

The logo for Professional Women's Network (PWN) features the letters 'PWN' in a stylized, rounded, purple font. The 'P' and 'W' are connected, and the 'N' is separate.

Professional  
Women's  
Network

# Achieve your Career Goals

## Regardless of Obstacles

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### Breakfast Presentation & Discussion

Official Partner

The logo for Willis Towers Watson consists of a stylized bar chart icon above the company name. The bars are of varying heights. The text 'Willis Towers Watson' is stacked vertically in a bold, purple, sans-serif font.

Willis  
Towers  
Watson

Powered by

The logo for the British Chamber of Commerce Myanmar features a stylized leaf shape divided into three horizontal sections: yellow at the top, green in the middle, and red at the bottom, with a white star in the center. Below this is a small Union Jack flag. To the right of the flag, the text 'British Chamber of Commerce Myanmar' is written in a purple, sans-serif font.

British Chamber  
of Commerce  
Myanmar

# Achieve your Career Goals - Regardless of Obstacles



## Introduction

Catherine Smith

**Director**

Pragma Ventures

**Board Member**

British Chamber of Commerce Myanmar



# Achieve your Career Goals - Regardless of Obstacles



## **Write your own ticket**

Be the master of your destiny at work

**Arpita Kolb**

**General Manager**

DKSH Group

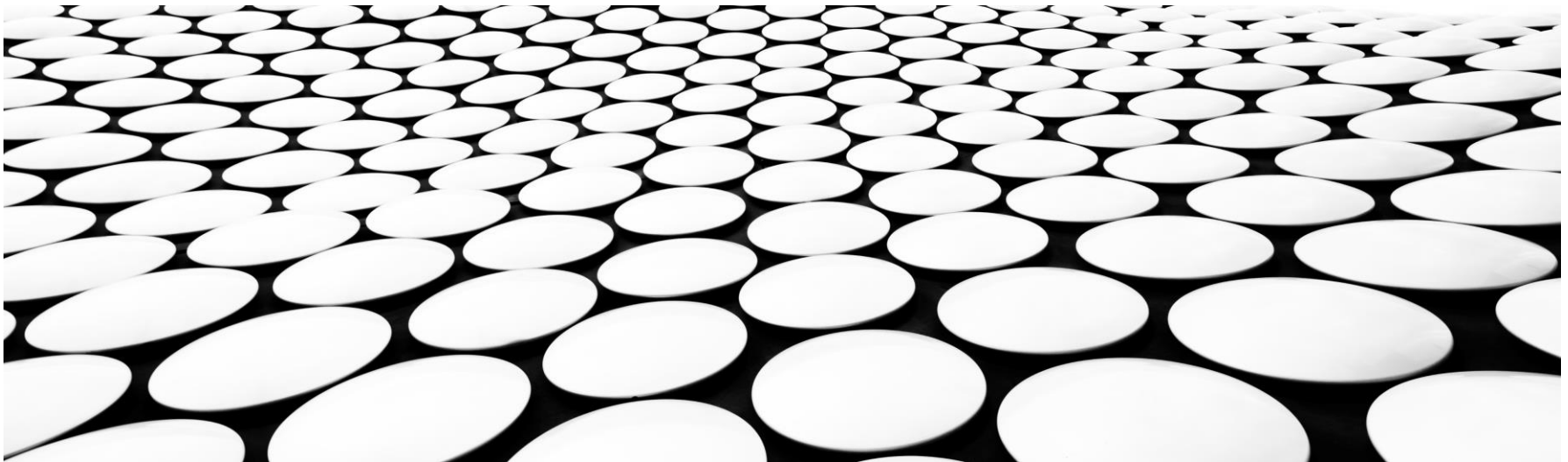


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# WRITE YOUR OWN TICKET

BE THE MASTER OF YOUR DESTINY AT WORK



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## WHAT MY TALK IS ABOUT

- How do you control what happens to you at work?
- Key tactics and strategies to get to the role or position that you are aspiring towards
- How do you stand out and ensure you are being recognized for your work?



**HAVE YOU HAD THESE  
THOUGHTS BEFORE?**



I want to become a Director but  
what if I tell my boss and he  
tells me I am not good enough?  
It's so embarrassing!



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My boss is going to take care of my career progression in this company. He is a senior person, and he really likes me and thinks highly of me. I will wait for him to tell me what I should do next.







I should not raise my hand and make this suggestion, it will be embarrassing if it is not accepted. What if everyone laughs at me?



