

MGH Women in Leadership



**MGH Women in
Leadership Program**



Self Promotion: Internal Resistance: Reframe

Why? What are my assumptions?

How can I REFRAME my assumptions?

Self Promotion: External Resistance: Direct Speak

What I want/need:	How to express myself: 1. State my perspective of the situation or event 2. Say how I feel without blame 3. State my wants/needs clearly
Example: I want to renegotiate responsibility for a task	1. I have been responsible for task X for the past few years. 2. I feel that while I have done a good job at this task, it is taking time and energy away from me doing more strategic work. 3. I would like to have someone else take a turn at this task for awhile.



The Subtle Art of Strategic Self-Promotion

DO	Don't
Show others how what you are working on adds value to what they are working on	Show others what great projects you are working on
Offer to help make others successful in their exciting projects	Takeover exciting projects from others so you can take credit
Tell everyone what value you and your team added	Tell everyone what you and your team worked on
Ask for support / compensation	Ask for money without relation to performance
Accept feedback willingly	React negatively to feedback

My Strategic Value Statement

I do (This) _____

for (Whom) _____

it provides (This value) _____

and here is my impact (Results) _____



Promoting My Value: Action Planning

What do I need to do?	Target date or check in	How can I measure/celebrate success in this encounter?
1.		
2.		
3.		
4.		
5.		
6.		
7.		

What Self Promotion Conversation do I want to have?

Script out a conversation you could have right now about your value. Answer the following:

1. What kind of questions can you ask about what's required to help in your role right now?
2. How are you uniquely placed to help/contribute?
3. What value does that bring?

Final Celebration: Your Accountability Partners

As part of the final session, we are planning a celebration of all the Accountability Partners. Each session, you were assigned an Accountability Partner and I am sure that each one of these women has impacted you in a special way. Now it is time to celebrate them!

Please take a moment to reflect on how your Accountability Partners have supported you in your leadership journey, how they have helped or inspired you, how they made you think, or how they encouraged you to try something new.

Please write a sentence or two about each one of your Accountability Partners or simply provide a few adjectives that would describe this person and their interaction with you. Feel free to also write about anyone else who was important to you in this journey, even if they were not "assigned" to you.

These "kudos" will be shared anonymously during our celebration. Please provide your input by Thursday, October 15, via email to me (camilla@orangegroveconsulting.com) and copy Jimmy Gilligan (jimmy@orangegroveconsulting.com) who will help me compile the information. Would you kindly put ""Final Celebration"" in the subject line? Thank you!

Final Celebration: Reflection on Your Leadership Vision and Goals

You started this journey by envisioning the kind of leader you want to be (mindmap). This leadership vision is uniquely yours and may have evolved through the insights you have gained in this course.

- 1. Please provide ONE WORD that best describes who you want to be as a leader**
- 2. Please describe ONE STEP you have been able to take (work on) to move closer to your vision of your leadership**

Please also provide your ONE WORD and ONE STEP by Thursday, October 15, via email to me (camilla@orangegroveconsulting.com) and copy Jimmy (jimmy@orangegroveconsulting.com) using ""Final Celebration"" as the subject line. Thank you!