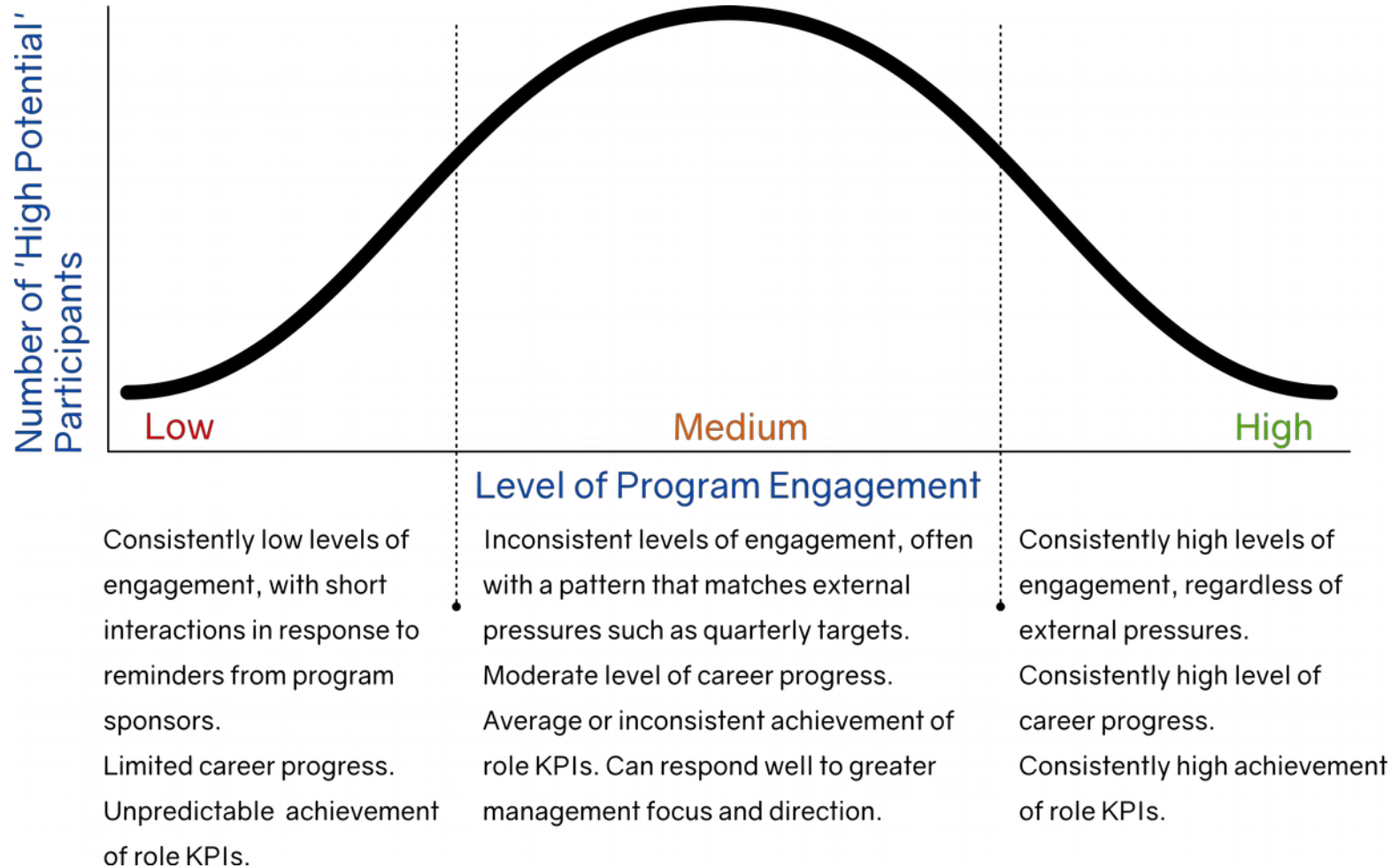


Building Your Career Capital

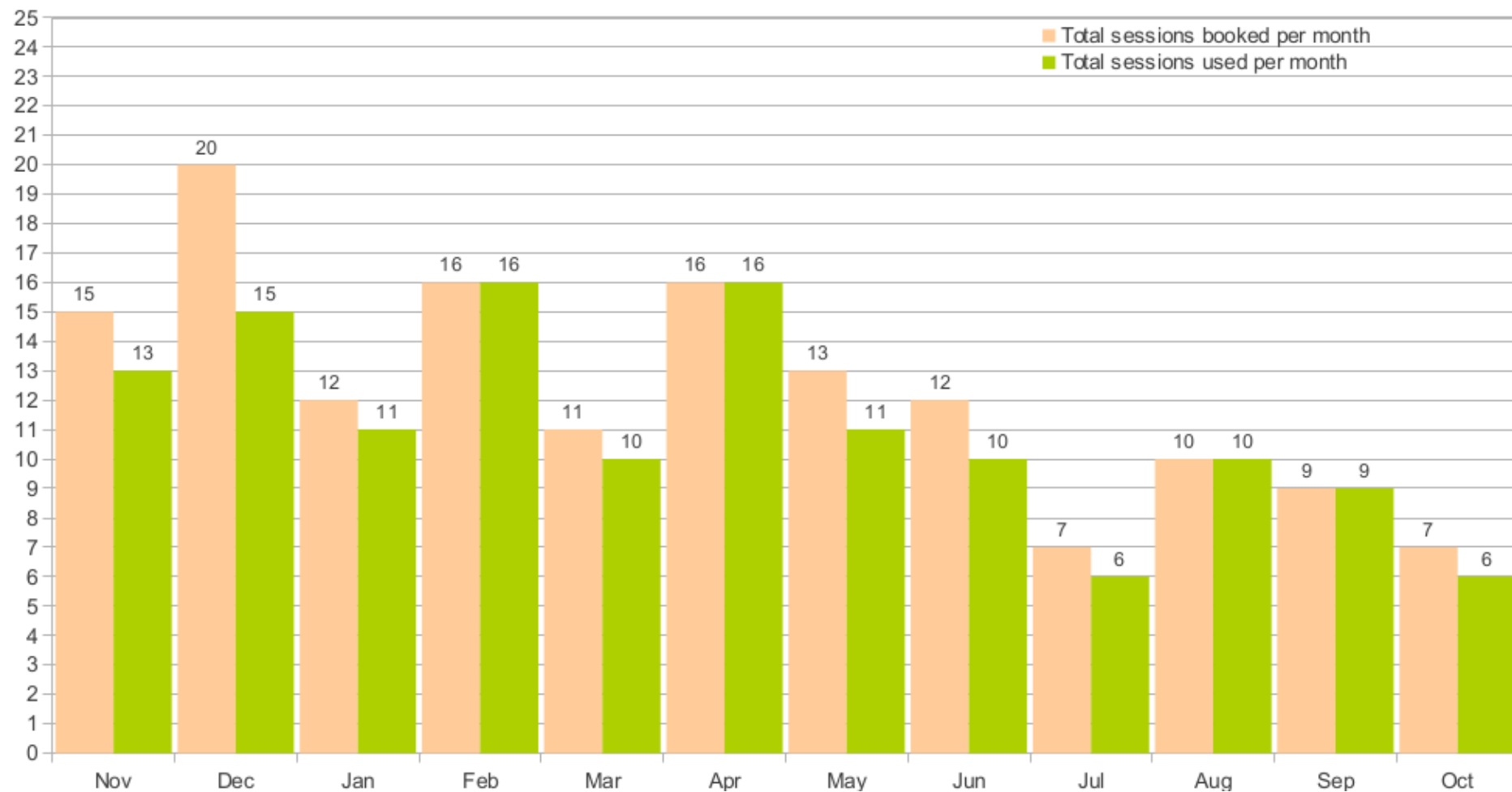
Peter Freeth

As a mentor, what advice
would you give to
someone joining next
year's BMDDP?

