

Career Advancement

Art Yonemoto

Yonemoto & Associates

Career Advancement



Career Advancement Question



Why are you attending this conference?

- * To Help my organization
- * To Help myself

Career Advancement Background

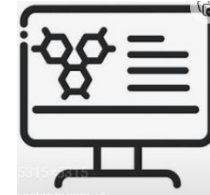
Art Yonemoto



**University of California
Berkeley**



Bachelor



**Computer
Science**



**Master of
Business
Administration**



Bank of America

ROLM



SIEMENS

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Follow the Money, Connect the Dots, Critical Thinking

Career Advancement Background

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Follow the Money



Reduce costs



Connect the Dots



Critical Thinking



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Follow the Money, Connect the Dots, Critical Thinking

Career Advancement

Standing Out

Differentiate Yourself



When can you Differentiate Yourself?

Rare Opportunity



Your Choice



Status Report



Career Advancement

Disclaimers & Notes

Generalizations

Change Perspective



See Things in a
different way

Feedback

WRONG!



Stories

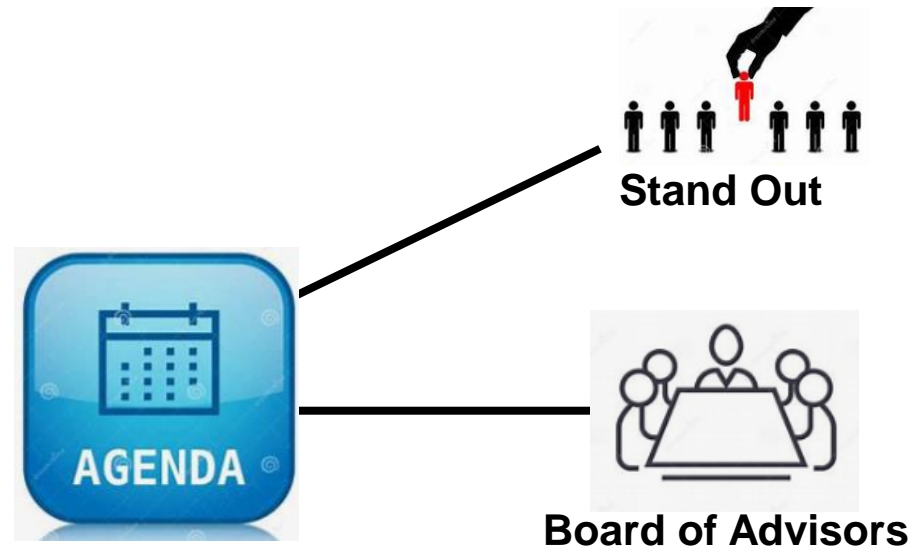


Most effective
way to learn

Sport Stories



Career Advancement



Career Advancement

Board of Advisors

Board of Directors



General Motors



Mary Barra
General Motors



Mark Tatum
NBA



Jan Tighe
US Navy



Judith Miscik
Lazard

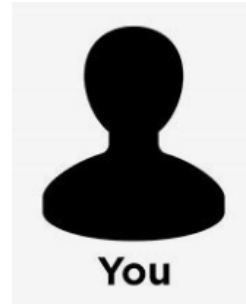


Thomas Schoewe
Wal-Mart

Career Advancement

Board of Advisors

Board of Advisors



Support
Spouse
Friend



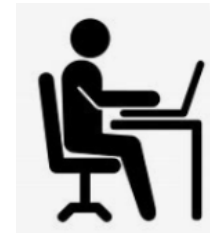
Spiritual
Pastor



Financial
Accountant



Career
Co worker
Manager



Career



Career Advancement Networking

Importance of Networking



5 minutes

Name		Title	Company	Location
_____		_____	_____	_____
_____		_____	_____	_____
_____		_____	_____	_____
_____	✓	_____	_____	_____
_____		_____	_____	_____
_____		_____	_____	_____
_____		_____	_____	_____
_____		_____	_____	_____
_____	✓	_____	_____	_____
_____		_____	_____	_____