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How come she got promoted instead of me? I have been in the company longer, I have always delivered on my KPIs.



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I should not put up my hand for that assignment – I am not good enough for it. Plus I am planning to get pregnant, so it will be difficult.



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My boss asked me to do A, B,  
C. So I will follow his  
instructions and wait for his  
instructions to do further  
work.





This is a problem I can't solve on my own, I need to go to my boss.



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Oh no, I have gotten a very bad result for this project. Everyone views me negatively and I will not succeed or get promoted.





**THESE THOUGHTS ARE VERY COMMON.... AND GUESS WHAT? THEY ARE HOLDING YOU BACK**

**HOW TO THINK INSTEAD AND.... WRITE  
YOUR OWN TICKET AT WORK**





## ALWAYS COMMUNICATE YOUR AMBITIONS, NO MATTER HOW UNREALISTIC

I want to become a Director but what if I tell my boss and he tells me I am not good enough? Its so embarrassing!




- **Your boss is a human being**, and he or she has had her share of failures and embarrassing moments.
- He or she has had to at some point, **muster up courage** and ask for what he or she wants so she will understand how difficult it is to do this
- Hence she will **respect you tremendously** for speaking up about your ambitions.
- Sure, you may not be ready, but it is important to know what the gaps are so that you can close them.
- Make your boss your “mentor”. **They LOVE it.**

Boss, I have done X,Y,Z in this company and I would like to become a Director one day. Could you help me reach my goal? What other skills do I need to acquire and what gaps do I need to close?

*P.S. You may need to take on a “stepping-stone” role to reach your goal, and that is ok.*

## NETWORK AND HALO EFFECT ARE KEY




My boss is going to take care of my career progression in this company. He is a senior person, and he really likes me and thinks highly of me. I will wait for him to tell me what I should do next.

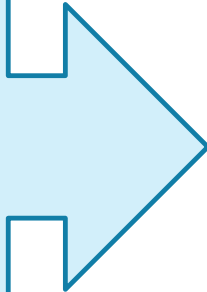
- Your boss may leave the company
- Your boss may not actually help you in the end
- Your boss may not have the credibility and “political capital” with senior management unlike what you may want to believe

- Always network beyond just your boss and communicate your ambitions and strengths to them – Finance, HR, Boss’s Boss, Boss’s Boss’s boss.
- Make sure your accomplishments are “visible” and people are talking about it. **DON’T HIDE THEM.**
- Network and Halo effects are very important.
- Your equation is not with your boss only – be nice and helpful to everyone around you, even your so called “competition”.
- Help your subordinates achieve their career goals


## STAND OUT, NEVER FIT IN



I should not raise my hand and make this suggestion, it will be embarrassing if it is not accepted. What if everyone laughs at me?

- When we promote people we are looking for **people that will question the status quo** and not accept things as they are
  - There are many people good at fitting in, very few that are good at standing out in a way that makes bosses look up and take notice
- 

- If you are scared of rejection in front of a large audience, use a strategy called **"Divide and Conquer"**
- During the meeting, once you make a suggestion, majority will agree since you have already prepped them before.



I would like to make a suggestion, and I am open to hearing other people's opinion on whether they think it will work or not

**Consultative tone, always!**

## PROMOTION DECISIONS ARE NOT ALWAYS EXACT SCIENCE

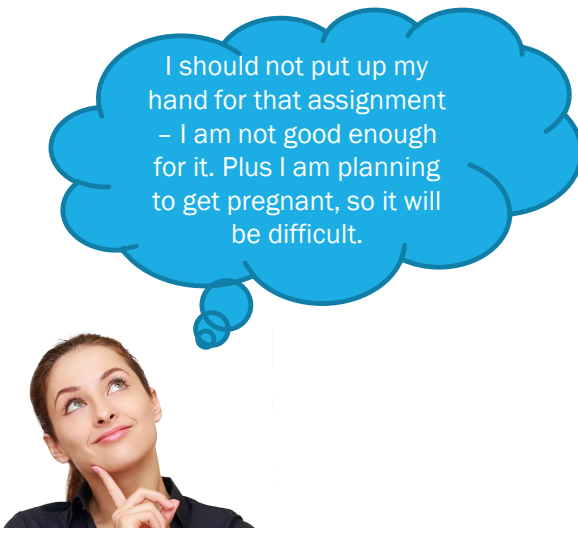
How come she got promoted instead of me? I have been in the company longer, I have always delivered on my KPIs.



