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Insider Growth Strategy This story appears in the April 2000 issue of Business Startups magazine. Subscribe Want to save your starting cash? Take another look at the professional fees you pay. Some professionals (lawyers, accountants, consultants, etc.) may be willing to defer some of their compensation or take equity in your company instead of cash. Before proposing this, put together an offer that creates a win-win situation, advises Rich Squar, a partner at Squar Milner, CPA and a business consulting firm in Newport Beach, California. He suggests to keep these questions in mind: Not every professional can ethically accept equity instead of payment. For example, the accountant who prepares your financial statements should retain his independence. Consider a proposal to split a course or a hybrid course. Squar says it's more common on the legal side for lawyers to take the payment close to the actual cost of providing services and accept the difference between the cost and their standard retail rate in equity. Use your connections. Professionals are more likely to heed your proposal if you are approached by someone they know and respect. Demonstrate the upside. Are you willing to pay a higher rate or deliver a significant amount of business as your company grows? Does having your company on their client list provide image-enhancing benefits for their firm? Finally, use business sense. Don't give too much, get it in writing, be prepared to sign a note for any deferred payment and make sure you understand all the details. Get a bunch of discounts on the books you love delivered directly to your inbox. Every week we will have another book and share exclusive offers that you will not find anywhere else. Go to your business. Entrepreneur Insider has your access to the skills, experts and networking you need to get your business off the ground, or take it to the next level. Entrepreneur Store scours the web for the latest software, gadgets and web services. Explore our prizes, bundles, pay, what you want deals and more. This story appears in the July 1999 issue of HomeOfficeMag.com. Subscribe Ever find yourself at a loss for words? It's bad enough in conversation, but it's even worse when you write a business letter. WriteExpress Corp. Easy Letters is exactly what the title says. With over 11,000 sentences, 39,000 phrases and 2,000 ready-to-use emails, you'll be ready for any occasion connection. After downloading the demo copies available on the WriteExpress website (www.writeexpress.com), I found the step-by-step interface refreshingly easy. There are more than 500 topics to choose from, everything from apologies to sales and complaints. Pre-written thoughtful and thorough. At \$39.95, this is a small investment to ensure your business correspondence is both professional and appropriate. Systems Are Windows 3.1/95/98/NT4.0, 8MB available RAM and 5MB available hard drive space. It also integrates directly with Word 97 and Word Perfect 7 and 8. Last updated October 13, 2020 you've been stuck in the same position for too long and don't really know how to get promoted and promoted? Feeling stuck can be caused by various things: Taking a job for money Staying with an employer that is no longer consistent with your values Realizing that you have landed yourself in the wrong career without feeling valued or feeling under-represented without a full understanding of the role there are many other reasons why you may feel this way, but let's focus instead on exploring what to do now to get unstuck and get the best way to get the best value. Are you making money, saving money, improving the process, or doing some other amazing things? How else could you demonstrate added value? Let's dive straight into how to get promoted when you feel stuck in your current position.1 Be a mentor when I was directing students, I used to warm them up - tongue in cheek, of course - about getting really good at their job. Be careful not to get too good at this, or you never get to do anything else. It was my way of pestering them to take on additional problems or think outside the box, but there's definitely some truth in this something so good that your manager doesn't trust anyone to do it. It can make you get stuck. Joe Miller of Be Leaderly shares this insight into when your boss thinks you're too valuable in your current job: Remember a time when you really enjoyed your current role... You have become known to do your job so well that you have created some strong personal equity brand and people know you how to go to the person for that particular job. This is what we call a good problem to have: you have done a very good job of creating a positive perception about your fitness for the role, but you may have done too well the job! With that in mind, how do you prove to your employer that you can add value by being upgraded? From Miller's insight, she talks about creating your personal brand and becomes known for doing a certain job well. So how can you link this work to a position or project that will earn you a promotion? Consider using your strengths and skills. Let's say the project you are doing is so good at recruiting and training new entry level employees. You should post a list of vacancies, read and revise schedule