



FMA Members:

Notes from the meeting on Wednesday the 5th of April 2007.

Following is a brief outline of what topics were touched upon by Kathleen Archambeau her presentation for “How to climb the corporate ladder in high heels.”

Presenters:

Kathleen Archambeau

Author “How to climb the corporate ladder in high heels”

Overview:

Author and SJSU Alum. Coaches, trained, taught and worked with more than 20,000 corporate warriors across 3 continents, in 7 countries and 26 US States.

Her clients and customers have included:

Bank of America, Bank of New York, Comercia, Genentech, HP, Johnson & Johnson, Motorola, Symantec and Wells Fargo.

A University professor, she teaches organizational behavior at the University of San Francisco and helps working adults actualize their dreams.

She lives with her husband in San Francisco bay area.

Presentation:

If money were no object, and no one paid you to do it, what would you be doing with your life?

She worked for 4 CEO, 3 Dot.coms, and 4 Fortune 500 companies, and consulted for many others.

Her first mentor said to her “90% of people are negative. When you have an idea, they will give you all the reasons why you shouldn’t do it, try to be the 10% who is positive.”

Microsoft, first developers went to Bill Gates with their first version of Excel, and they said “That’s the stupidest f***ing idea I have ever heard of.”

Next year they came back with the same idea without much change, and Bill Gates loved the idea.

When you pick a mentor, pick one that likes you, sees the potential in you, and is positive with you. When you start your career, you come across many corporate battles, and you want one who can aid you through the ocean.

Only way to find a mentor is to ask. If one person says no, ask another. Keep asking, people will have answers which have no reason that relates to you. Find someone who will do it and will say yes to you.



Once you find a mentor, ask for advice. All the great executives have great mentors.

A mentor should not be your boss. Why? Because what if you do not want to work with that company forever, there can be bias and conflict of interest. Your mentor should be someone outside your boss who can be objective and supportive of your career. Who does not have a conflict of interest with your career and other employees, someone who does not write your check.

Your salary: You get what you negotiate. What % over your bottom line salary should you ask for? Should be at least 30%.

Make your bottom your top. Something realistic. Therefore ask for 200-260K if job is paying 200K. If job pays 100K, but you really want 120, so you say 120-150. Boss says we can't do 120, so you can ask well what you want. Then you can start negotiating other incentives.

Most women are very bad negotiators. Men are 8x more likely to negotiate their first salary than women which nets out to roughly 1/2 million dollar difference.

Do what you love, whether the money follows or not. If you do what you love, you could lose everything, but you do not lose that inside passion.

What is the best way to network?

- Start talking with everyone you meet
- Non-social, non-formal events
- Bars (not likely)
- Organizations (such as FMA, BAPS, etc.)
- Friends, Family, Co-workers
- Sports
- **THE BEST NETWORKING IS NOT NETWORKING AT ALL!**

Achieve work-life balance

Why is it important?

- Success at home and work are inter-related
- You need a break from work
- You do not want to burn out, because even if you do burn out, corporations still go on
- You have to take care of yourself
- It is up to you to have work-life balance; you must do it from the beginning. If you do not, they will always capture you and it will be hard to change into the future.
- Make your life from the beginning
- Its not about who works the hardest, but the smartest

Climbing the Corporate Ladder in High Heels

Today 75% women working outside of their homes.
One thing US doesn't do is paid family leave.



Only 11 Women CEO 2%

12 Roles of Women

1. The princess – “Kiss the princess lose the frog.”
2. The Socialite – “Party your way to the top.” “The network is the job.”
3. The Diva
4. The Cheerleader – “Give them the credit.”
5. The Athlete
6. The Soccer Mom
7. The Apprentice
8. The Chef – “Savor the experience.”
9. The Soul Sister
10. The CEO – If you hit the glass ceiling in your career, then start your own business.
- 11.
- 12.

In conclusion:

Navigate Corporate cultures

1. Network

2. Negotiate
3. Start with a good company
4. Find a good mentor
 - a. ask
 - b. make sure they like you
 - c. make sure not your boss

Achieve work life balance

1. if you don't start now, you wont ever
2. take care of yourself

Define best career path for yourself

1. find a career path with your passion

Announcement

May 25 Graduation

David's Restaurant

Recently got Sashes for NHS Members for \$15.00

Volunteering with Habitat for Humanity 8-4 on April 28, 2007.