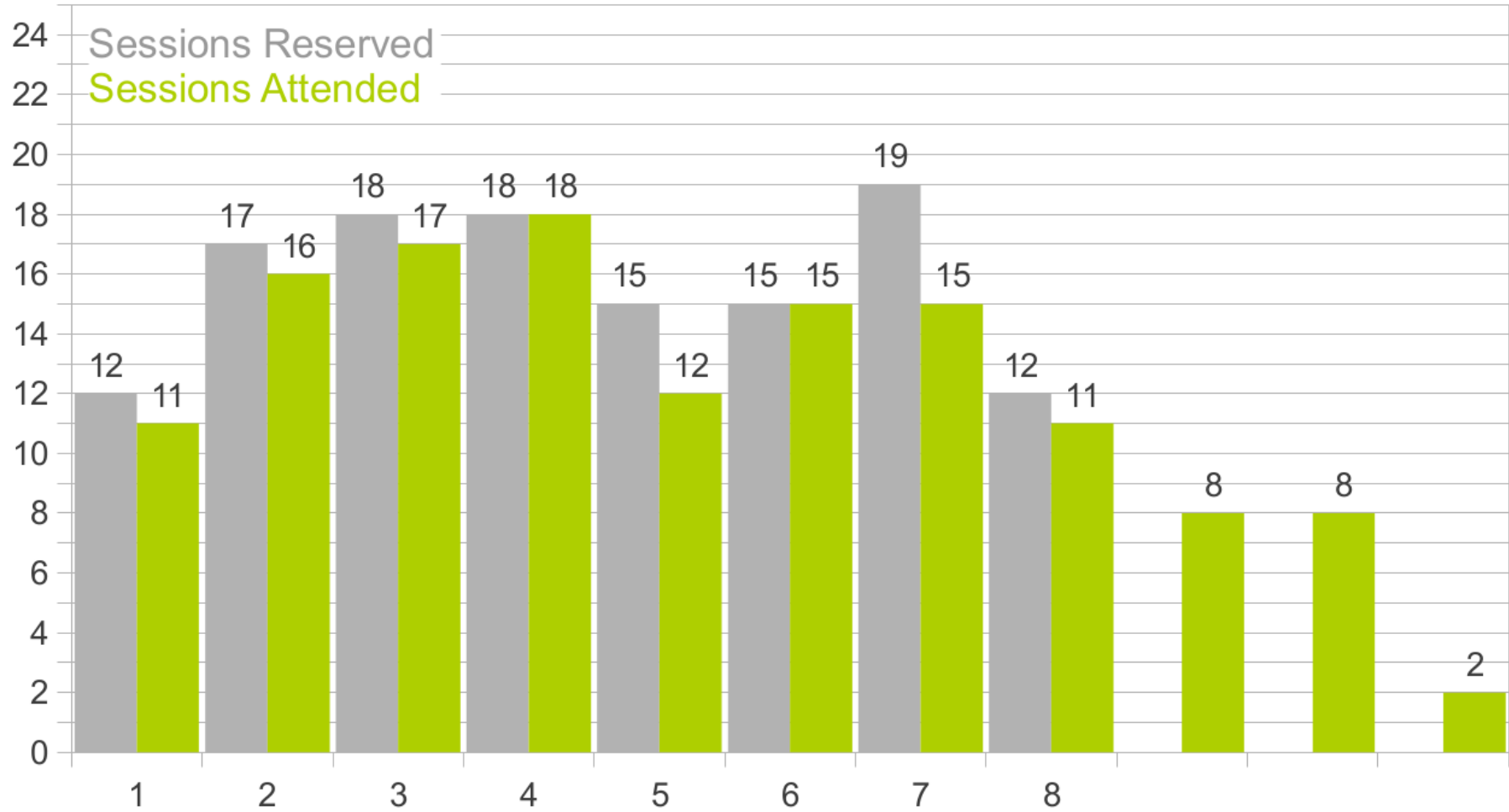
Talent Program Engagement



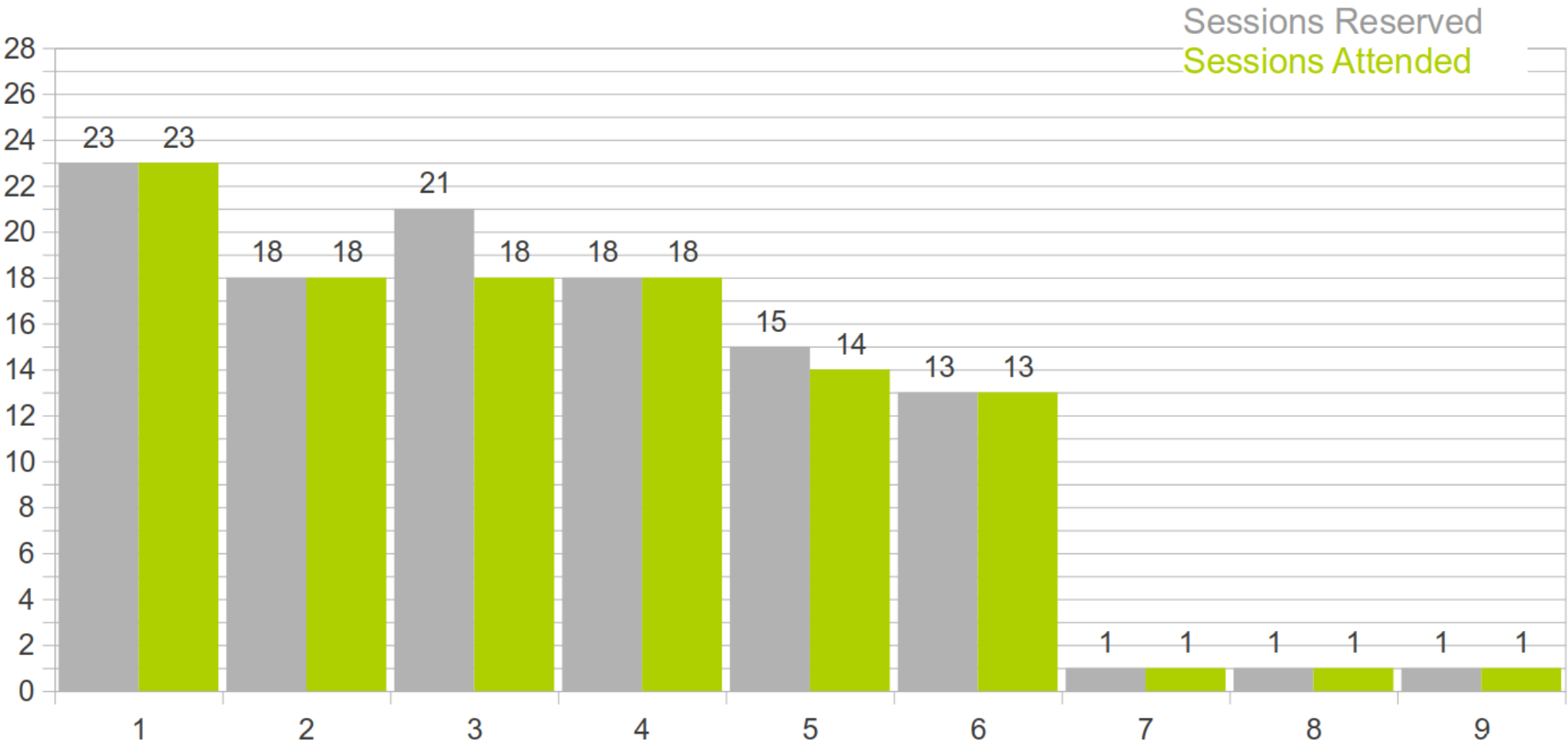
2017



2018



2019



Asset Utilisation

- ★ Rockwell gives you a company car. Do you take the bus because you can't be bothered to use the car?
- ★ Rockwell gives you a laptop. Do you use it?
- ★ Rockwell gives you sales reporting tools. Do you use them?
- ★ Do you take your full vacation?
- ★ Do you ensure your assets are used to their full potential?
- ★ Are you making the most of your assets?