interviews, make hiring decisions, and create training schedules. These tasks require skills such as employee relationships, on-board, HR management, performance management, teamwork, collaboration, customer service, and project management. This is a serious amount of skills! Is there a team team Who can perform these skills? Try to delegate and train some of your employees or colleagues to learn your work. There are a number of reasons why this is a good idea: cross-training helps in any situation in case there is a prolonged illness and the chief executor of a particular task for a while. As a mentor for a mentor or colleague, you give them the opportunity to improve their professional skills. You are already starting to demonstrate that value added to your employer by encouraging your team or colleagues to learn your work and creating team players. Now that you have trained others to do this job for which you are so valued, you can see about re-requesting that promotion. Explain how you saved company money, encouraged employees to improve their skills, or rethink your project.2. Working on your mindsetAnother reason you may feel stuck in a position explained through this quote: If you feel stuck at the job you loved, it's usually you, not the job that needs to change. The position you've been hired for is probably exactly the same as it is now. But if you start to fear the routine of work, you're going to focus on the negatives. In this situation, you should continue the conversation with your supervisor and share your thoughts and feelings to help you learn how to get promoted. You can probably get some tips on how to rediscover aspects of the job you liked, and negotiate either some extra responsibilities or a chance to move up. Don't be disappointed. Express a desire for more. Introduce your case and show your boss or manager that you want to be challenged and you want to move up. You want more responsibility in order to keep moving the company forward. Focus on how you can do it with the skills you have and the positive attitude you have cultivated. Improve your soft skills When was the last time you put attention and effort into upping your game with these soft skills? I'm talking about those seemingly intangible things that make you an experienced professional in your specific work skills. According to studies, improved soft skills can improve productivity and retention by 12 per cent and provide a 250 per cent return on investment based on higher productivity and retention. These are just some of the benefits for you and your employer when you want to learn how to get a promotion. You can hone these skills and increase your chances of promotion to leadership by taking courses or seminars. In addition, you don't have to ask for funding from your manager. There are dozens of online courses presented by entrepreneurs and authors at these very Udemy and Creative Live both have online courses at very reasonable prices. And some come with completion certificates for your portfolio! Another way to improve your soft skills is by contacting an employee your organization that has a position similar to the one you want. Express your desire to move up in the organization, and ask to shadow that person or see if you can sit on some of their meetings. Offer to take this man for coffee and ask what their secret is! Take copious notes and then immerse yourself in the training. The key here is not copying your new mentor. Rather, you want to observe, learn, and then adapt according to your strengths. Developing StrategyDo do you even know exactly why you want to learn how to get a promotion? Do you see a future in this company? Do you have one year, five years or a ten-year plan for your career path? How often do you feel your why and make sure it fits with your that? Sit down and make an old-fashioned pro and con list. Write down every positive aspect of your current work and then each negative. Which list is longer? Are there any topics? Look at your lists and choose the most interesting pros and the most disappointing cons. Are these two pluses making the cons worth it? If you can't answer that question with yes, then getting a promotion in your current organization may not be what you really want. Two of the most important days of your life are the day you were born, and the day you learn why. -Mark Twainher some questions to ask yourself: Why are you doing what you do? What worries you about your current job or career role? What does a great day look like? What does success look and feel like outside of paychecks? How do you want to feel your influence on the world when you retire? These questions would be great to think in a magazine or with your supervisor in your next one-on-one meeting. Or, bring it up with one of your friends working over coffee. Final thoughtsAfter the time of reviewing all these points and doing your best to learn how to get a raise that you can find that stuck is your choice. Then you can put yourself on the path of moving up where you are, or move on to something else. Because sometimes a real promotion finds the purpose of your life. More Tips on How to Get PromotedFeatured Photo Credit: Razvan Chisu via unsplash.com unsplash.com hbr guide to better business writing free download. the

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