

How to bake your P.I.E. for professional growth and success

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Agenda

- **Why P.I.E Matters?**
- **What is P.I.E.?**
- **Master the “P”**
- **Guard the “I”**
- **Embrace the “E”**
- **Closing thoughts**
- **Credits – A Must Read**
- **Questions**

Why P.I.E Matters?

The Secret Ingredient To Your Success



What is P.I.E?



- **Performance:** This is the foundation of success. This is about the day-to-day work you're tasked with and the quality of the results you deliver. Without it, you can't move up.
- **Image:** This is extremely important, especially if you want to gain exposure. This is what other people think of you. Your personal brand. Exposure with a poor image is negative exposure. You can choose how others will view you. Remember, you are always presenting an image.
- **Exposure:** Who you know, and more importantly, who knows about you and what you do? This is the critical element to your success once performance and image has been established.

Master the “P” - Performance: This is the foundation of success. This is about the day-to-day work you’re tasked with and the quality of the results you deliver. This is your entry ticket and legacy builder.

1. Do you have a consistent record of performance for every role you have played and are now playing?
2. Do you always give it your all?
3. Are you a team player?
4. Do you put others before your own personal ambitions?

5. Can you influence others?
6. Are you results-driven?
7. Do you consider constructive feedback and act upon it?
8. Are you actively developing the leadership potential of others?

Guard the “I” - Image: This is extremely important, especially if you want to gain exposure. This is what other people think of you. Your personal brand.

1. What would others say about you?
2. Are you a role model?
3. Do others know your role and what you have to offer?
4. Do you lead by example?

5. Are you a person of high integrity?
6. Do you maintain a positive attitude?
7. Do you lead with solutions to issues, or are you the person that solely offers roadblocks when others suggest changes or alternatives?
8. Are you an agent of change?

Embrace the “E” - This is about who you know and more importantly, who knows you. It is the critical element of success once performance and image have been established. Exposure is critical to network up and to find the right mentors and sponsors.

1. Do you have a mentor?

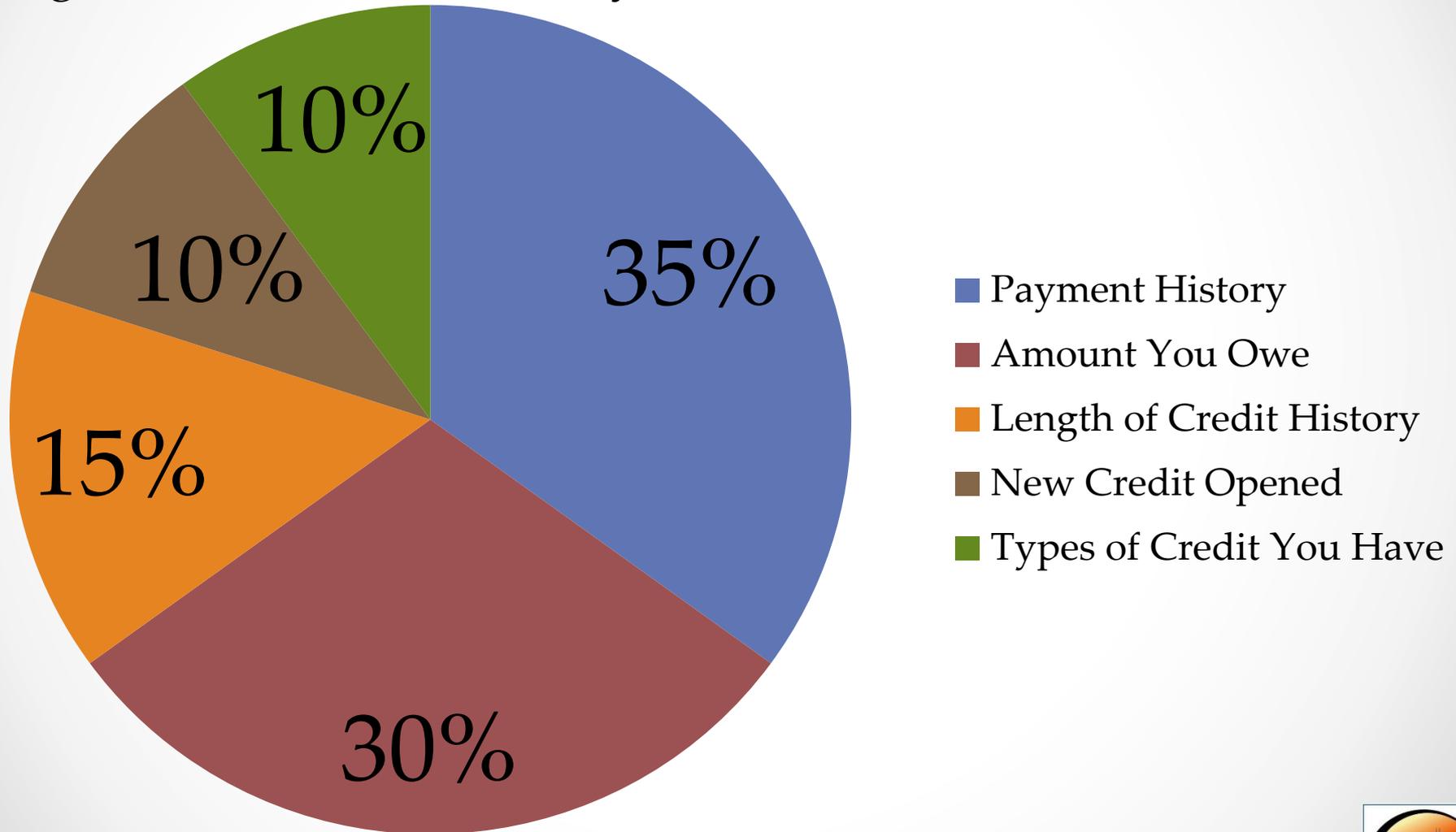
2. Do you have a sponsor?