- Promotion decisions are multi-factoral and at times involve many stake holders
- Key factors for promotion are the following:
  1. Is the person well respected by people that will report to him or her?
  2. Is the person a good people manager?
  3. Is the person committed to the company goals and will stay with the company long term?
  4. Is the person a good communicator with top management and support functions?
  5. Has the person achieved all his KPIs?

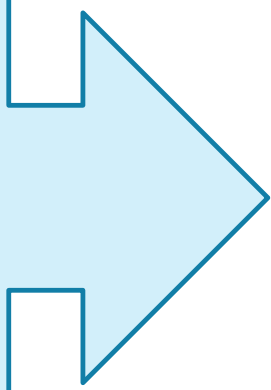
- Don't assume people are promoted just for achievement of results
- Doesn't work like that...

## LET THEM TELL YOU – DON'T ASSUME

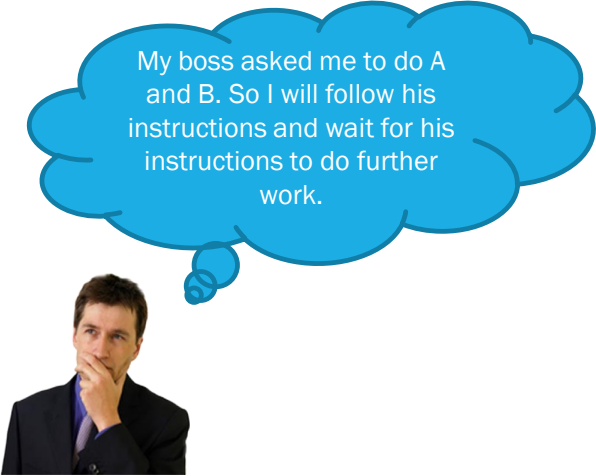


I should not put up my hand for that assignment – I am not good enough for it. Plus I am planning to get pregnant, so it will be difficult.

- Do not assume your worth in the company is low. Always assume it is high until you are told otherwise.
- Don't put the brakes unless you absolutely need to and your company will understand when the time comes – for pregnancy etc.
- Company can survive with a bit of instability. It is not your job to ensure that you're taking care of the company while stepping down due to personal reasons
- Let the time come, and there will usually be solutions

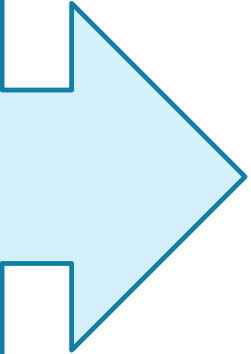
- 
- Take up tasks and projects that will add to your repertoire of skills
  - Pregnancy or personal reason should never be a reason for slowing your career down **on your own**

## OPTION C




My boss asked me to do A and B. So I will follow his instructions and wait for his instructions to do further work.

- Break the “rules” selectively and take small risks
- Option C is something you do as a response to what your boss asks of you, that covers A and B but goes the extra mile by adding “C”
- It could be in any situation, be it a financial model or a presentation or a deal you were supposed to close
- Option C makes your boss realize you are not “part of the usual crowd”, “you’re different”


- 
- **Think out of the box, and offer Option C when boss asks for A and B**
  - **This makes your boss realize you are able to take initiative and do more than you are asked, on your own**

## GO TO YOUR BOSS WITH SOLUTION SUGGESTIONS, NOT JUST PROBLEMS




This is a problem I can't solve on my own, I need to go to my boss.

- Try to find solutions for the problem on your own, by talking to other departments or functions before going to your boss.
- Come to your boss with
  1. Thorough background information
  2. What you have done so far to try to find the solution
  3. 3 solution suggestions from you
- This will make your boss see that you are an independent problem solver
- It also makes your bosses life much easier, and who doesn't want that? He or she will take you wherever they go!!



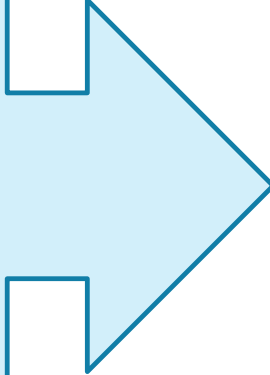
Boss, there was a problem with X Y Z and I have already spoken to A B C and this is the suggestion I have. What do you think?

## TREAT EVERY FAILURE AS AN OPPORTUNITY



Oh no, I have gotten a very bad result for this project. Everyone views me negatively and I will not succeed or get promoted.

