personal development • Personal branding • Personal marketing • Personal finance • Personal health • Personal style • Personal interests • Personal hobbies • Personal passions • Personal goals • Personal dreams • Personal vision • Personal mission • Personal values • Personal beliefs • Personal ethics • Personal principles • Personal standards • Personal expectations • Personal aspirations • Personal ambitions • Personal dreams • Personal goals • Personal vision • Personal mission • Personal values • Personal beliefs • Personal ethics • Personal principles • Personal standards • Personal expectations • Personal aspirations • Personal ambitions 	<p><i>Handwritten notes:</i></p> <ul style="list-style-type: none"> • Appearance • Attitude • Personality • Charisma • Confidence • Self-esteem • Self-worth • Self-respect • Self-love • Self-care • Self-improvement • Personal growth • Personal development • Personal branding • Personal marketing • Personal finance • Personal health • Personal style • Personal interests • Personal hobbies • Personal passions • Personal goals • Personal dreams • Personal vision • Personal mission • Personal values • Personal beliefs • Personal ethics • Personal principles • Personal standards • Personal expectations • Personal aspirations • Personal ambitions • Personal dreams • Personal goals • Personal vision • Personal mission • Personal values • Personal beliefs • Personal ethics • Personal principles • Personal standards • Personal expectations • Personal aspirations • Personal ambitions 	<p><i>Handwritten notes:</i></p> <ul style="list-style-type: none"> • Media coverage • Sponsorship • Endorsements • Merchandise • Fan base • Community • Support system • Family • Friends • Coaches • Trainers • Mentors • Role models • Inspiration • Motivation • Passion • Love for the sport • Enjoyment • Fun • Challenge • Growth • Learning • Improvement • Progress • Achievement • Success • Glory • Fame • Wealth • Power • Influence • Legacy • Impact • Contribution • Service • Giving back • Philanthropy • Social responsibility • Environmental awareness • Sustainability • Ethics • Integrity • Honesty • Fair play • Sportsmanship • Team spirit • Camaraderie • Brotherhood • Sisterhood • Unity • Diversity • Inclusion • Equality • Justice • Fairness • Transparency • Accountability • Responsibility • Ownership • Commitment • Dedication • Passion • Love • Joy • Happiness • Gratitude • Positivity • Optimism • Hope • Faith • Belief • Confidence • Self-belief • Self-esteem • Self-worth • Self-respect • Self-love • Self-care • Self-improvement • Personal growth • Personal development • Personal branding • Personal marketing • Personal finance • Personal health • Personal style • Personal interests • Personal hobbies • Personal passions • Personal goals • Personal dreams • Personal vision • Personal mission • Personal values • Personal beliefs • Personal ethics • Personal principles • Personal standards • Personal expectations • Personal aspirations • Personal ambitions