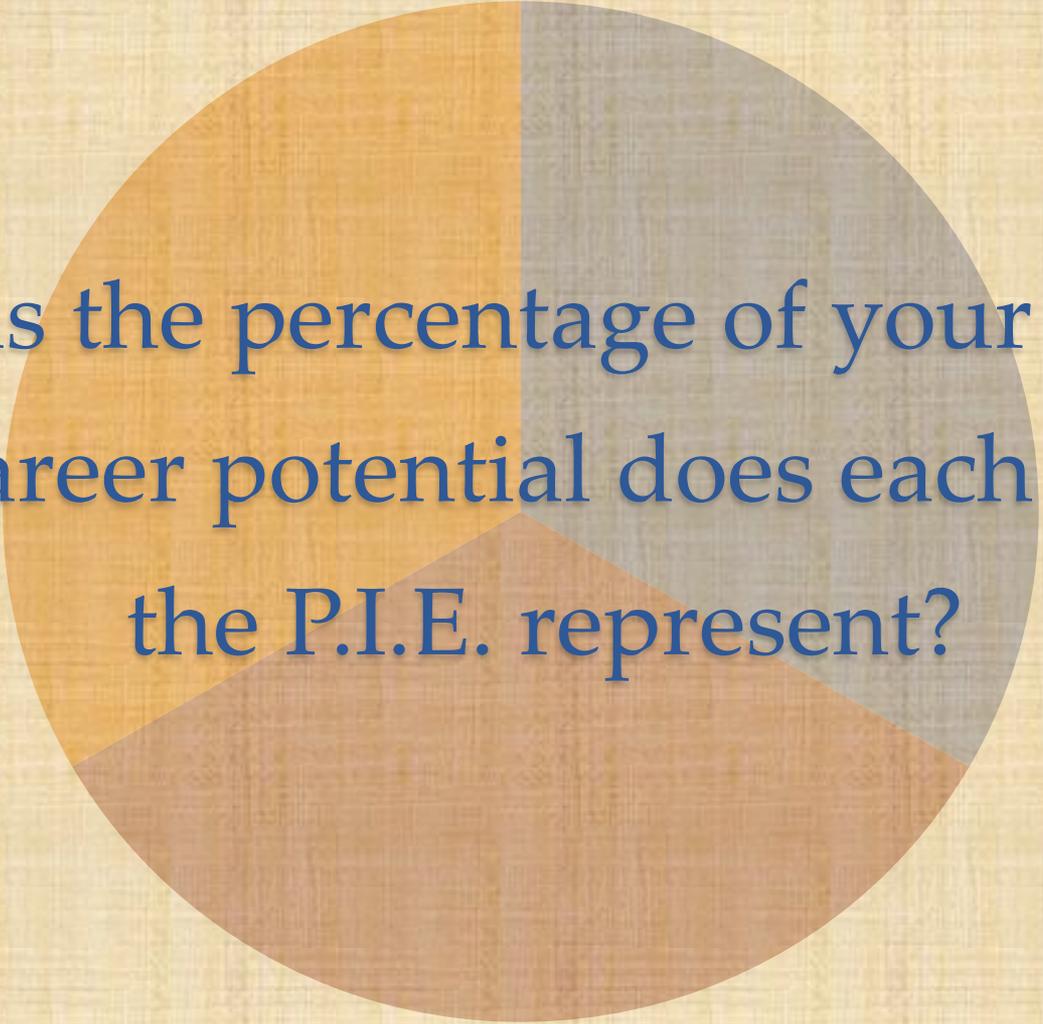
1. Does your boss know what you do?