- Failure happens to **EVERYONE**. It is how you handle it afterwards that matters.
- Companies, bosses, HR love stories on how people have made mistakes and learnt from their mistakes.
- Failure is an opportunity to show people that you tried something and learnt from it.
- Failure is an opportunity to show everyone you can do better.

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- **Bring it up proactively during discussions with bosses, subordinates, colleagues about the mistake you made and how you learnt your lesson**
  - **Thank your boss for giving you the opportunity to learn through making mistakes**



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## THESE ALWAYS HELP..



A **good education** and credentials. If you feel you are not competent from a technical point of view, go learn more and get a degree or diploma



**Hard work** – especially for the first year on the job, where everyone is looking at you. No excuses, reduce distractions and show them the best you can do.



Being **kind and helpful** – the more the better. Never think that this will make you look weak.

## IN SUMMARY



Always communicate your ambitions, no matter how unrealistic



Network and halo effect are key



Stand out, never fit in



Promotion decisions are not always exact science



Let them tell you – don't assume



Option C



Go to your boss with solution suggestions, not just problems



Treat every failure as an opportunity



Education



Hard Work



Kindness and Respect

# Achieve your Career Goals - Regardless of Obstacles



## **An Eclectic Career: Be Flexible**

Adapt: take a less direct route to reach your goals

**Nicola Sawford**

**Non Executive Director**

# Set your goals and have a plan

- Goals
- Plan
- Be flexible
- Take a less direct route
- Review and update

# Take time to reflect

- Things can go wrong
- Take a deep breath and reflect
- Talk about it – use your network
- Try to fix it
- But don't be afraid to move

# Do your due diligence

- Avoid the frying pan and fire
- Easier to find another opportunity than to move again
- Research
- Triangulate
- Interview “them”
- You can always say no

# Be positive

- Always look for the positive
- No regrets
- True to yourself
- Enjoy!

## Achieve your Career Goals - Regardless of Obstacles



### **A Career Beset by Challenges?**

*A positive approach to articulating your ambitions to new employers*

**Valentina Lwin**

**HR Director**

Yoma Land





# A CAREER BESET BY CHALLENGES?

*A POSITIVE APPROACH TO ARTICULATING  
YOUR AMBITIONS TO NEW EMPLOYERS*

**Valentina Lwin Bailey**  
Human Resources Director  
Yoma Land

**Professional Women's Network**  
Sule Shangri-La Yangon  
Monday 10 February 2020

# ARTICULATING YOUR AMBITIONS

**February 2020**

**Who are you?**

**Where is your career at today?**

5 years  
from now...