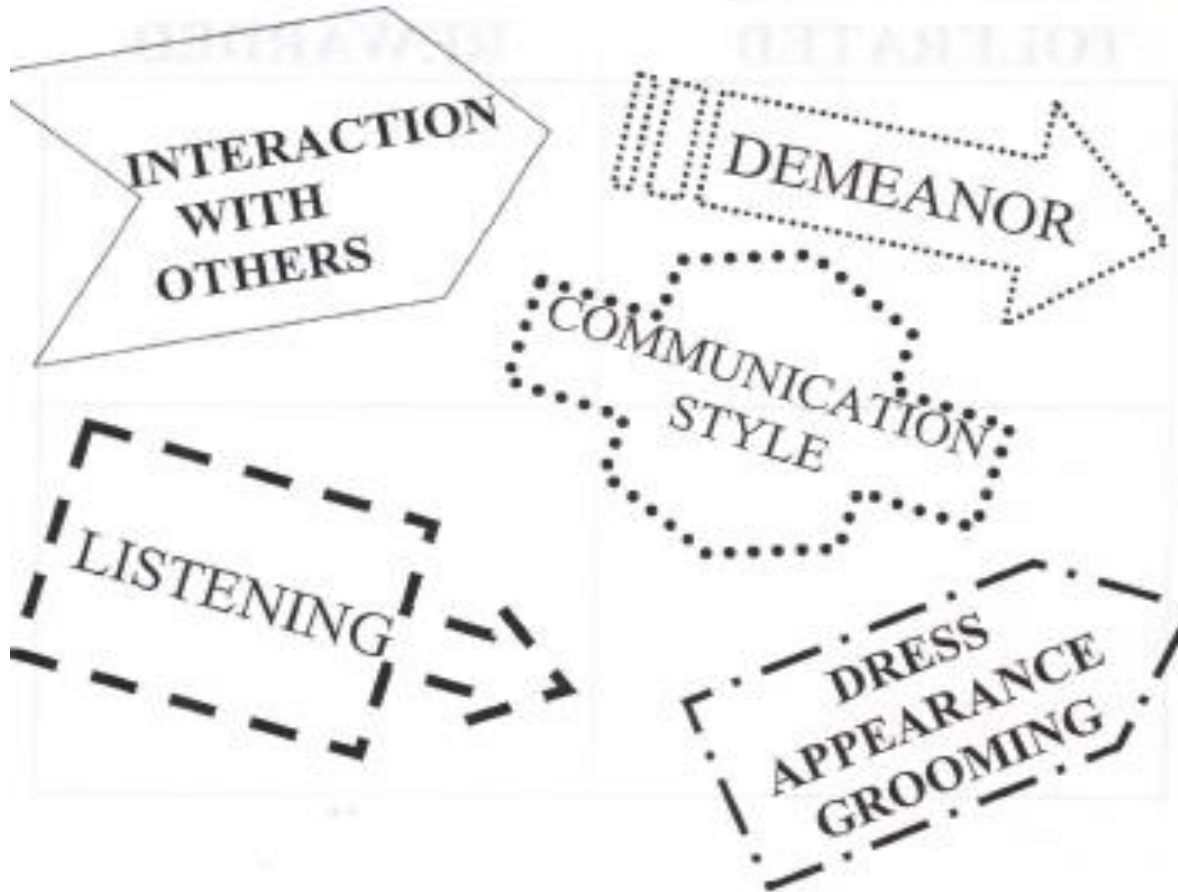


Performance





IMAGE





Work Standards

Please identify criteria you use to determine excellent performance. Once completed review the list and categorize each standard listed as to whether it is based on Performance (P), Image (I) and Exposure(E).

1. _____
2. _____
3. _____
4. _____
5. _____
6. _____
7. _____
8. _____
9. _____
10. _____



Business Dress Worksheet



Specify appropriate dress and grooming elements in your current work environment. Which are tolerated and which are rewarded?

	TOLERATED	REWARDED
M E N		
W O M E N		



TEAM PLAYER ATTITUDE

- Willingness to Help
- Risk Taking
- Flexibility and Openness
- Continual Problem Solving
- No Fear of Making Mistakes
- Positive Disposition
- Desire for the Team to Win
- Receptive to Coaching
- Supportive of the Coach's Objectives

MANAGER (COACH) ATTITUDE

- Share Expectations
- Ability to Communicate
- Understand People Differences
- Willingness to Develop People
- Leadership by Example
- Create Positive, Risk-Taking Environment
- Desire for the Team to Win
- Supportive of Employees



EXPOSURE

WHO YOU KNOW
WHO KNOWS YOU

SUBJECTIVE

VISIBILITY

NETWORKS

PERSONAL
REPUTATION

POLITICAL
SAVVY



How to Get Exposure Inside the Organization

- Volunteer for Internal Projects
- Assume more Responsibility Within a Specific Job Function
- Participate in Company Sponsored Activities
- Keep Abreast of Current State of the Art Techniques
- Get Involved in the Community
- Become Active in Board Service



Gaining Positive Exposure

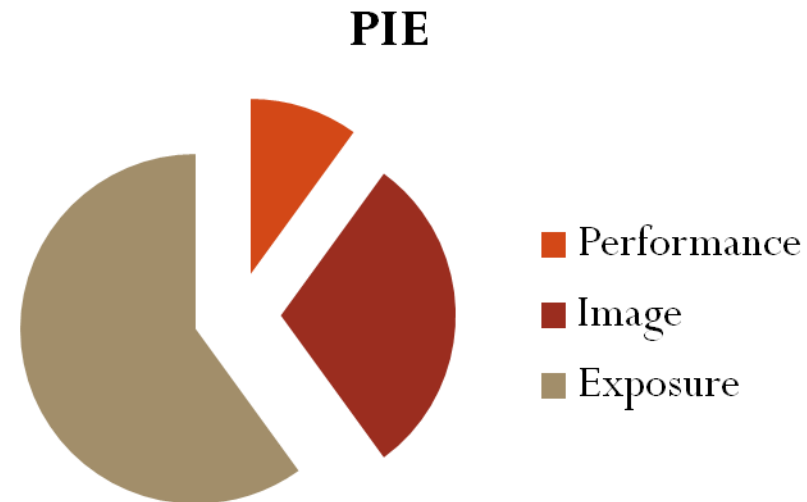
1. List work-related activities (projects/assignments and company socializing) which provides opportunities to gain exposure.

