

NEGOTIATING YOUR ADVANCEMENT *with Your Current Employer* PROGRAM OVERVIEW

Most of us have never been taught negotiating skills--nor honed the behavioral nuances needed in handling delicate or high-stakes situations. So it's no wonder seeking a promotion or raise with your current company can be more stressful than negotiating a new job offer!

The **Negotiating Your Advancement** program removes the guesswork and replaces anxiety with preparation. You'll gain tools and training to elicit the information you need to uncover opportunities, work through nerves and uncertainties, and negotiate from a position of strength. You'll secure the strongest possible outcome without overplaying your hand or jeopardizing your standing.

We'll cover the following important topic areas in this six-session program. The time devoted to each is tailored to client needs. For group programs, ask about upcoming start dates. Optional 1:1 session add-ons at a discounted rate are available to group members. Individual programs can begin at any time.

It all starts with a free consultation. Book yours today!

1. Lay of the Land

We begin by documenting and assessing your role, responsibilities, and contributions. We evaluate performance outcomes and alignment with your job description to establish a clear baseline. We'll clearly define what you want and where you want to go.

2. Perceptions

Next we look at how you're perceived; your relationships with decision-makers, and the unspoken dynamics at play. We uncover where you may have leverage, where caution is needed, and how to advocate effectively within the parameters of your specific situation.

3. Synthesis

Internal negotiations are shaped by timing, budgets, review cycles, leadership priorities, and much more. We'll review all of these elements alongside market data to shape a reasonable, well-grounded expectation—aligned with the value you've demonstrated in your role and the goal you've stated.

4. Articulation

This step is: *What to say and how to say it!*
We'll work through nerves and uncertainty and prepare language that is professional and authentically yours. You'll know how to frame and respond to questions, and keep the conversation productive and moving forward toward your goal.

5. Pushback

Change often involves hesitation, deferrals, or partial agreements--sometimes real roadblocks! You'll learn to spot them and respond strategically, to keep your composure, momentum, positivity, and your advantage should you encounter these obstacles.

6. Resolution

When the outcome meets your approval and an agreement is reached, we'll ensure the commitment is solid before finalizing. If a full agreement can't be reached and some elements fall short, we explore what's needed to keep advancing toward your goal.

This investment in yourself will give you skills to last a lifetime! It all starts with a free consultation. Book now!