**February 2025**

**Where do you want to be?**

**What does your career  
look like?**

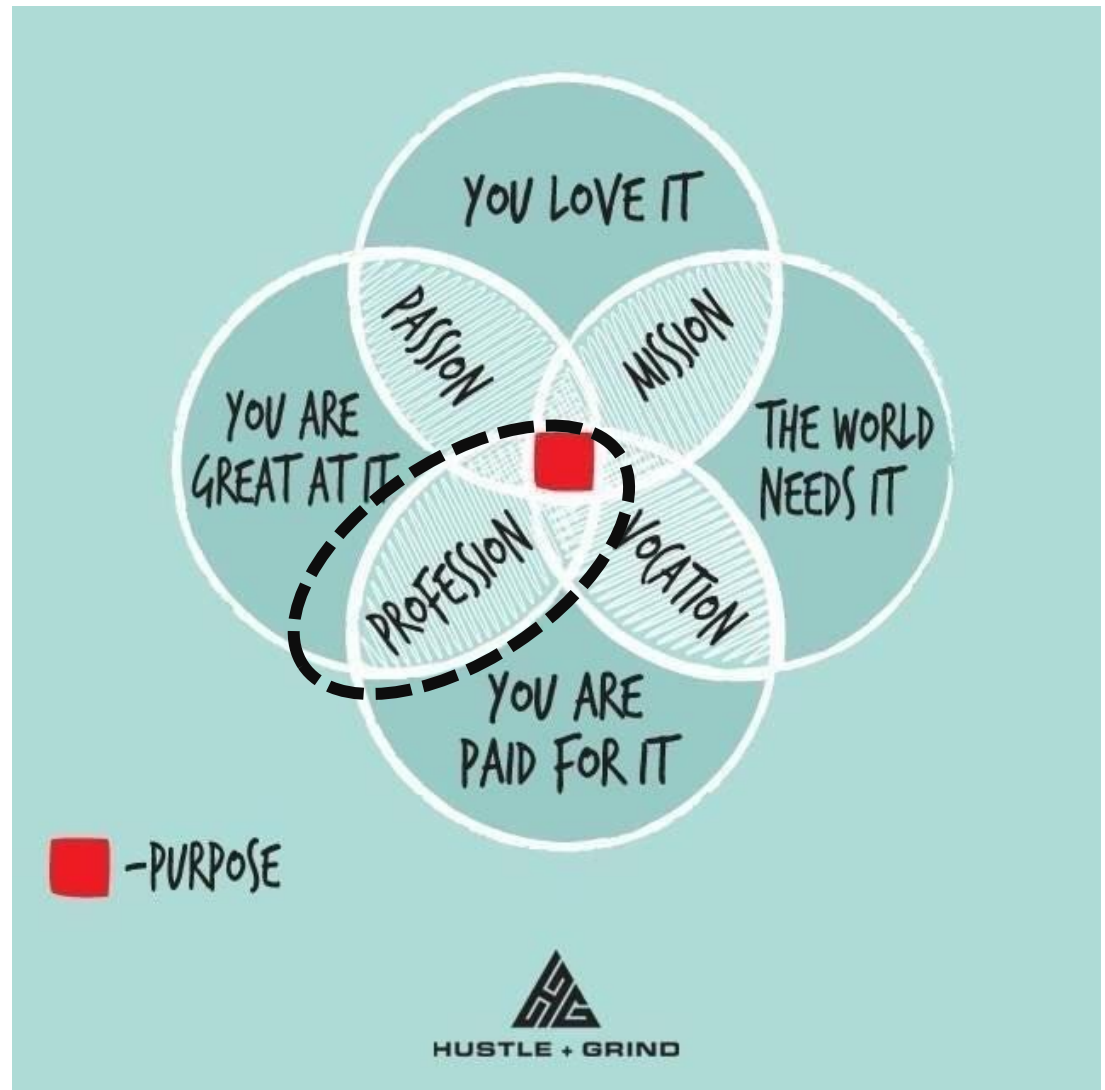
# WHAT IS A CAREER?

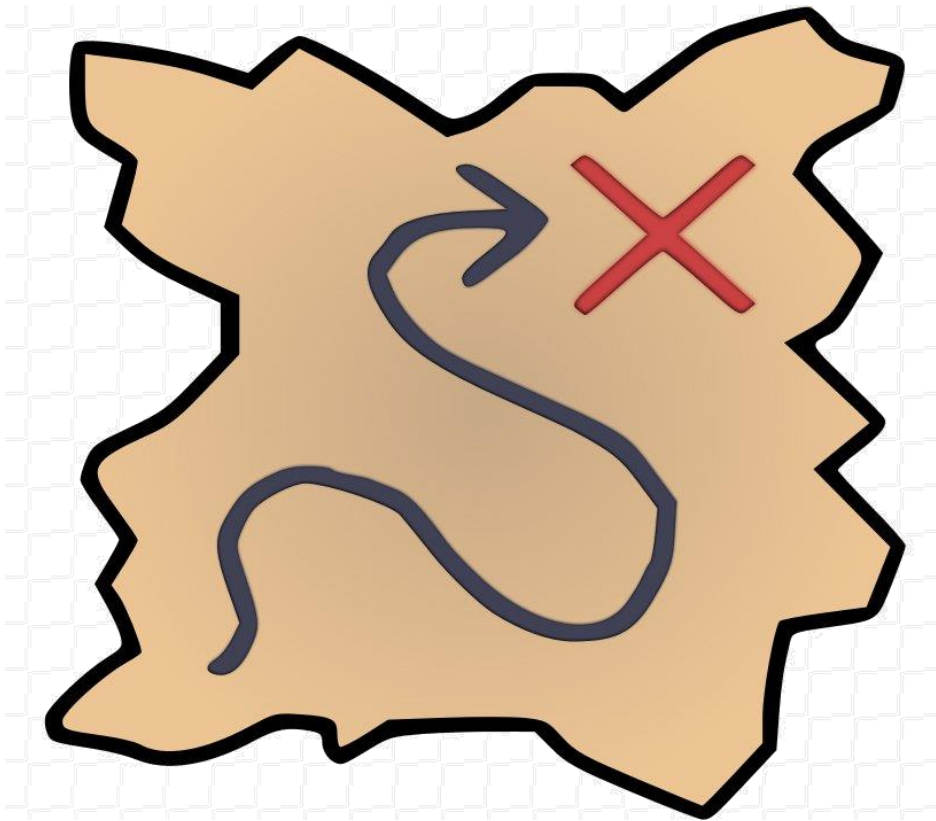
**career**

/kə'riə/

noun

an occupation undertaken for a significant period of a person's life and with opportunities for progress.





