

THE ULTIMATE 4 STEP ROAD-MAP FROM MID TO C-LEVEL LEADERSHIP OF ANY ORGANIZATION.

1. PERSONAL DEVELOPMENT.

This here, is a non-negotiable and guess what the most important piece of this puzzle is ? No, its not strategic thinking, or critical thinking or any of the 8 skills for the future which are great.. it is actually MINDSET!



No matter how much knowledge you have, if your mindset is in the wrong place, you might as well not have the knowledge when it comes to climbing the C-Level ladder. And by all means invest too in knowledge gaps. Read books, attend seminars, listen to podcasts, do courses.

However, as you invest in closing the knowledge gaps, invest in getting the right mindset. If you have to hire a Coach to help with this, do so. What C-Level execs don't tell you is that they have 1 or more coaches for various things including mindset. It gets you results fast, you shine and everyone is happy.

You must believe you deserve a seat at the C-Level in order to get there. When you feel undeserving, it shows. If you don't have confidence in yourself, neither will the decision makers. If you need help to pump up the belief, by all means get it.

2. VISIBILITY AND RELATIONSHIPS



If you are not known in the corridors of power, how will they even consider you to join them? An option for a seat at the table? Business or Executive networking is not cliché. It actually does open doors to opportunities. Some of the most impactful opportunities I have had in my career have been because I knew someone who knew someone and was comfortable to refer me for the opportunity.

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And let's not get this twisted, it is not about nepotism or favoritism and neither is networking about attending events and aggressively dishing out business cards to everyone in the room. It is a process, is intentional and is Relational. It is very apparent when all one wants from a room is to get or benefit from it. The approach to building networks and relationships should start from genuinely caring about others and providing solutions or help. Then people are interested in getting to know you and what you are about. Have a solution

3. TRUST

Trust is not developed overnight. Several tests may have to be passed before one is trusted. So is it with climbing to C-Level. You have to be trusted. In keeping your word and in delivering.



A key skill to develop for this is communication. You can never over communicate. You can't meet that deadline, communicate in time. You need more resources, communicate it. The last thing you want to do is develop a reputation of surprises. No leader enjoys surprises especially on commitments. If you need to do some work in this area, now is the time to start.



4. SERVICE

The saying goes that if you want anything done, give it to he/she whose plate is full, i.e. a busy person.

Have you noticed that the same people rotate as Board members for most institutions? Or the same names get mentioned when a new project comes up? They have built a personal brand of delivery, and service. Are there events or projects at work where you can participate to make the work place a better place? Volunteer on such committees. It is fulfilling, builds credibility, trust and gives you free visibility.

IF YOU CAN EXECUTE ON THESE 4 STEPS, THE C-LEVEL IS CLOSER THAN YOU THINK OR BELIEVE.

THE KEY WORD **ACTION.**

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