

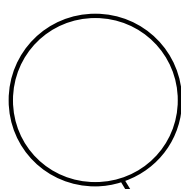


Hope LeNoir

ASK THE CAREER EXPERT

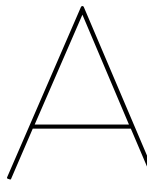
When Passed Over for Promotion — Here's How to Rebound

by Hope LeNoir



We got a new manager about two years ago.

My peers and I have noticed the she treats the women in our department like we're a threat. She supports the men and the one woman who goes along with whatever she says. One of my friends went to HR about it, but nothing was ever done. My girlfriends think I'm crazy for staying, but I have invested 12 ½ years in this company and we have good benefits. The problem is I've been trying to transfer to different departments for the past 6 months but haven't gotten any interviews. Before this new manager came, I had made a couple of lateral moves at the company, but now I can't seem to get out of this rut. I need help but am not sure where to start or what to ask. Do you have any advice?

 It is commendable that you've considered the benefits available at your company before you leave. It is also great news to see there are open roles at your company that will allow for career mobility. Please know, however, in this economy and workforce culture, leadership will continue to change. This means personality and leadership styles will also change no matter where you go. Consider "managing up." This is a tactic I learned to use when I thought my relationship with my manager wasn't going anywhere.

For example, find out specifically what your female colleague is doing that makes her successful and why. Also find out why this approach is important to your boss. In my instance, I asked the manager if we could go for tea and just talk because I wanted to get to know her better personally as my new leader and teammate. The next time we met, I let her know I wanted to understand her expectations and communication style so I could be sure to exceed them.

While I was building relationships with colleagues and the "tough" boss, I learned that both were behaving that way because that's all they knew. I also realized my boss was new to the role and she wanted to make a good impression on her boss. In addition, and out of fear, my boss wanted to avoid any type of conflict at all cost and that was why she supported everyone who "goes along with what she says." It took time to build

trust, but that is what helped all of us grow. After building trust, what you may learn is your boss would be open to hearing your ideas thus seeing better results that she can brag about to other leaders. To this end, you always have a good relationship with your new manager, because hiring managers will likely ask her about your results, professional development and teamwork capabilities before hiring you.

Moving elsewhere in the company may also be a good approach. This gives you the opportunity to continue to learn more about the company, various leadership styles and transferable skills. As you look and apply for different roles, be sure to focus on the ones that interest you most. Make sure your resume for each application is always different with use of the specific words that were used in the job posting. Take time before or after your shift to meet others that are currently in the role for which you are applying. This is how you will build relationships and get the inside scoop into what their day is really typically like. You can also identify the skill professionals in this role actually use and be able to genuinely and clearly indicate why you want the role and how you will be a great fit. Most of all, taking these steps show the leader just how interested you are about being there and how much of a people person you are because they've seen you engage with potential teammates.

Here's to catapulting your career! ✚