2. Does his or her boss know you and what you do?

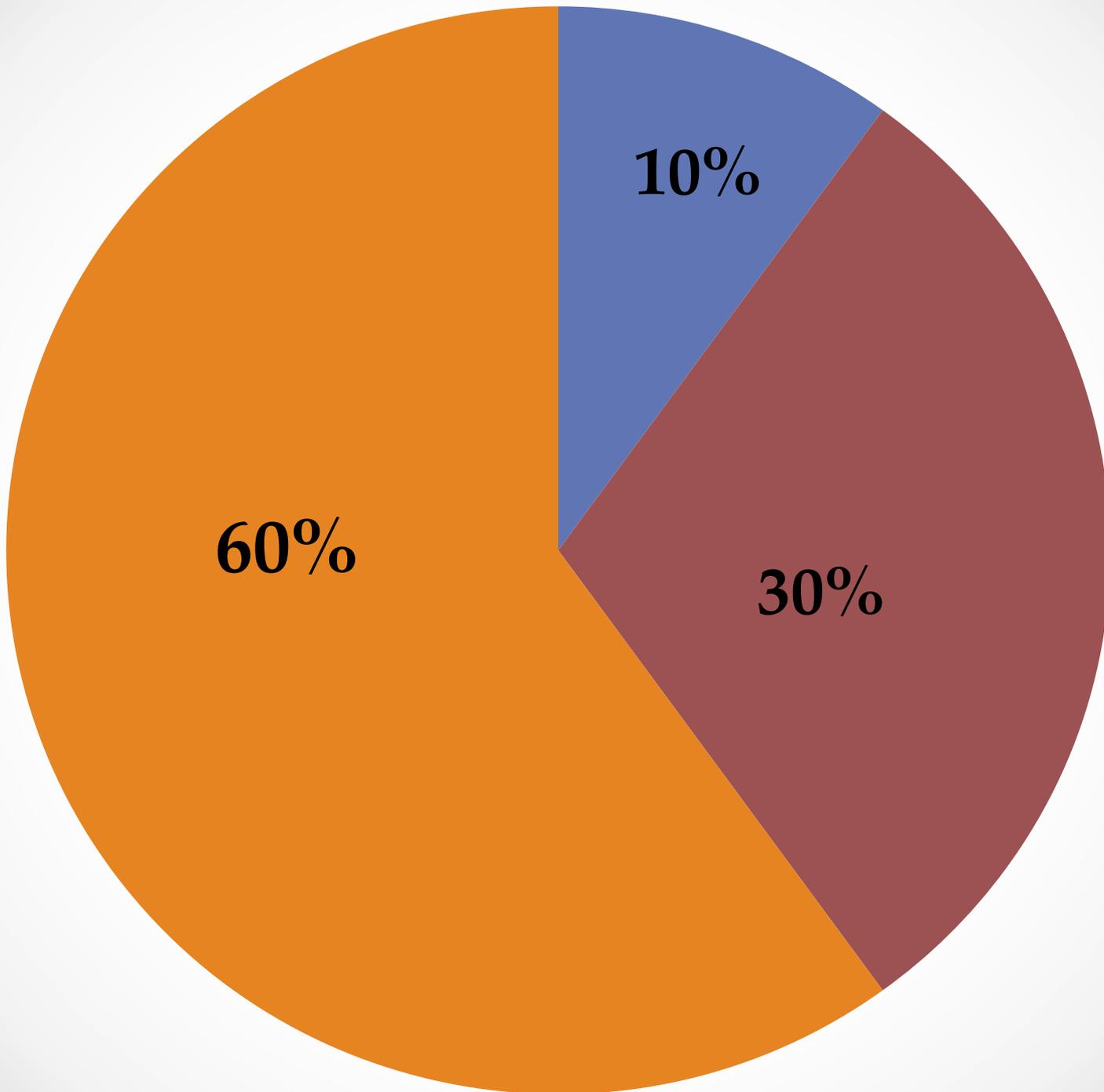
5. Do others inside and outside your organization know anything about you?
6. Do you go out of your way to introduce yourself to others and get to know them?
7. Do others respect you?
8. Do you respect others?

