Get Promoted

techbash

TechBash
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# About your speaker

Mike Rapa

25+ years in software
B.S. Computer Science @ Thomas Jefferson University
M.E. Software Engineering @ Penn State
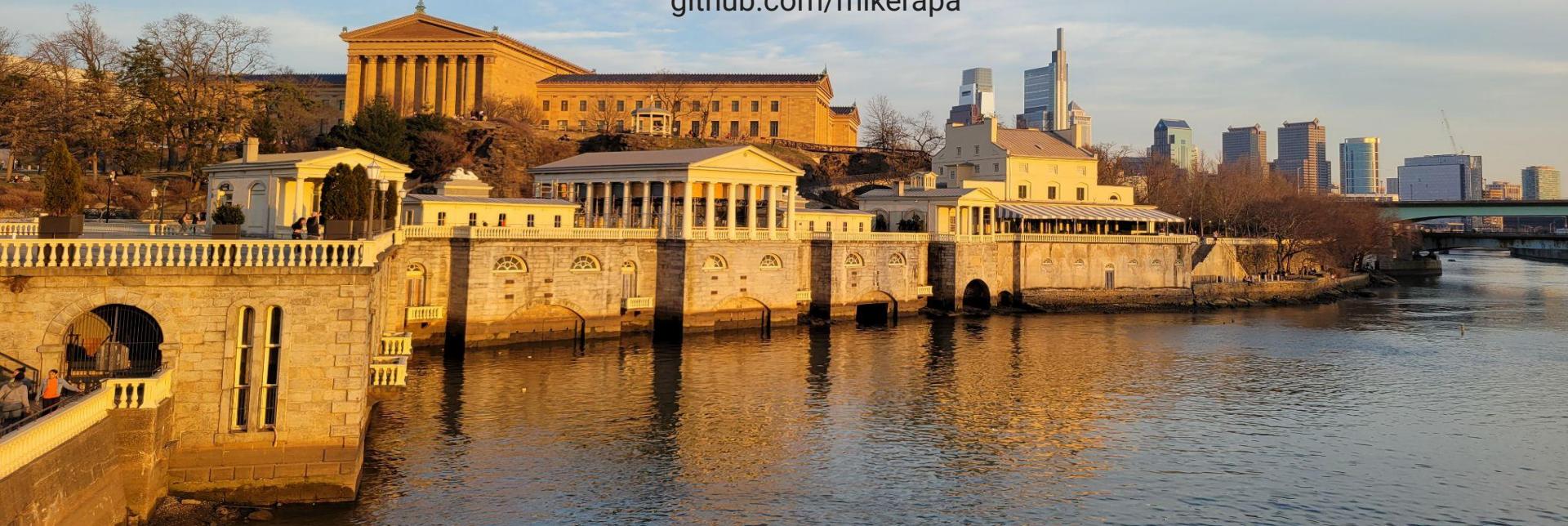
VP of Software Development at Altera
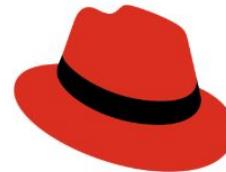
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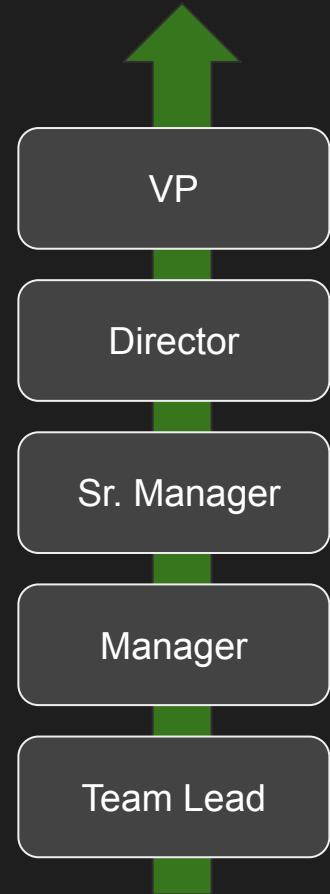
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What motivates an employee to get promoted?