Career Advancement



Career Advancement

Story of 2 Programmers

Bill



Nihal



Background



Family

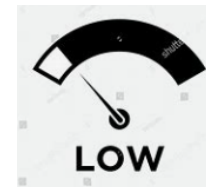


Education



8th Grade

Advantages



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Story of 2 Programmers

Bill



Nihal



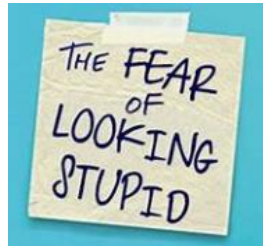
Career



Stuck in Mud



Attitude



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Story of 2 Programmers

Bill



Nihal



Seek
Help

Will not



Results

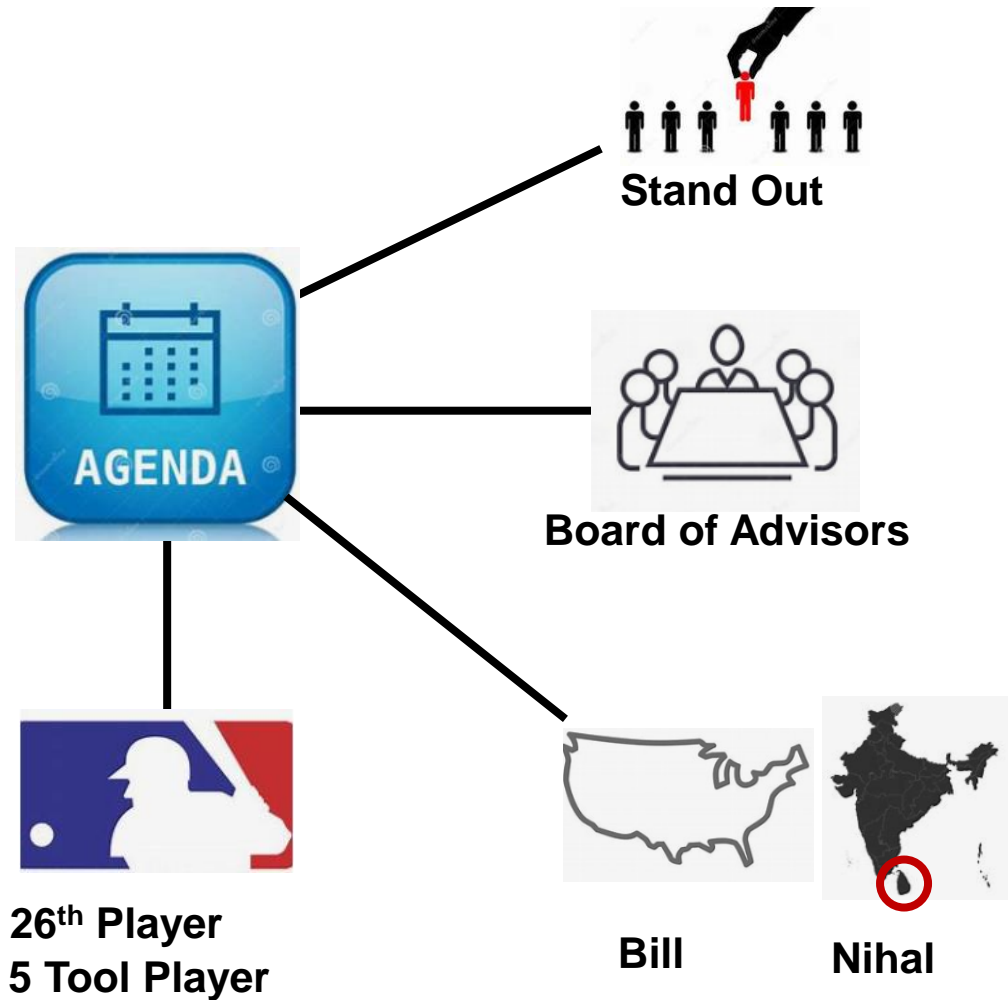


Above Average



Exceptional

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Career Advancement

26th Player



Jay



College



26th player

Career Advancement

26th Player

Hit for Average

(B-)

Hit for Power

(C-)

Fielding

(C)

Running

(C+)