ONLY WHEN YOU CAN  
ARTICULATE IT CLEARLY TO  
YOURSELF...

...you can

- Tell others
- Master of your own destiny
- Create your own ticket

... remember to be flexible and meander along the path. Enjoy the journey of building your career.

# SO... WHAT IS HOLDING YOU BACK?

## Skills or Competence?

### Formal Learning

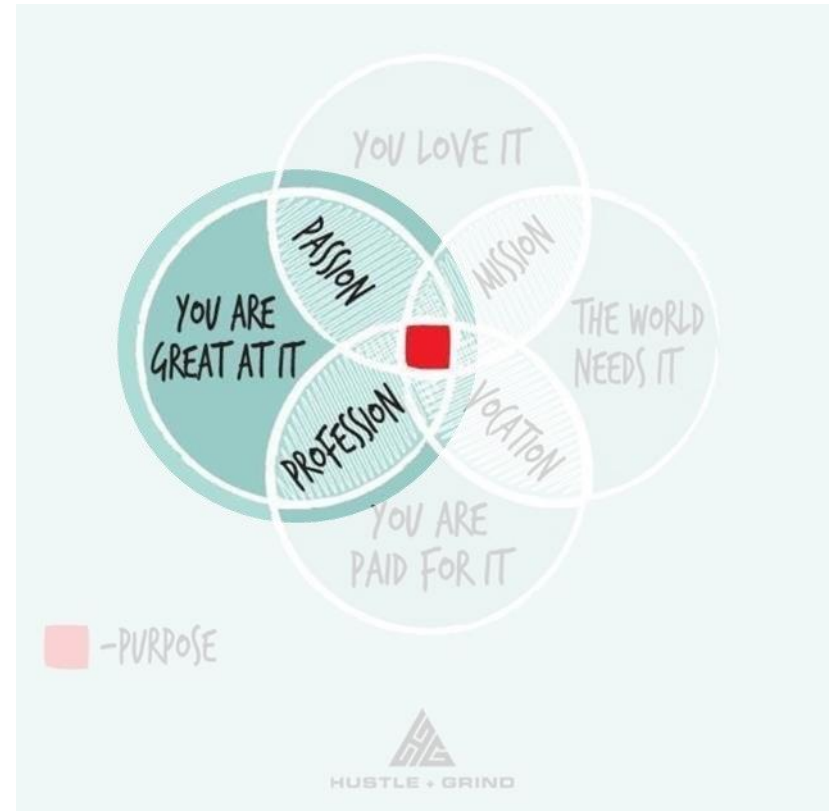
- Short and Long courses
- Online or Classroom (Free & Paid)

### Informal Learning

- Networks & Associations
- Mentors & Coaches
- Seminars, Journals & Papers

### Practical Learning

- Practice, Practice, Practice!



When you are competent, you're simply more **CONFIDENT & ARTICULATE!!!**

# SO... WHAT IS HOLDING YOU BACK?

## Opportunity or Exposure?

**Be purposeful & strategic in your search**

### **Get a sponsor**

- find someone/people who will be your advocate
- increase your networks

### **Volunteer to gain exposure**

- align to your purpose & ambition

*Put yourself in a position to be noticed*





**Valentina Lwin Bailey**

Talent Management; Org Culture and Development; Change Management; Employee Engagement

Myanmar · 500+ connections · Contact info

Add profile section

More...

- Yoma Land
- IMD Business School

Show recruiters you're open to job opportunities—you control who sees this. [Get started](#)

About

I have over 20 years' experience in organizational development, training and development, teaching, recruitment, policy, governance, quality assurance, customer service and sales.

see more



Activity

1,046 followers [Manage followers](#)

- Agree... as one creates a place for another, someone else is creating a place for you...  
Valentina Lwin commented
- Reflecting on recent conversations and preparing for the upcoming week's...  
Valentina Lwin shared this  
2 Reactions
- Congratulations on your achievement  
Valentina Lwin commented
- 2019 Highlights: Yoma Land bringing Westin brand to Myanmar #yomalan...  
Valentina Lwin shared this  
3 Reactions

[See all](#)

# PROFESSIONAL BRAND: ONLINE & IRL

## How & What do you want to be known for?

- Using the right channel & forums
- Content to create the mood & tone
- Harvesting your connections and followers

## Keeping it active

## Matching your Online and Real Life persona to your career ambition

- Dress and Presentation
- Energy & Presence

# PROFESSIONAL BRAND: YOUR RESUME

When you've had career breaks or when you appear to have jumped around,  
Or staying with the one company for a long period

**Articulate transferability of diverse experiences (short or long)**

Marketing → Workforce Planning → HR

**Demonstrate the theme, or how you gained different experiences**

Research & Policy, Equity & Quality, L&D, HR → Org. Development

**Clear Career Objective**

Using the skilled gained across different functions to...