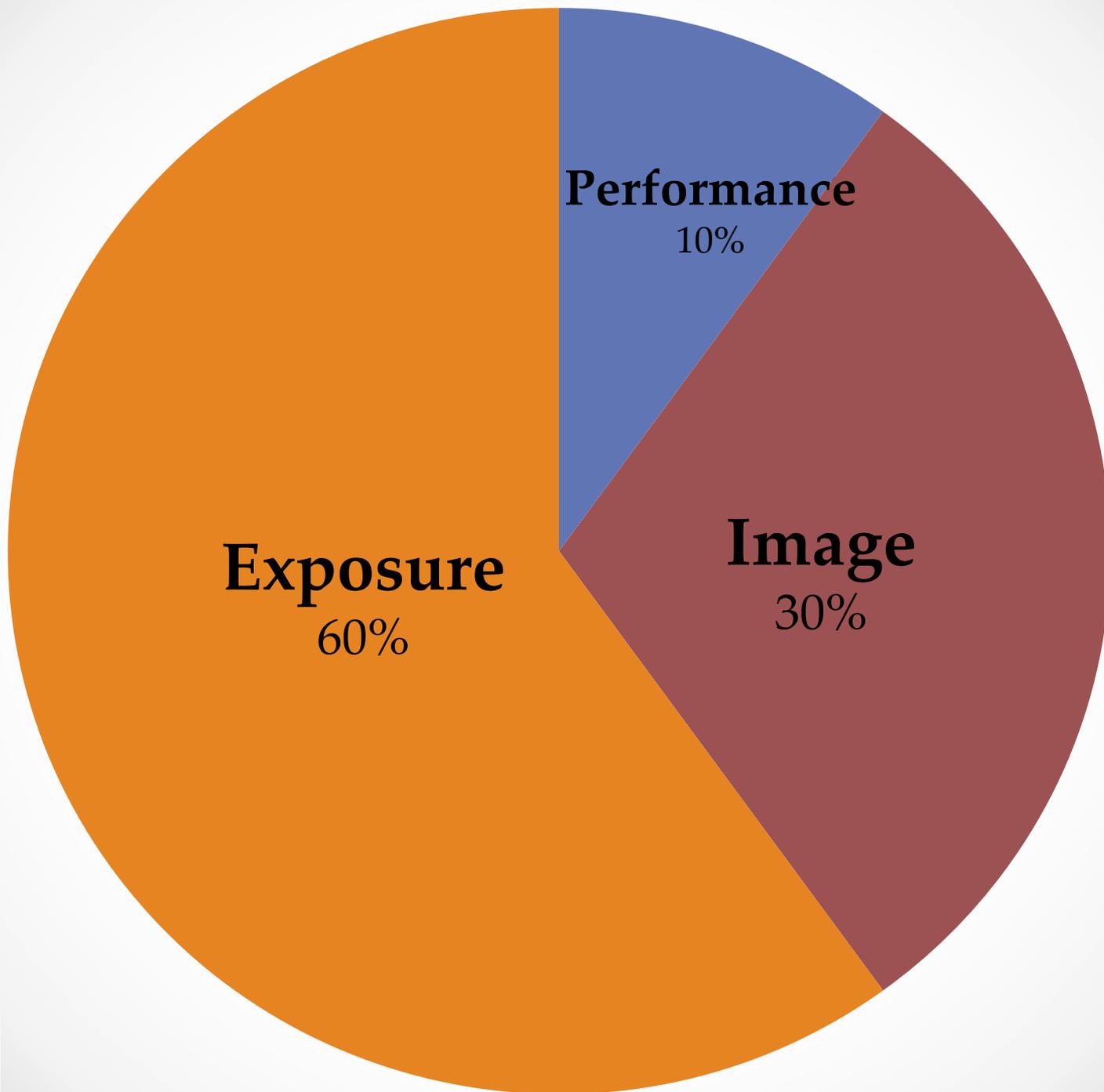
Creditworthiness is a valuation performed by lenders that determines the possibility a borrower may default on his debt obligations. It is the basis for your credit score.