Description	Prospect	Sales Stage	Employee R...	Expected S...	Closing Date	Progress	Status	Exp. Total Va...	W.
PB для MAIL...	Media Store	Final Phase	Jane Millers	0.00	10/01/2013	Slow	new	39,980.00	0...
EADS Satellit...	National Riv...	Decision M...	Perry Johns...	3,000,000.00	10/10/2013	Stalled	in process	0.00	2...
New Lead 4 f...	Media Store	Quality opp...	Chris Nelson	50.00	10/10/2013	Slow	new	22,650.00	1...
Notebook Fair...	Media Store	Quality opp...	John Chris	30,000,000.00	10/11/2013	Stalled	in process	0.00	6...
Customer Deal	Media Store	Develop val...	Jane Millers	40,000,000.00	10/11/2013	Stalled	in process	0.00	1...
Top-drawer s...	Bruce Corp.	Identity opp...	Jane Millers	21,006.00	10/24/2013	Stalled	new	0.00	2...
New Power Inf...	ALPHA Cen...	Proposal	Perry Johns...	100,000.00	10/28/2013	Stalled	in process	283,810.00	5...
Emea testing	Crystal TV	Develop val...	Perry Johns...	200.00	10/30/2013	Stalled	in process	1,200.00	8...
National Rivera	Media Store		Jane Millers	0.00	10/31/2013	Stalled	new	0.00	0...
National Rivera	Media Store		Jane Millers	0.00	10/31/2013	Stalled	new	0.00	0...

Look back over your career

What is your most valuable career skill?

Take a piece of paper and write it down

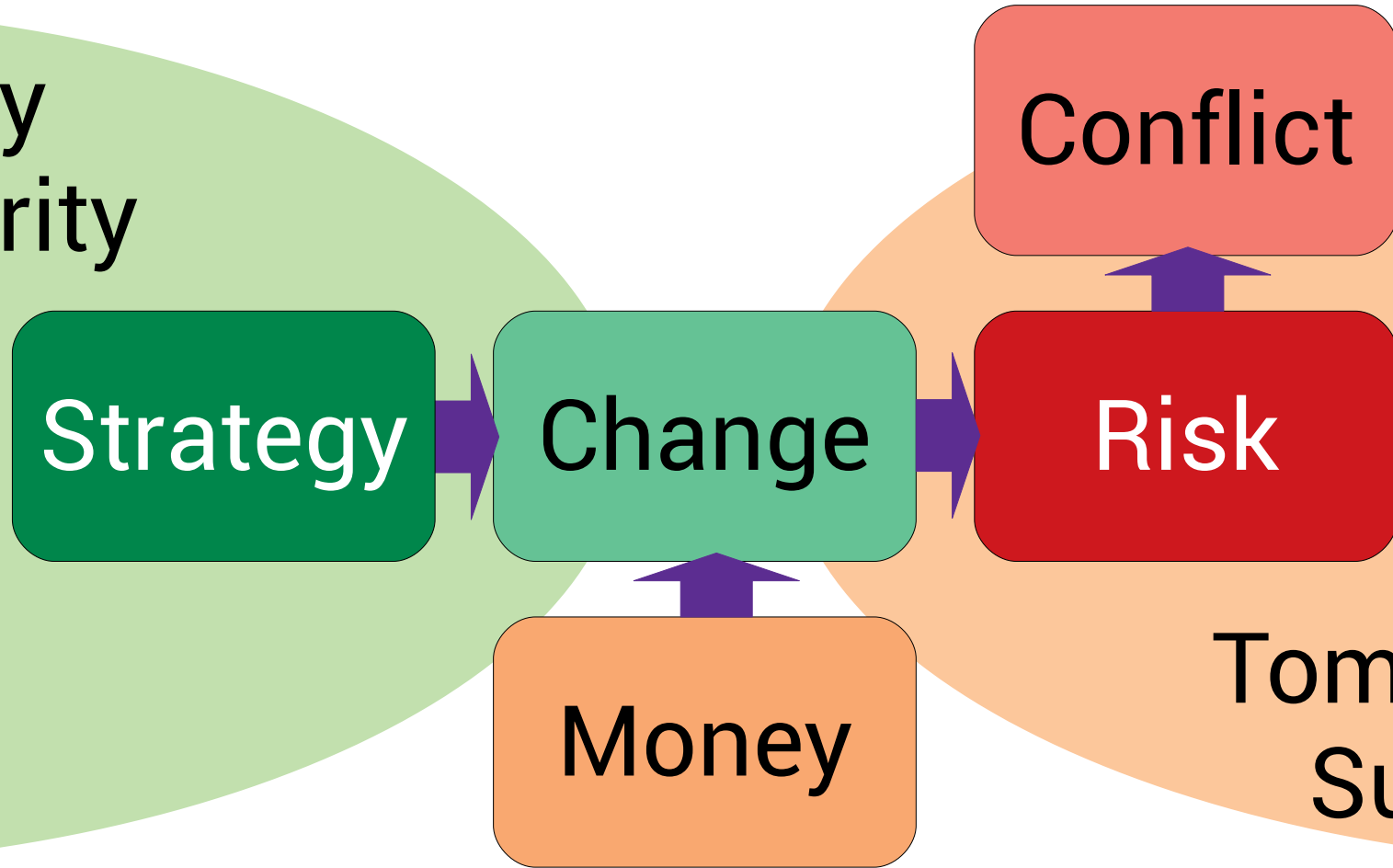
Increasing Share Value

- ★ Raise money through share capital to fund strategy
- ★ Shares vary in value
- ★ Value is subjective