2. List non-work related activities that provide opportunities to gain Exposure



The Rules of P.I.E

- Performance Is An Absolute Given
- You Must Look The Part, And Act The Part Before You Get The Part
- You Must Now Not Only Work Hard But Smart
- It's Who You Know And Who Knows You, And Your Work Favorably
- People Will Not Sponsor Anyone Into Their Group Until They Are Sure The Person Can Comfortably Execute The Rules





Summary

- Performance is the critical element, without it image and/or exposure will not matter.
- Requirements for achieving success in the organization may be categorized under: Performance, Image and Exposure.
- The unwritten rules within the organization are generally known by everyone but are resisted.
- Changes in organizational practices and policies are needed to include all segments of the population.
- Many of the success elements include subjective elements, such as attitude, dress, and lifestyle activities.
- Often, a gap exists between individuals due to levels of comfort and understanding.



It All Begins When...

- We all enter the game at the level of our parents at the time of your birth...we are all BORN into class.
 - Old Money or could be Working Class
- Seven Levels or Leagues in our society
- One basic principle of the game is to be pulled through the system by someone from a higher level- that individual becomes your SPONSOR. They look for:
 - Has the player developed a comfort level with group at the next level? In other words, if placed...would they fit?
 - Do they look and act the part
 - No Glass Ceilings – A sponsor must identify you and pull you through
- You can never go home again!



League (Class)