What is the percentage of your success
and career potential does each slice of
the P.I.E. represent?





Performance

Your performance is a direct reflection on you. It is your entry ticket into the organization.

Don't boast too much about success. Don't complain about the lack of success to others. Bragging and complaining are not the marks of a true winner.

Understand that while performance is crucial, it is just part of the P.I.E. formula. Performance alone will not get you ahead.

Technical skills and certifications are only part of the performance equation. Both your task and your people skills affect your performance.

Know your boss's expectations and priorities; and perform them. It is no use to ignore the boss's expectations and achieve your own.

Image

Protect your image at all times. Guard it and be aware of your surroundings. You are being judged, measured and evaluated everyday.

Dress for the position you want, not the position you have. Look for someone in that position as an image mentor. Always dress for the level above you.

Watch your grooming. While tattoos, piercings or very long fingernails may look great in your social group, they may not be impressive at work.

Attitude is important. Have an outreach attitude to make others feel comfortable. Keep the spin positive and stay calm in a crisis. People will remember a calm, can-do-attitude.

Model yourself after someone you admire rather than the people you spend time with now.

Exposure

Play golf.

Show up at organizational events, even if they cost money. If your company sponsors a charity, get involved.

Stay in control, stay professional and watch how much you drink and what you say at any business event or social-business gathering. A work party is never just a party.

Welcome new skills and experiences. Demonstrate a willingness to try new things. Say yes, especially to any priority, project or initiative of the boss.