Made himself indispensable



Help other, younger players



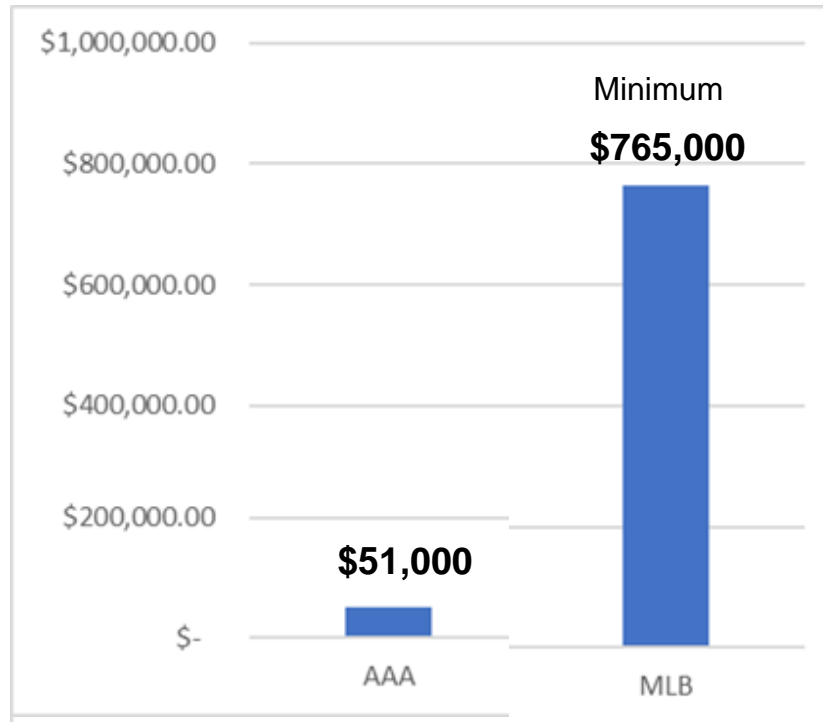
Positive attitude within clubhouse



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26th Player

Salary



Career Advancement

26th Player



Made yourself indispensable? Cross training



Help other, younger employees?

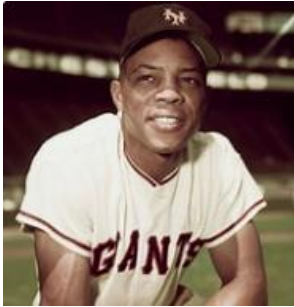


Positive attitude within the work environment?