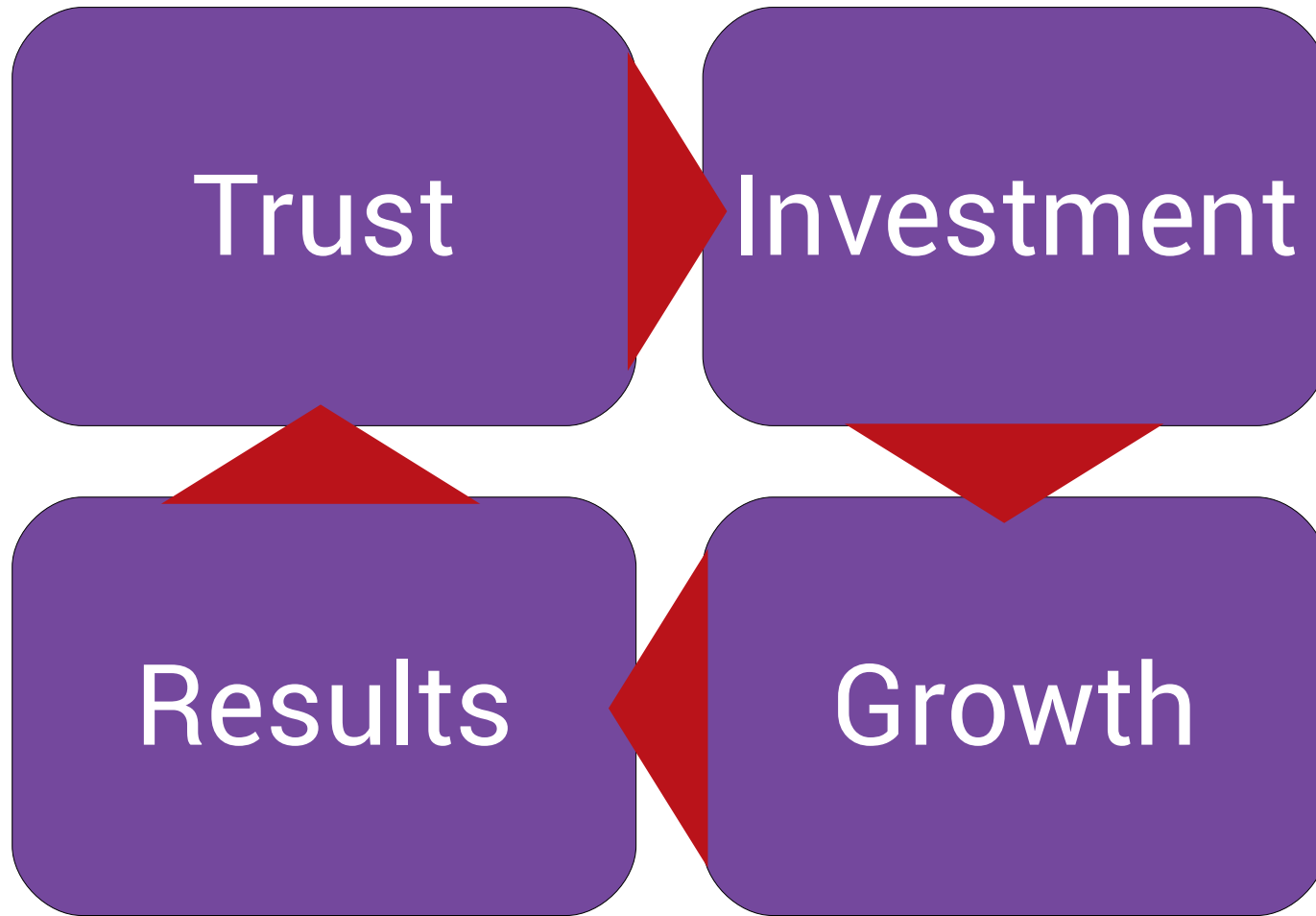
Strategy

Today
Security



Tomorrow
Survival

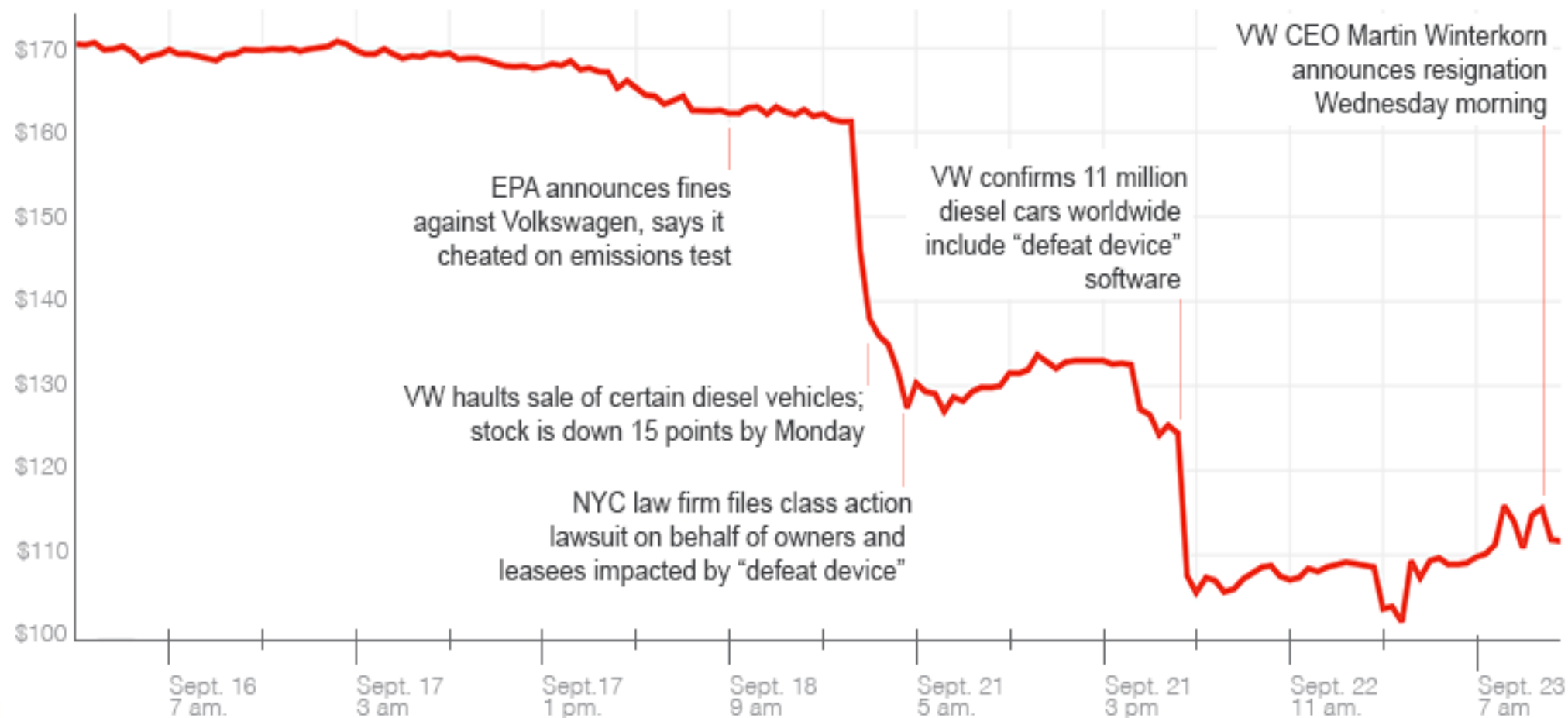
Increasing Your Value



Subjective Value

- ★ Value takes a long time to build
- ★ Past performance does not guarantee future results
- ★ Value can be destroyed overnight