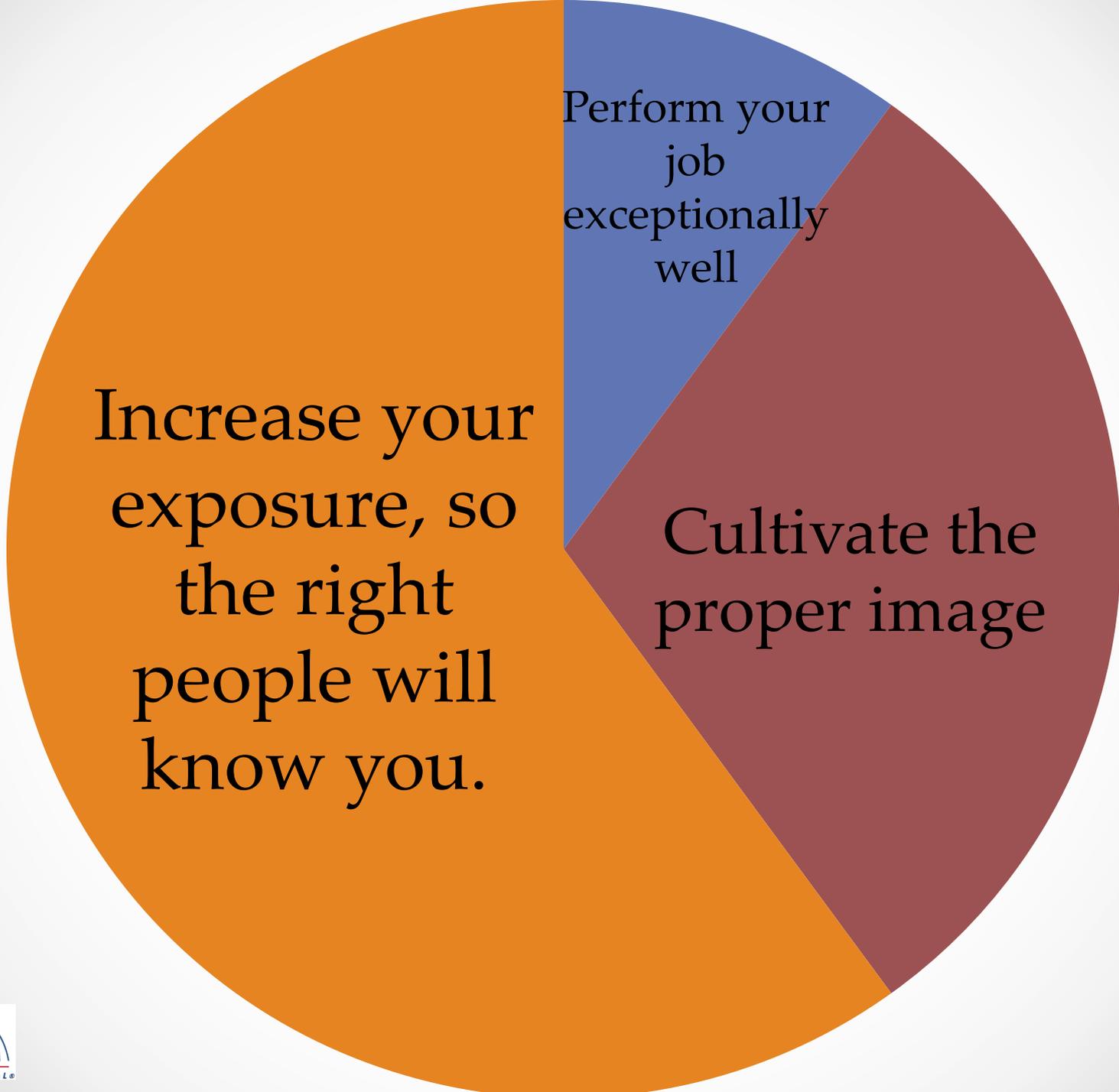
Be a lively and credible presenter. Volunteer to present team results. Public speaking is one of the best ways to gain exposure...inside and outside of your organization.

You'll never change your life until you change something you do daily. The secret of your success is found in your daily routine. The difference between who you are and who you want to be is what you do.