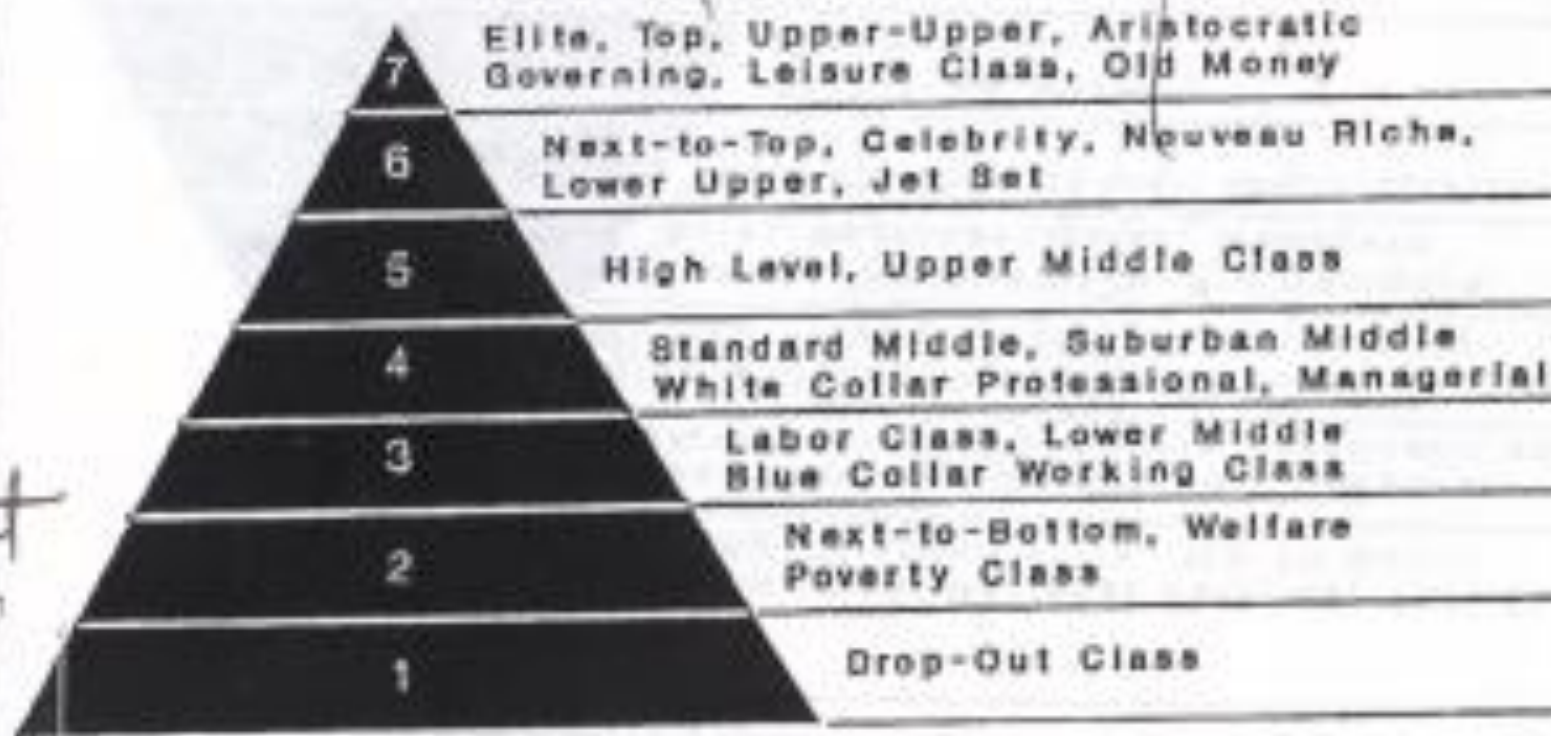
C_{MC}

League (Class)

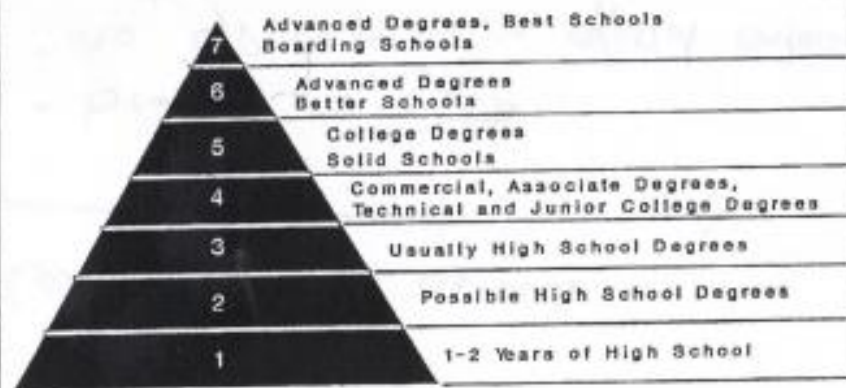
- A Group Sharing the Same Economic or Social Status
- A Group, Set, or Kind Sharing Common Attributes
- A Group of People Who have Intimate Access to One Another