Investors' reaction to Volkswagen emissions saga



Volkswagen Share Price 1998 - 2019



Increasing Your Value

Results

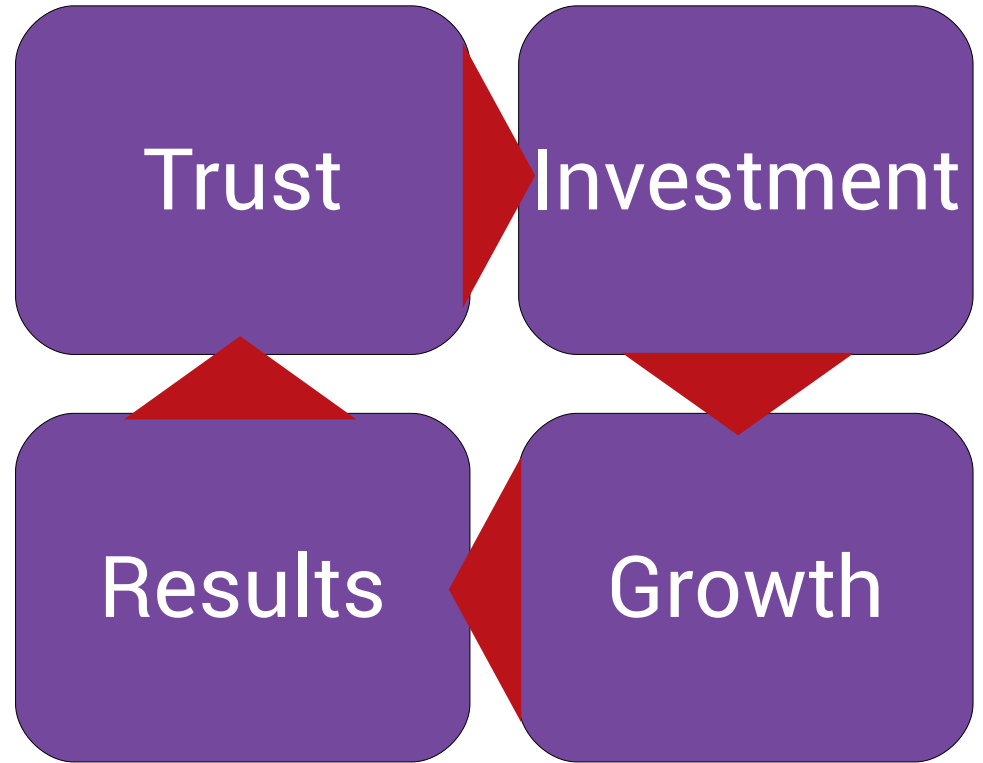
Trust

**Sell
Deliver
Implement**

**Network
Develop
Recognise**

Increasing Your Value

- ★ What is your value?
- ★ What have you done to build your value?
- ★ What is the biggest threat to your value?
- ★ How can you build trust in your future value?