- Increased compensation
- Recognition
- Future career opportunities
- Expand influence

What motivates an employer to promote an individual contributor?

- Employee retention
- Assign responsibilities to a pay increase
- Promoting from within is more cost effective than hiring from the labor market
- Motivated employees are more productive

What motivates an employer to promote a leader?
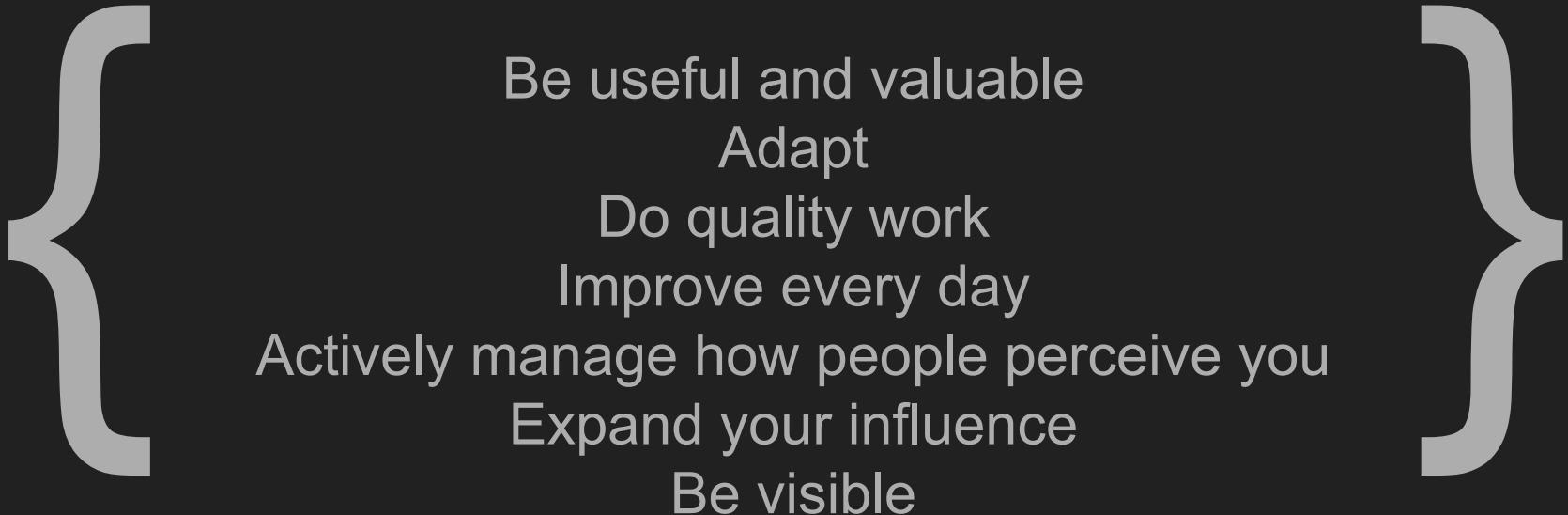
- Succession planning
- Abstract organizational complexity
- Consolidate responsibilities
- Promoting from within is more cost effective than hiring from the labor market

Factors leaders consider when deciding who to promote

+

- Produces quality work
- Easy to work with
- Team/Project/Company would be harmed by their absence
- Compares favorably to other promotion candidates
- Steps up in times of crisis
- Adaptable
- Self-directed

—

- Difficult to work with
- Needs too much assistance
- Need too much direction
- Too negative, complains too much
- Causes crises
- Expendable
- Lack of expertise in something that is strategically important

{
Be useful and valuable
Adapt
Do quality work
Improve every day
Actively manage how people perceive you
Expand your influence
Be visible
}

When pursuing an internal position, your reputation is your resume

Trust

Facts over speculation
Your confidence is a currency
Follow through
No surprises

Do your best work, even when no one is looking

Foster a culture of quality on your team

Quality

Adapt

Are you prioritizing your comfort zone over your career growth?