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5 Tool Baseball Player



Willie Mays

5 Baseball Tools

Hit for Average

.301 Batting Average

Hit for Power

660 Home Runs

Running Speed

339 Stolen Bases

Fielding Ability

Ranked #1



Throwing Ability

Ranked #1

Career Advancement

5 Tool Employee

5 Baseball Tools

5 Tool Employee

Hit for Average

Reliable



Hit for Power

Competent



Running Speed

Communicate/Work well Peers



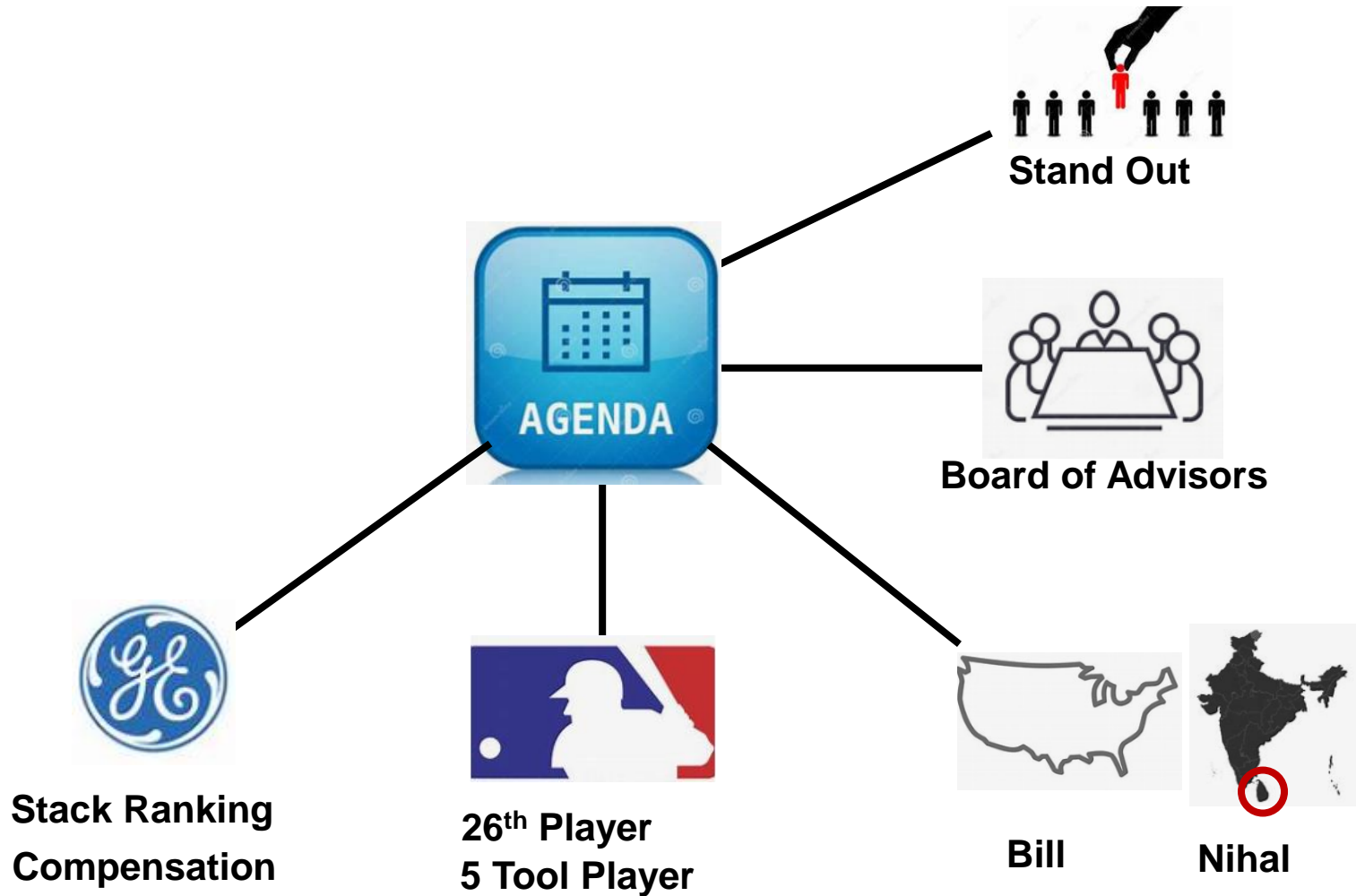
Fielding Ability

Communicate/Work well outside

Throwing Ability

Executive/Organizational Perspective

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Stack Ranking



Jack Welch



Stack Ranking

1. Mary Jones
2. Pat Smith
3. Dinesh Swaminathan
4. Latisha Meyers
5. Greg Franklin
6. Sarah Anderson
7. Yolanda Perez
8. Jerry Johnson
9. Rita Evans
10. Francis Murphy

Career Advancement Stack Ranking



**Rank
&
Yank**

1. Mary Jones
2. Pat Smith

3. Dinesh Swaminathan
4. Latisha Meyers
5. Greg Franklin
6. Sarah Anderson
7. Yolanda Perez
8. Jerry Johnson
9. Rita Evans

10. Francis Murphy



Career Advancement Stack Ranking



**Rank
&
Surprised**

Compensation

- | | | |
|-----|--------------------|------------|
| 1. | Mary Jones | \$\$\$ |
| 2. | Pat Smith | \$\$\$\$\$ |
| 3. | Dinesh Swaminathan | \$\$ |
| 4. | Latisha Meyers | \$\$\$ |
| 5. | Greg Franklin | \$\$\$\$ |
| 6. | Sarah Anderson | \$\$ |
| 7. | Yolanda Perez | \$\$ |
| 8. | Jerry Johnson | \$\$\$ |
| 9. | Rita Evans | \$\$ |
| 10. | Francis Murphy | \$\$\$ |

Career Advancement Stack Ranking



**Rank
&
Think**

Why more valuable?