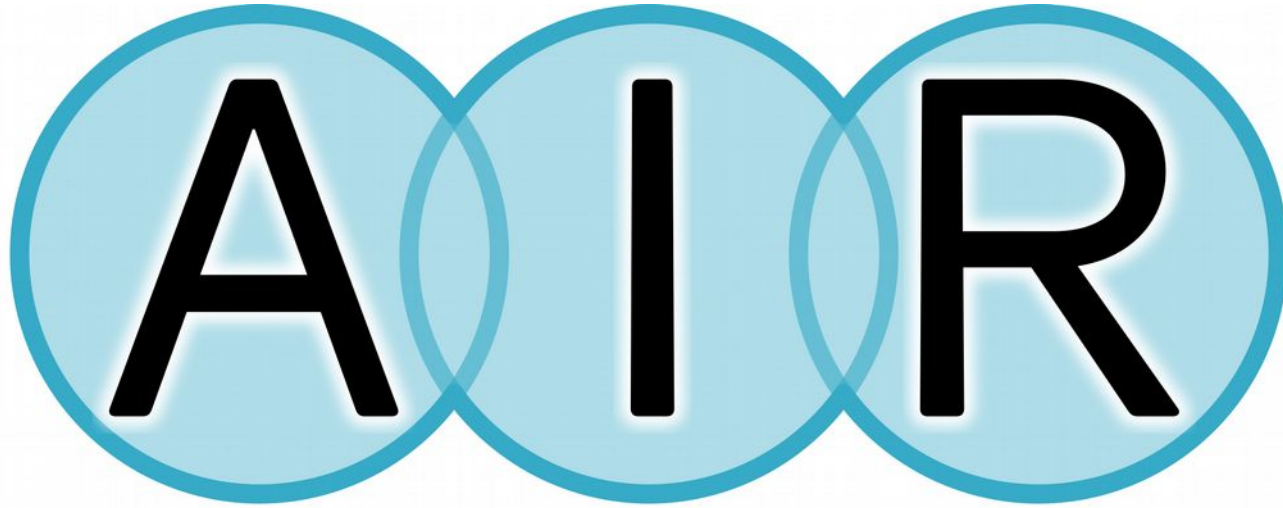




Take a break and talk about how
communication builds **trust**



Delegation

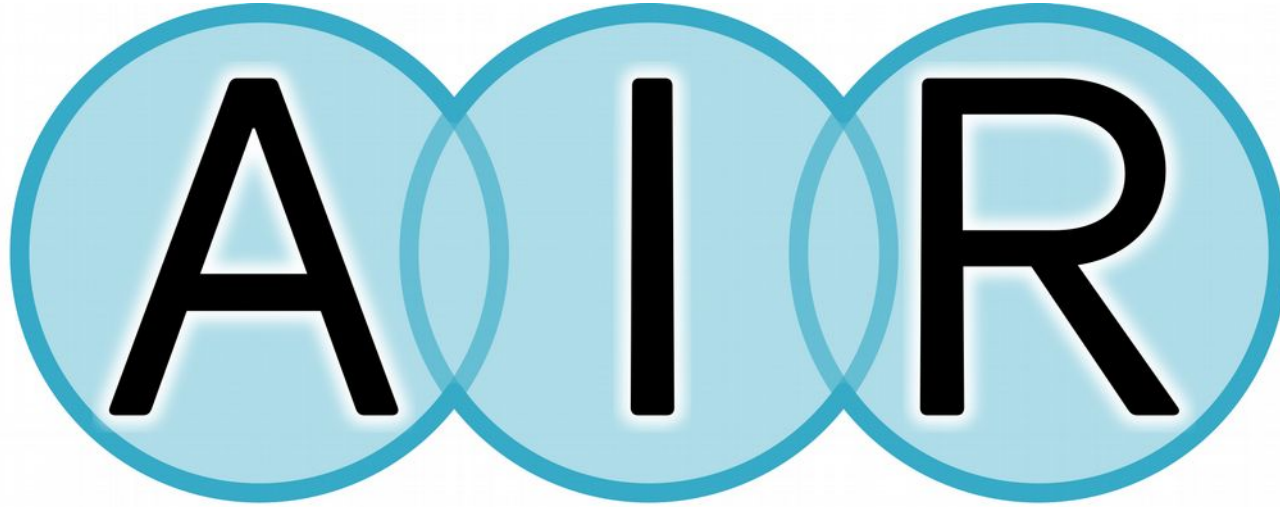


Authority

Information

Result

Delegation



Authority

Information

Result



Gets things
done

Informed
decisions

Delivers as
expected

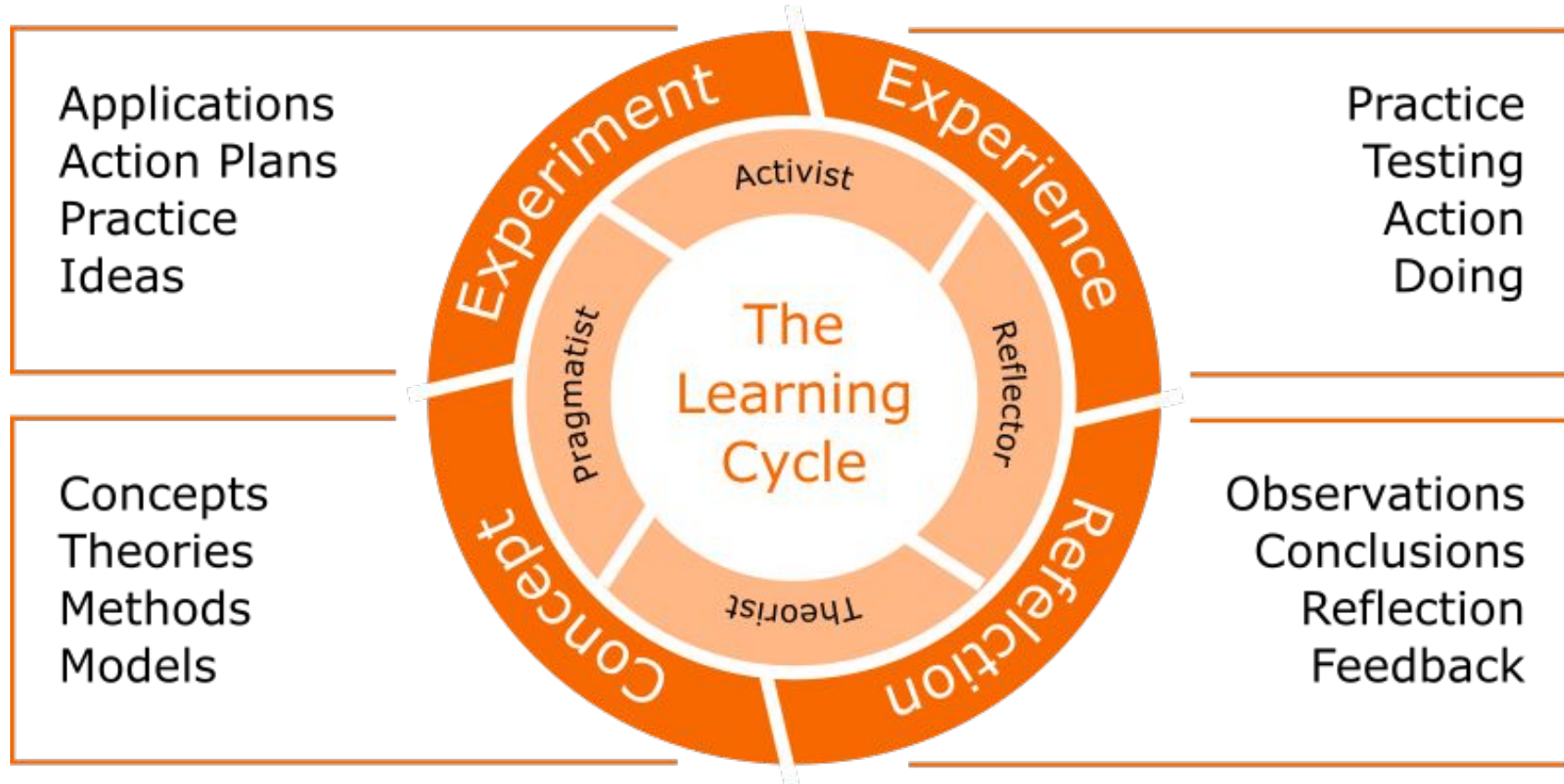


Frustration

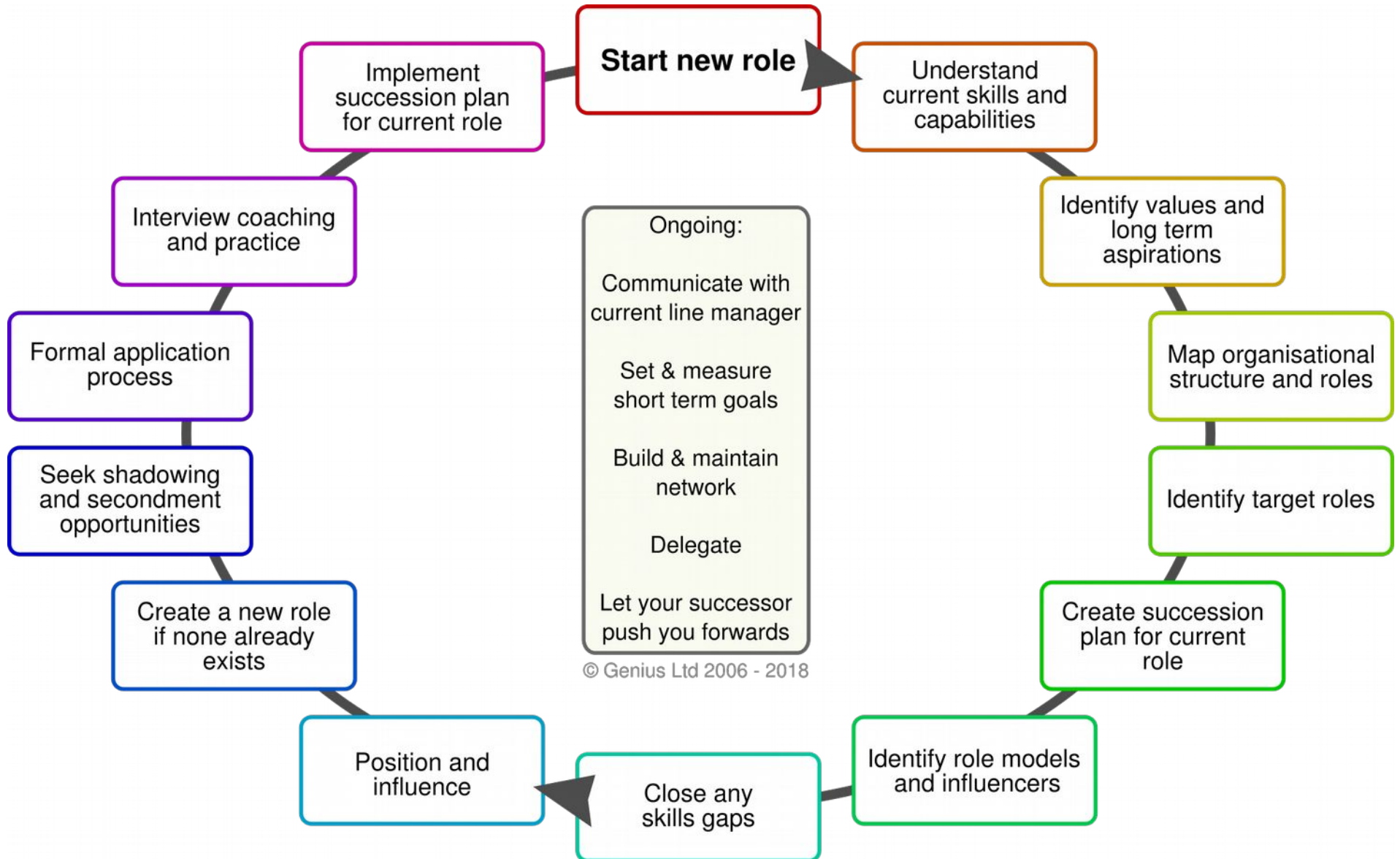
Indecision

Wrong outcome

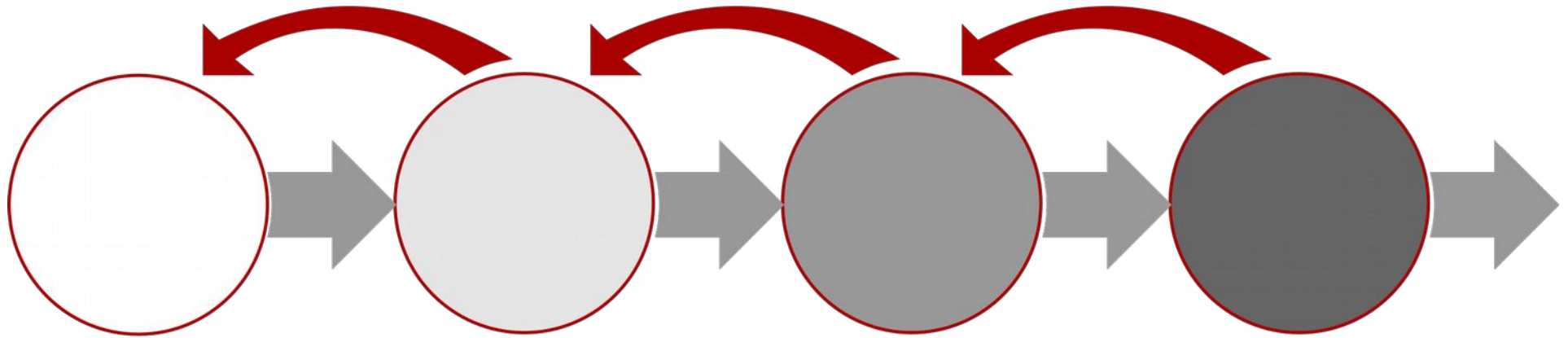
Be Your Own Coach



Start new role



Develop your successor...