- Expect changes in direction, reorgs, new leadership, product strategy, new expectations, new policies
- Embrace an expansion in your role
- Complaining is more likely to make you appear immature than to reverse a decision

Communicate like an air traffic controller

Clarity is everything

Receiving direction is collaborative

Communication

Take notes

Unresponsiveness is noticed

Give updates that no one asked for

Feedback

L∞p

Feedback is a gift
Humans have fragile little egos
Self-awareness is a skill

Reviews
Code Reviews
Bug reports
360 Survey
1on1
Your assignments
Interactions with your leaders
Interactions with your peers
Team dynamics
Sprint retrospectives
Mentorship

Be 1% better every day
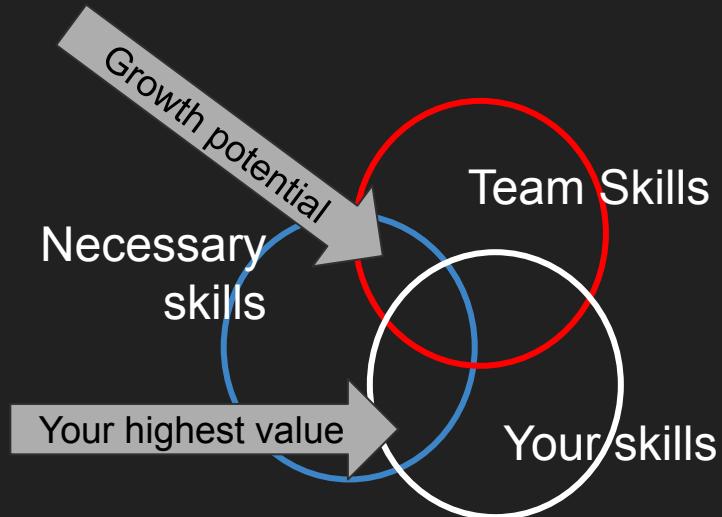
Look for ways improve the efficiency, quality and accuracy of the work you already do

Self-reflection is essential

A track-record of improvement is powerful driver for career growth.

Expertise

- Specialized skills are highly valued
- Be willing to share your specialized skills and acquire new skills
- Self learning off the clock
- Invest your learning time thoughtfully

Growth potential

Team Skills

Necessary skills

Your highest value

Your skills

Innovate

Be the person that
    Proposes practical solutions,
    Finds a simpler way to do something,
    Improves efficiency

Waiting for your boss to get promoted isn't a good plan

Your leader is more likely to leave his/her current role without a promotion

Your peers likely have the same stupid plan

You need to impress people other than your current leader

Expand your purview

Learn about other parts of your products
Learn about other teams
Learn about other parts of your company
Learn about other roles in your company
Learn more about your industry
Learn more about your competitors
Learn how others in your industry solve similar problems
Learn more about your customers or users

Expand your visibility

You want leaders to know who you are, and what you do

Volunteer for projects or responsibilities that get attention
Volunteer to do presentations or demos
Volunteer to fill in for your leader when he/she is not available
Volunteer to represent your team when collaborating

Lead where you can

Run meetings
Scrum master
Interview candidates
On-board new hires
Handle cross-team communication
Professional organizations

Speaking with your employer about promotion

- Do
  - Be respectful
  - Gather your thoughts ahead of the discussion
  - Focus on the value you can bring to a higher role
  - Ask what you can work on that would prepare you for a higher role
- Avoid
  - Direct comparisons to specific peers
  - Threats to look for another job
  - Implying that longevity is a reason to be promoted
  - Ask for specific tasks and assignments that would result in your promotion if completed

Are you in the right place?

33.6% Of The US Workforce Have Looked For A New Job In The Last 6 Months Due To Lack Of Career Growth *

Does your employer have the opportunities you seek?
Are your strengths more valuable somewhere else?

Larger compensation increases are associated with changing employers.

You are more likely to get a promotion when you change employers, if you're employed.

About the labor market

Median income for all full-time employed Americans is $62k. Median household income is $84k.

$131,450

Median pay for US-base Software Developers and Software testers

1.9M

US-base Software Developers and Software tester jobs filled

67,000

Average US-base Software Developers and Software tester jobs open

Thank you

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