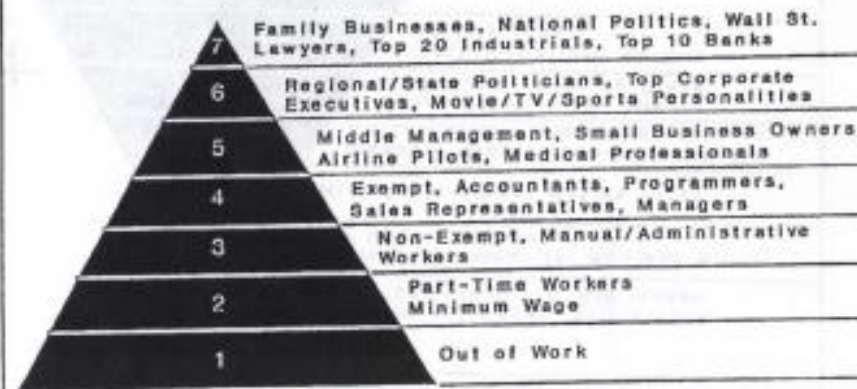
C M C Socio-Economic Class Titles



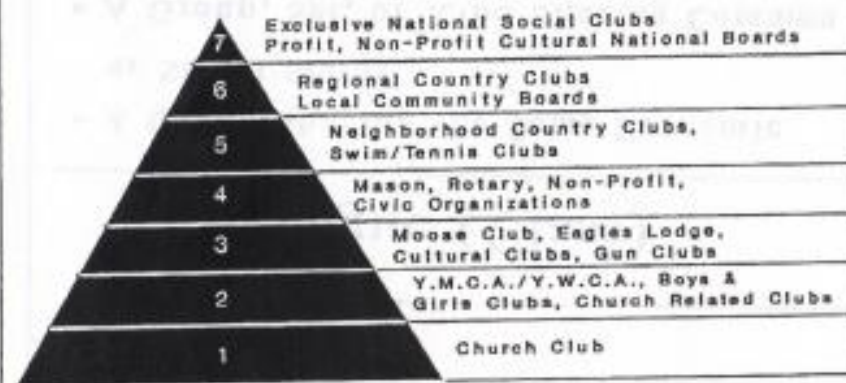
C M C Education



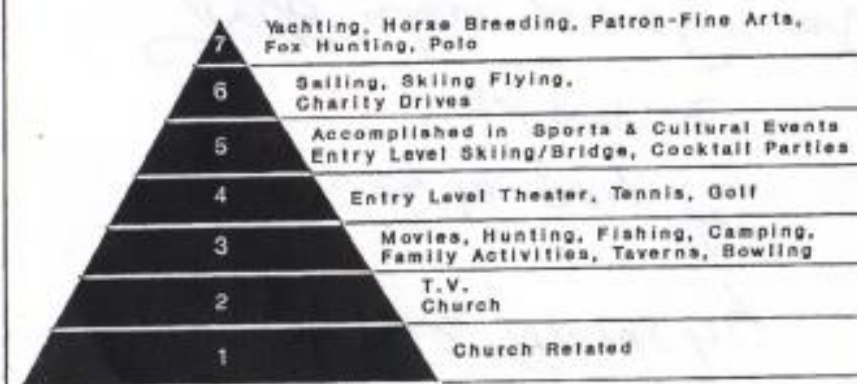
C M C Occupation



C M C Organizations & Clubs



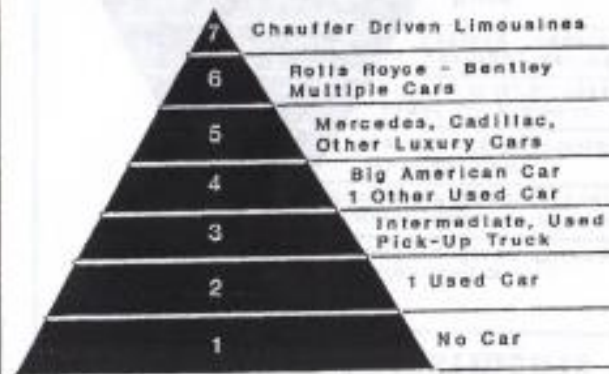
C M C Social Activities



C_MC Fine Arts



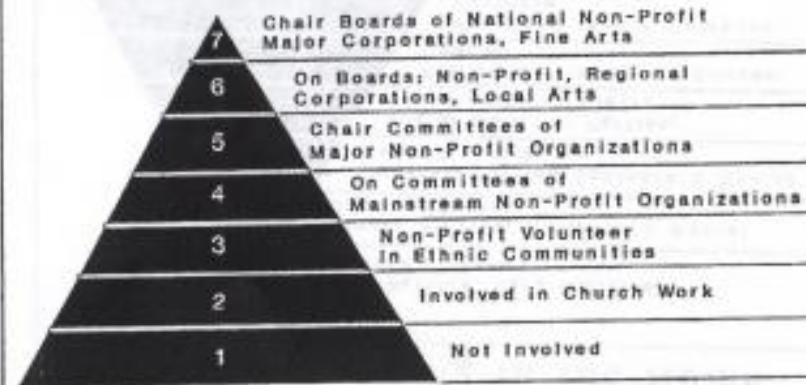
C_MC Car



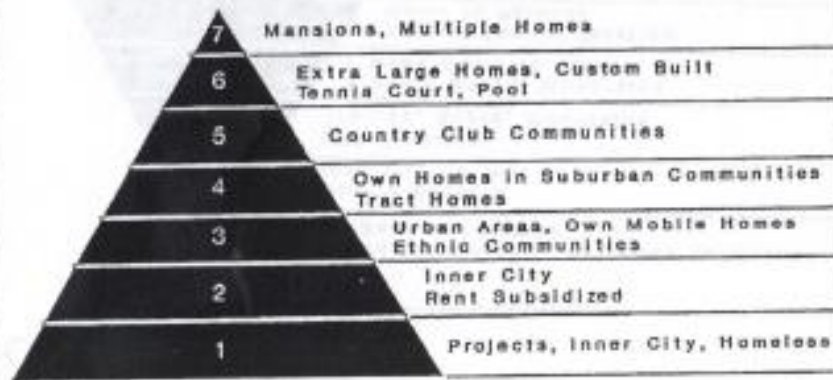
C_MC Vacations



C_MC Community & Board Involvement



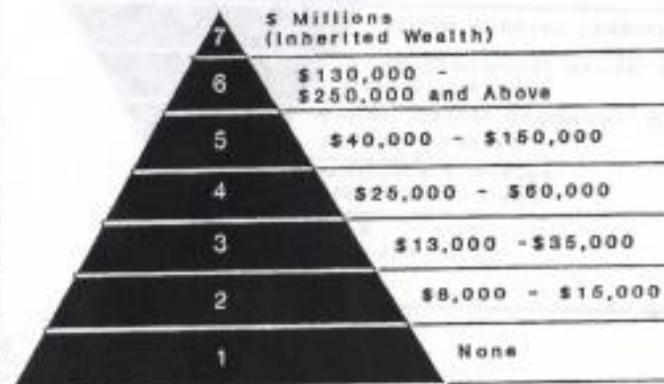
C_MC Location & Type of House



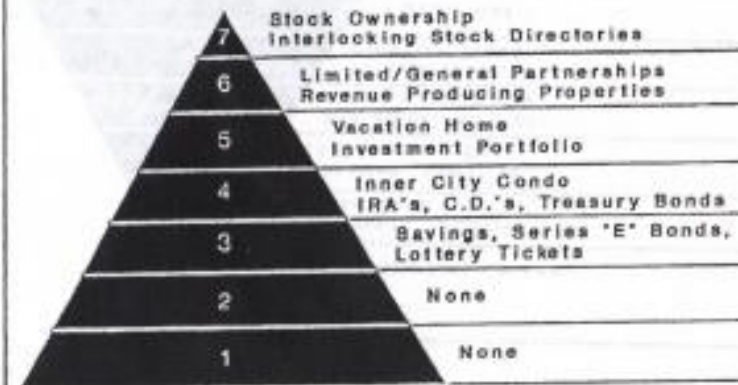
C_MC Entertaining in the Home



C_MC Earning Power



C_MC Other Investments



PERSONAL SCORECARD

Instructions: Using the grid as a reference, identify with a dot (O) the lifestyle group level you have achieved in each of the twelve (12) categories. To identify the group level, you would enjoy achieving in the future, place an "X" in the appropriate column.

	1	2	3	4	5	6	7
EDUCATION							
Presents.							
Future.							
OCCUPATION							
Presents.							
Future.							
CLUBS & ORGANIZATIONS							
Present.							
Future.							
SOCIAL ACTIVITIES							
Presents.							
Future.							
LOCATION & TYPE OF HOUSING							
Presents.							
Future.							
ENTERTAINING IN THE HOME							
Presents.							
Future.							

	1	2	3	4	5	6	7
EARNING POWER							
Present.							
Future.							
OTHER INVESTMENTS							
Present.							
Future.							
FINE ARTS							
Present.							
Future.							
CAR							
Present.							
Future.							
VACATIONS							
Present.							
Future.							
COMMITTIES							
Present.							
Future.							

Computing Average Class Group:

1. Add the class numbers (1 - 7) indicated for each of the 12 categories.
2. Divide the total by 12.

Note: Computations must be done separately to determine Present then Future (desired) class group.

Present Lifestyle _____