**Customize your Resume for different jobs or industry**

Using key words



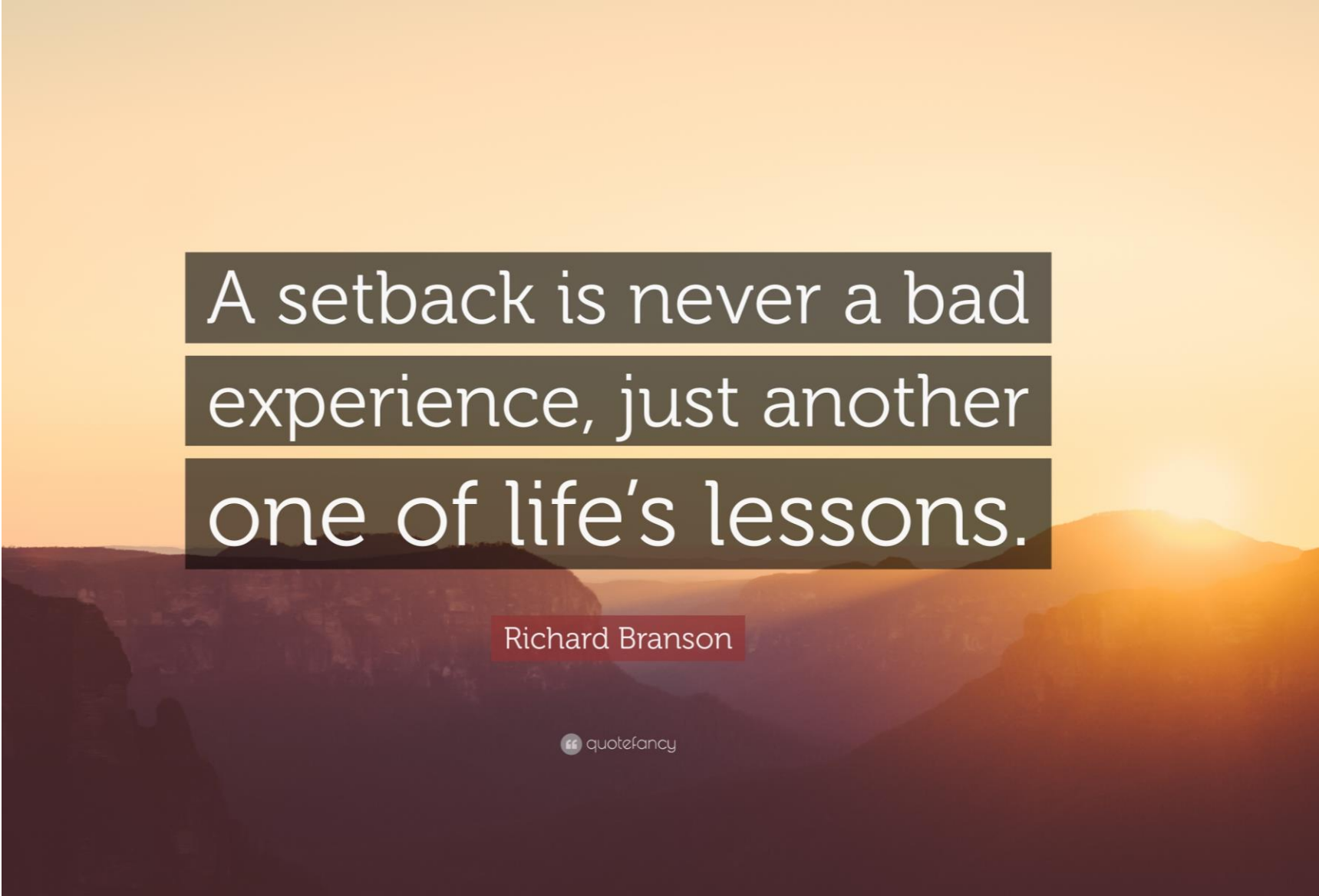
**Be Different**

**Be Brave**

**Be Courageous**



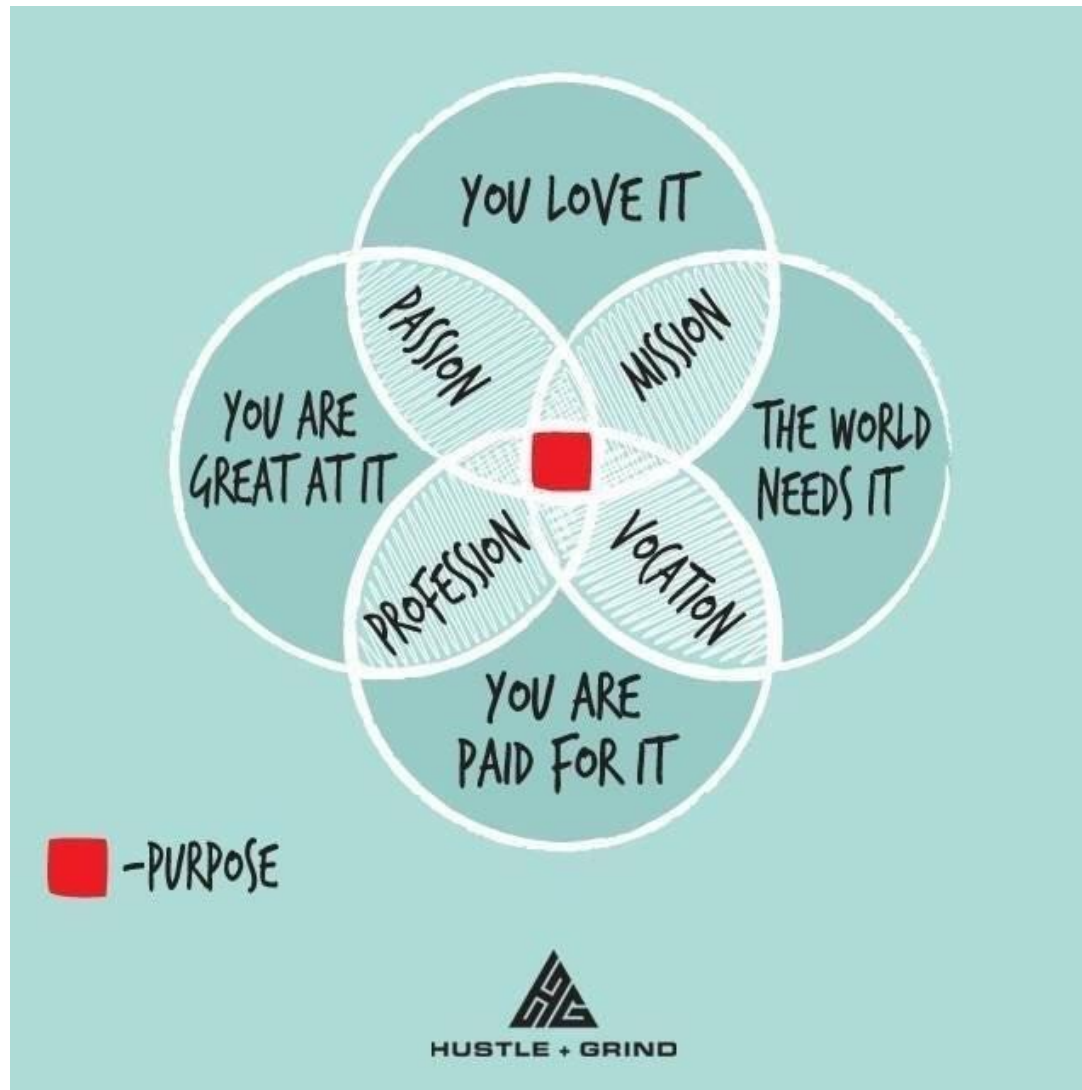
**Your unique offering is Your Brand**



A setback is never a bad  
experience, just another  
one of life's lessons.

Richard Branson

 quote fancy



Achieve your Career Goals - Regardless of Obstacles



## Questions & Answers





**Thank you for coming.**

**We look forward to seeing you at the next event  
celebrating International Women's Day with...**

**'Quotas – The Great Debate'  
Followed by networking!**

**Wednesday 4<sup>th</sup> March  
16.30 – 20.30**