1. Mary Jones
2. Pat Smith
3. Dinesh Swaminathan
4. Latisha Meyers
5. Greg Franklin
6. Sarah Anderson
7. Yolanda Perez
8. Jerry Johnson
9. Rita Evans
10. Francis Murphy

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Asking for more Compensation

“One of the interesting takeaways from the ITFMA conference was a session about increasing your compensation.

The advice given - to increase my compensation, I should increase my value to you and the organization.

I realize that my next evaluation is not until _____. However I would like to start discussing how to increase my value.

Would it be OK, if I periodically ask you how I can increase my value? I realize that this may take some time to identify.

Also, would you be willing to provide honest and direct feedback what I am doing right or wrong in this effort?”

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Asking for more Compensation

Wipes the Slate Clean



Opens up Lines of Communications



Is what should be done



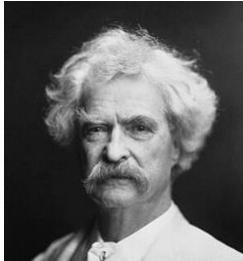
Understand it is a Process



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Asking for more Compensation

EXAMPLE



Mark Twain

“Eat the Frog”



Tackle your most
challenging task first



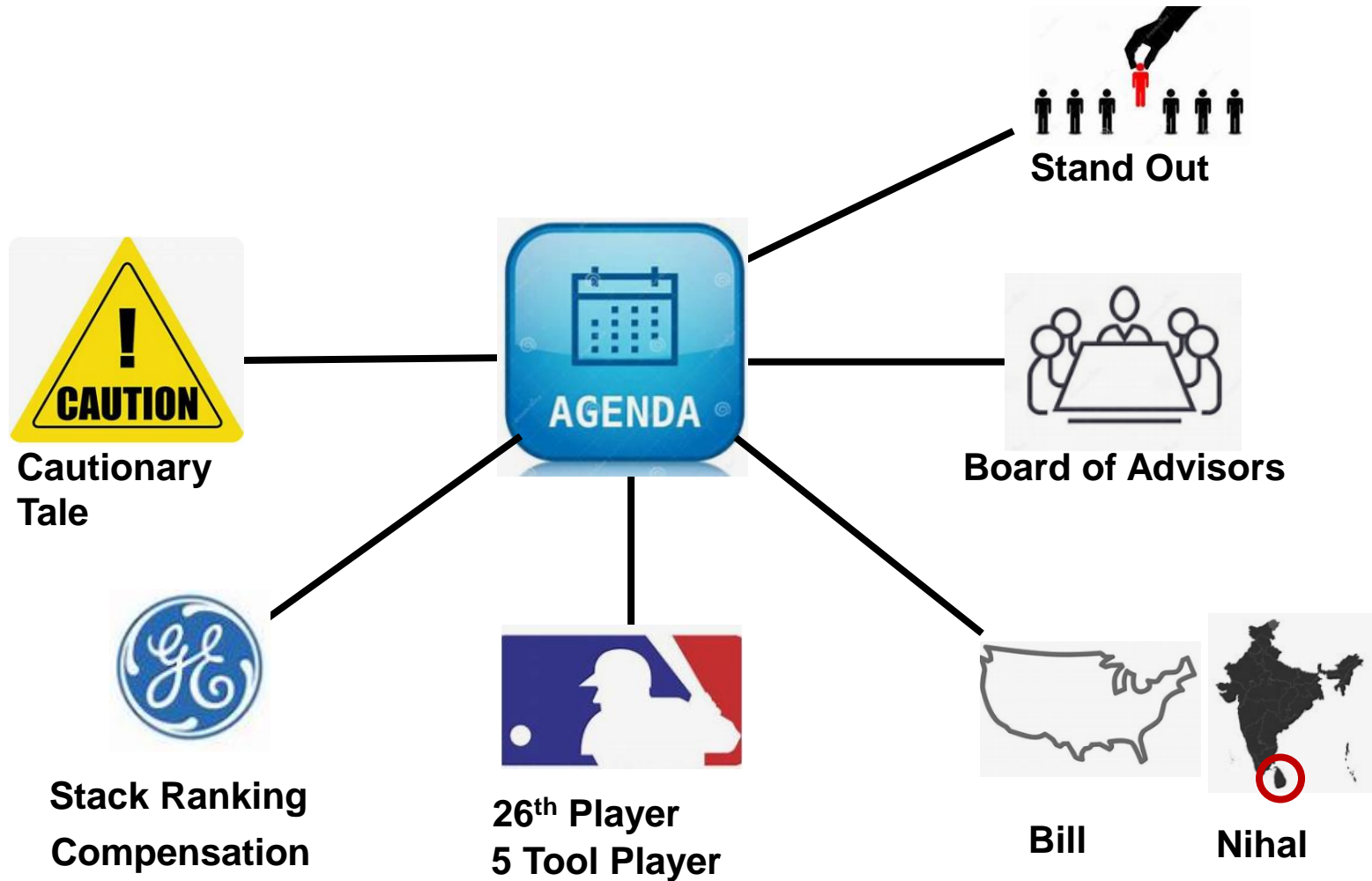
Your Boss

Paperwork

Dealing with difficult people

Dealing with difficult situations

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Cautionary Tale

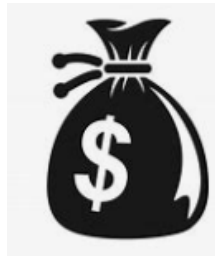


Dan Price

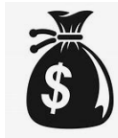
How much money do you need to be happy? A researcher finally reveals the magic number

2015

\$70,000



\$1.1 million



\$70,000



\$70,000

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Follow the Money, Connect the Dots, Critical Thinking

Career Advancement Cautionary Tale



Employee Morale

Low Turnover

Baby Boom



Lawsuit

Some High Perfumers Left



Career Advancement Cautionary Tale

Social Animals



Self Ranking