Future Lifestyle _____



Power-The Ability to Influence

Everything we have covered leads to **POWER**– ability to influence a person or situation

- Knowledge is Power (doing a good job)
 - Short-term boost to your power rating
 - Limited in scope and short-lived in duration
 - Fades quickly once others know more than you
 - People have short memories
- Charismatic Power (viewed by others)
 - Difficult to define
 - Vibrations you give off? The way one carries oneself. Your image?
 - Paid for performance...but, promoted based on potential
- Power by Association (visibility and reputation)
 - People who are close to power...carry the mantle of power
 - Associate with the power group

Once you acquire POWER: Power players are constantly asking themselves, “How can we do this better?”



Summary of the Rules

1. Every Person is Born into a Class Level
2. Jobs and Positions in Organizations Correspond to Socio-Economic Class Levels
3. Money is Not the sole Criterion of Level Acceptance
4. An Individual must be Sponsored into the Next Level
5. Levels are Possessive of Their Members
6. Once Entrance to a Level is Gained, the Means to Stay Will be Provided
7. People do not Necessarily Want a Title...They Want a Lifestyle
8. Whoever is at the Top of the Pyramid Has the Right to Make the Rules
9. When You're Through Changing, You Are Through
10. Execution is the Name of the Game



Homework: View – The American Ruling Class

- http://www.snagfilms.com/films/title/american_ruling_class/

In this first of its kind “dramatic-documentary-musical,” essayist Lewis Lapham and an all-star cast (including Kurt Vonnegut, Robert Altman, James Baker and Arthur Ochs Sulzberger Jr.) take two young Ivy-League graduates on a tour of the corridors of power. This “astonishing”, “coruscating” satire poses the question: ***Is it better to rule the world, or to save it?***