

Managing Up: Get What You Deserve in Your Career



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MES Live Event and Digital Platforms



September 15-17, 2024

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**Probabilities And The
Putting Green: How AI
Enhanced The Ryder Cup
2023**

Plotting eventualities on every hole, 'From eagle to double bogey'



Managing Up: Today's Key Takeaways

WHAT'S YOUR PERSPECTIVE?

WHAT IT IS AND ISN'T

4 STEPS FOR MORE
MANAGING UP

NEXT STEPS TO LEARN AND
DO MORE

What impact do
you want to have
from managing
up?



Managing up is a
strategic influence
skill.



My framework: ATMM for your learning



The Change Architects

STEP 1: Know where you're going



STEP 2: Know where your colleagues are going and what brings value.

- What are your colleagues' goals, this quarter and in 2 years?
- Which specific stakeholders will benefit from these goals?
- What are we fighting against: who's our common enemy?
- What needs to change about the way we work? How do I need to change?
- How are we contributing? How am I contributing?
- What are our top priorities and how do they align with the executive team's priorities?

STEP 3: Tell the story and bridge the gaps.

- Tell the story of what winning against your common enemy creates and looks like
- Build relationships based on trust
- Support, don't debate
- Adapt your communication and working style
- Turn IT into a proactive organization

Facts tell. Stories sell.

So what makes a compelling story?

- Tell “me” stories with “you” in it to convey your goals
- Simple story arc: hook, build, payoff
- Use emotion to your advantage: sad, mad, scared, **peaceful**, **powerful**, **joyful**
- Use silence and active listening to let your message land

STEP 4: Train Your Team to Manage Up to You

- Ask your direct reports to share their strengths and career goals
- Lead to their strengths and career goals through continuous performance management
- Have them lead themselves by following through on their development plans
- Have them lead meetings by answering the storytelling questions first

Want more?

BRING THIS WORKSHOP TO YOUR ORG

Free to the first 10 CIOs/IT Directors
who register.

- 1 hour, virtual
- For all your company's leaders
(managers and up)
- Hosted by by Aug. 31, 2024

Register here.



“Our circumstances aren't the reasons we can't succeed. They are the circumstances in which we must succeed.”

— Cy Wakeman, No Ego: How Leaders Can Cut the Cost of Workplace Drama, End Entitlement, and Drive Big Results

Every problem has a solution.
What happens next is up to
you.

What's your biggest insight from our
conversation today?
What are your next steps?



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Next Webcast

Topic: The ONE Thing You Can Do to Save Yourself or Your Company a Ton of Money

Speakers: Jen Nash, Executive Coach, Connection Expert, Author

Michael Paradise, CEO, Sysazzle, Inc.

Adam Dennison, VP of Midsize Enterprise Services, The Channel Company

Date: Thursday, June 20th

Time: 1:00 PM - 2:00 PM ET / 10:00 AM - 11:00 AM PT

Register today via the link in the webcast chat or the MES IT Leadership Network.