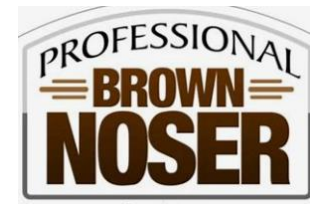
Issues Standing Out



出る釘は打たれる

The Nail that Sticks Out gets
Hammered Down

Boot Licker / Brown Noser



Career Advancement Cautionary Tale

It is OK, not to do anything



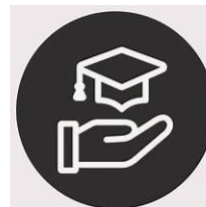
Situation Changes



Failure is OK



Failure is Learning



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Career Advancement Question



Why are you attending this conference?

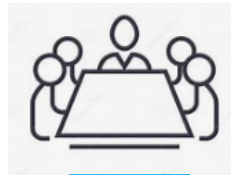
- * To Help my organization
- * To Help myself

Career Advancement Takeaways

Do You have Direct Responsibility?

Yes Take action?

Yes Your Next Steps?



Add to Board of Advisors



Prepare Status Report



Join Study Group

No Why Not?



Career Advancement Status Report

Status Report

- * Identify 2 people to include to my Board of Advisors.
- * Talk to 3 Vendors .
- * Joined an ITFMA Study Group
 - * Monthly Meetings
- * 10 Session Takeaways
 - * Session A
 - * Session B
 - ↓
 - * Session J

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Career Advancement Study Group



Voluntary



Looking for Leaders



Group Focus



Schedule

Career Advancement Study Group



Sample Agendas

- * First Month – Discuss what was learned from ITFMA conference.

- * Next Month(s) – Invite a Vendor to attend
 - * Not a Sales Pitch
 - * Solicit questions and ideas from the group
 - * Vendor agreement not to directly solicit group members
 - * Case Studies

- * Next Month(s) – Invite Speaker to attend
 - * Similar ground Rules for Vendors
 - * Follow up on Speaker's session

Career Advancement Study Group

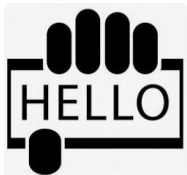


**Looking for
Leaders**



**If interested,
please stand up**

- * Name
- * Company/Organization
- * Email Address



During the conference. Introduce Yourself

Career Advancement



Career Advancement



for Me

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Yonemoto & Associates

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