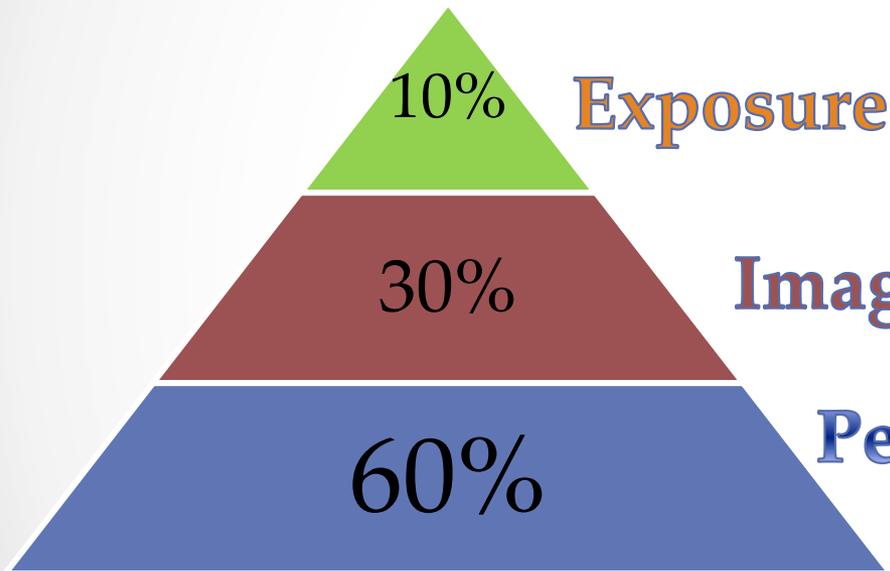
John Maxwell



Closing Thoughts

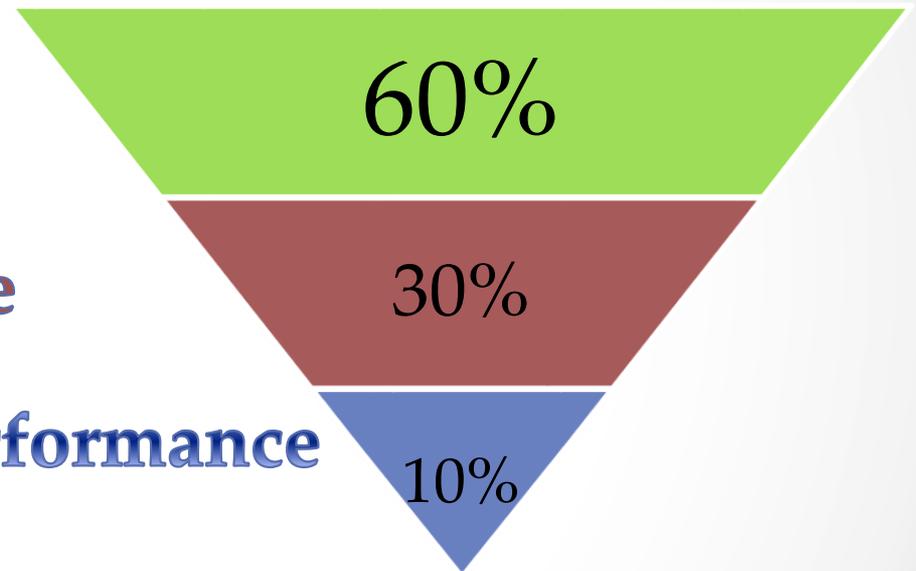


Building your Image and Exposure



Solidifying your Performance

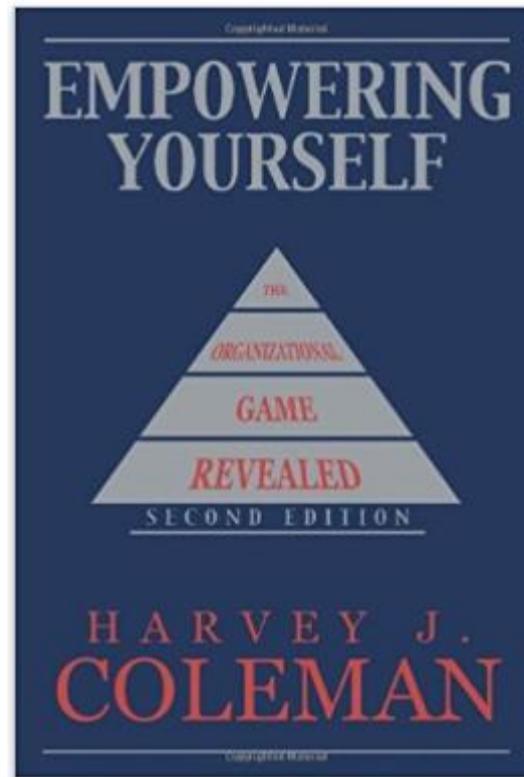
Your Image and Exposure Matter the Most



Performance is Assumed

Credits – A Must Read

Empowering Yourself: The Organizational Game Revealed



Watch your thoughts, for they become words. Choose your words, for they become actions. Understand your actions, for they become habits. Study your habits, for they become your character. Develop your character, for it becomes your destiny.

Character is everything!



Questions