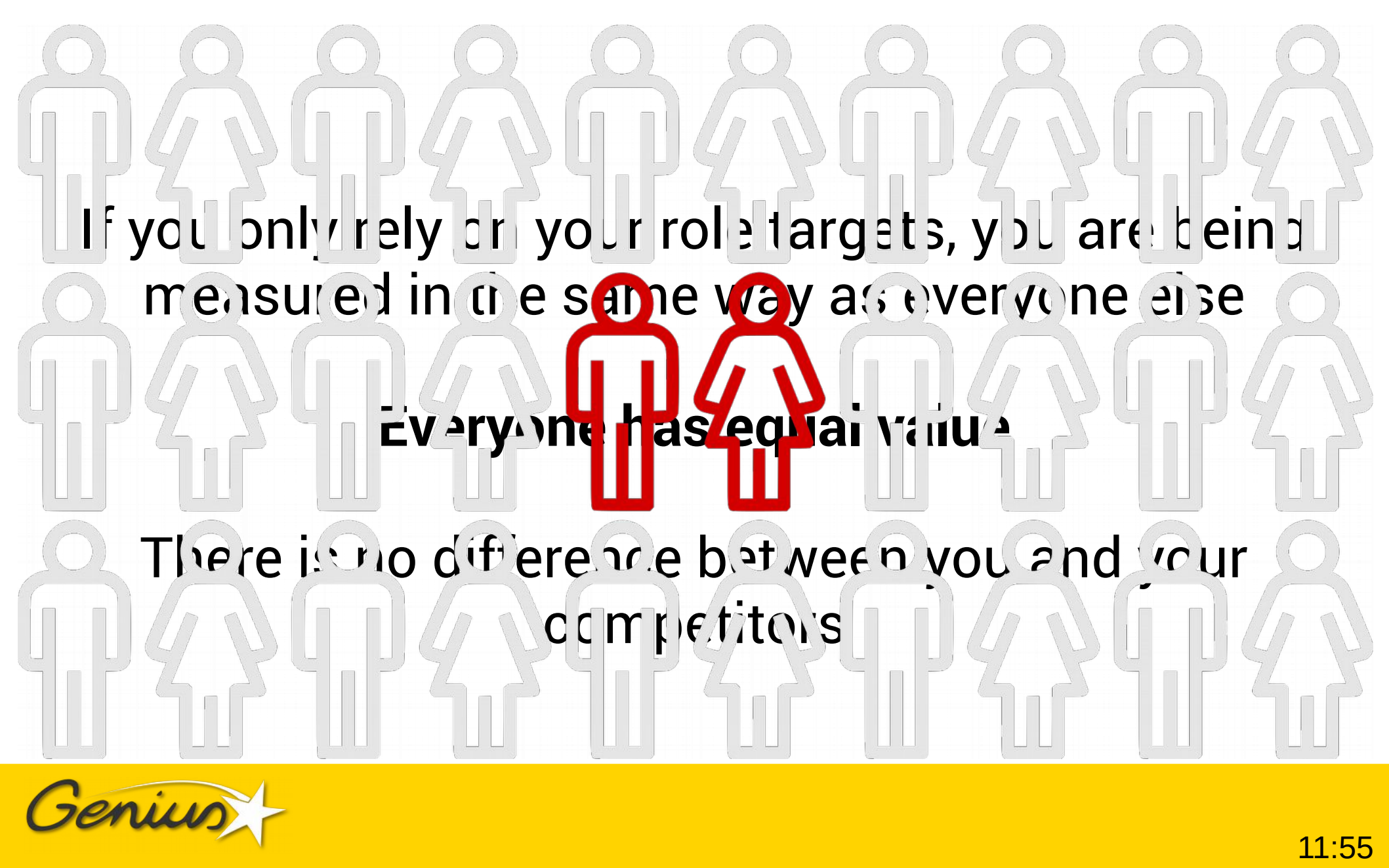
... they will push you into your next role

Noise

- ★ You do a great job
- ★ But so does everyone else
- ★ You are surrounded by noise

Noise

**You cannot cut
through the noise
by shouting louder**

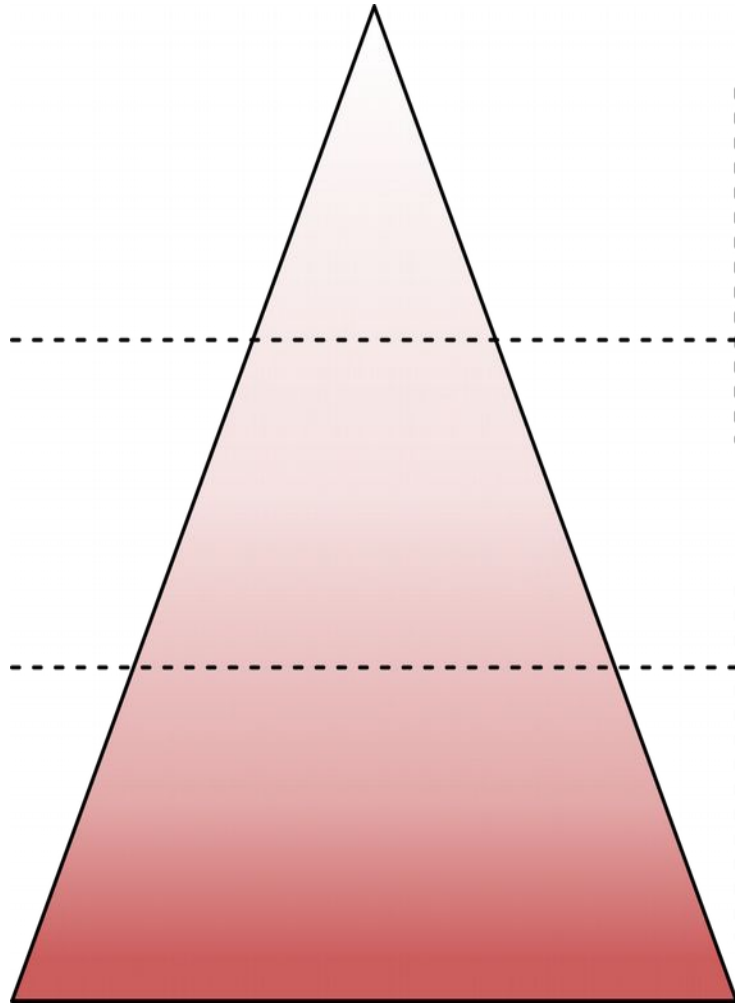


If you only rely on your role targets, you are being measured in the same way as everyone else

Everyone has equal value

There is no difference between you and your competitors

The Second Glass Ceiling



★ Second glass ceiling

- Your behaviours and habits
- What you've been rewarded for
- How you define yourself
- What you think you're good at
- What you value yourself for

★ First glass ceiling

- Cultural rules
- Goals and KPIs
- Visibility

The Second Glass Ceiling

To get past the second glass ceiling, you have to leave behind the things that you most value yourself for, the things that you have been rewarded for

Look back over your career

What is your most valuable career skill?

Take a piece of paper and write it down



Look back over your career

What is your most valuable career skill?

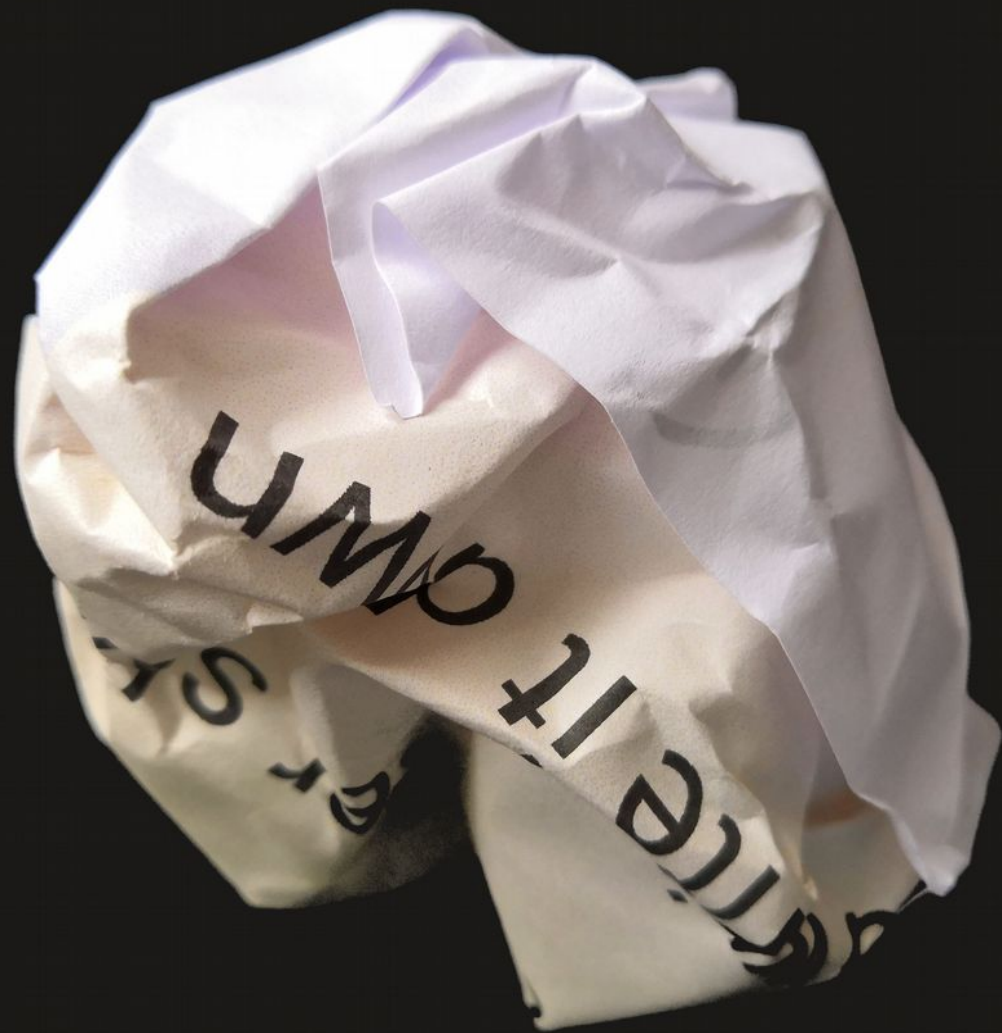
Take a piece of paper and write it down


Look back over your career
What is your most valuable career skill?
Take a piece of paper and write it down

Genius★

Look back over your career
What is your most valuable career skill?
Take a piece of paper and write it down







**What do you want to be
valued for in the future?**

Return on Career Investment

- ★ Rockwell has many great sales people, engineers, project managers, problem solvers
- ★ Those skills are easy to find, easy to teach
- ★ Rockwell – and the world - is short of leaders

Leaders

★ Delegate

- Build teams
- Create successors
- Enable high performance
- Share knowledge

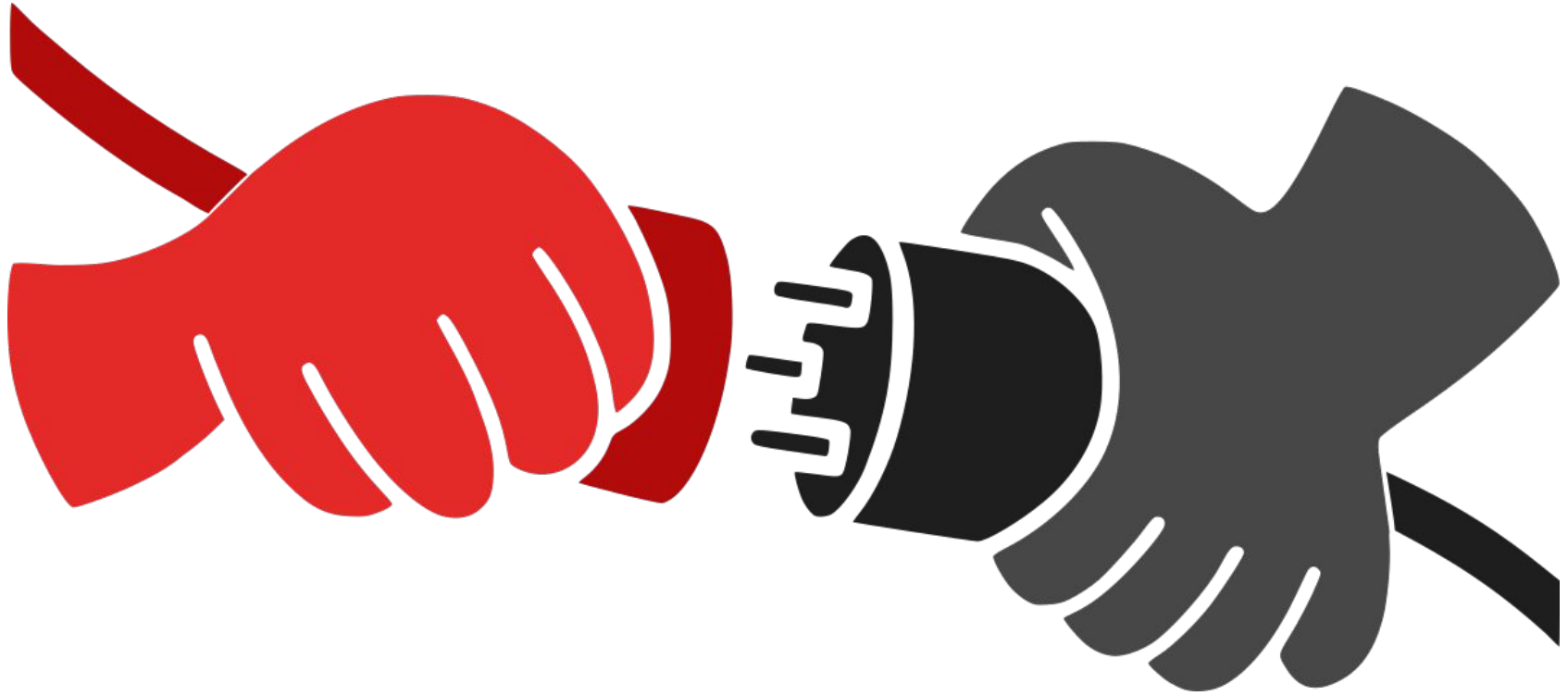
★ Network

- Enable communication
- It's not "what you know", it's "who you know"
- Be a connector
- Connect the resources that drive results

Being a Connector

- ★ In your network, there are:
- ★ **Creators of value**
- ★ **Consumers of value**
- ★ Your job is to connect them together

Be a CONNECTOR



Building Career Capital

- ★ Discuss for 15 minutes:
- ★ What support will help you build your career capital?
- ★ How will you develop trust to drive investment?
- ★ How do you act as a role model and mentor?
- ★ How will you demonstrate value from the BMDP?
- ★
- ★ Present your ideas to the group

