

Episode #15: One More Tip on How to Deliver Results Through Your Boss

Welcome to THE CAREER ACCELERATOR, the podcast where corporate managers will find tips and tools to deliver results through others.

Hello. In today's episode you will hear one more tip on how to deliver results through your boss. I'm your host, coach Percy Cannon.

In our last episode you heard several insights from Bob Burg, co-author of *The Go-Giver* book series. He covered what he calls the five laws of success:

1. The first one is the **Law of Value**, which goes as follows: Your true worth, in the business sense, is determined by how much more you give in value than you take in payment.
2. The second one, the **Law of Compensation**, says your income is determined by how many people you serve and how well you serve them.
3. Then comes the **Law of Influence**, which states that your influence is determined by how abundantly you place other people's interests first.
4. The fourth law is the **Law of Authenticity**: the most valuable gift you have to offer is yourself.
5. And the last one, the **Law of Receptivity**, means that the key to effective giving is to stay open to receiving.

He summarized these five laws with this message: *"If you want to advance yourself, look at how you can advance others. And to the degree that you advance others, not in a self-sacrificial way, but to the degree that you can add value, bring value to other people, and do this constantly and consistently, that's the degree that you are going to advance yourself."*

If you haven't listened to his interview, check it out. It's full of Bob's wisdom and practical advice.

Today I will share one more suggestion about how you can leverage your boss to help you deliver your business results.

In one of my corporate assignments, I had the Profit & Loss responsibility for my company operations in Latin America. It was a shared responsibility with the leadership in each market, so my job included making frequent trips south of the border.

The managers who worked with me in each country knew that, in my visits to their markets, I not only reviewed the state of the business, but also requested them to report on topics related to their respective organizations.

In one of such visits, the manager in charge, who I'm going to call Marcos, requested me, as his boss, to conduct a program review with a talented junior employee from another team. We'll call her Maria. Marcos was not only asking me to green-light his joint program with Maria, but to also support his decision to potentially bring Maria into our team. Technically, this was his decision, but he knew it was a good practice to get my OK and be on the safe side.

By-the-way, it always helps to have your boss be aware of and supportive of the more important decisions you make.

Returning to our story, this time Marcos went further and requested me to “sell” Maria on the professional and career growth opportunities she could have by joining our team. Although I trusted Marcos’ judgment, I really didn’t know what to expect from Maria and this meeting.

At the scheduled time, Maria arrived at the meeting room and we were left alone. She started her business presentation right away and did an excellent job. I asked her a few questions to probe her analytical and strategic skills, and she responded well, showing command of her program and overall responsibilities.

At one point, I switched the direction of the conversation and did my best to entice Maria to move to our team.

Before getting on the plane back to the US, I gave Marcos the thumbs up on Maria.

Maria ended up accepting the offer to join our team.

Although Maria and I no longer work in that company, I have followed her career at a distance. Since she joined my old team a decade and half ago, she quickly grew in the organization and held more senior positions than both Marcos, the manager who hired her, and the last role I had in that company. She sure was a great hire!

The lesson learned here is to be proactive and ask for support from your boss to help you achieve important business or organizational objectives. Do not be shy about it.

And as outlined in previous episodes, it helps to identify “What’s in it for your boss” when you ask for their support. In this case, bringing great talent like Maria into our team was a clear win-win for Marcos and myself as his boss.

I hope you enjoyed today's episode. For the next one, we will cover how to manage difficult career situations.

If you like what you heard today, and depending on the platform you're using, let me ask you to please rate, subscribe or follow this podcast and share it with your coworkers and friends. Also you can visit my website at www.cannon.consulting, or if available in this platform, use any of the links provided in the Details section to download a transcript of today's episode, ask questions, suggest topics of interest, request a free consultation call with me and connect on LinkedIn.

This is coach Percy Cannon, working to help you **make the rest of your life...the best of your life®**.

Thank you for listening to THE CAREER ACCELERATOR, the podcast where corporate managers will find tips and tools to deliver results through others. Stay tuned for our next episode!

Percy's BIO

Percy provides corporate managers and leadership teams with customized coaching programs that help them develop the skills and capabilities needed to significantly increase their business results through others and accelerate their career growth.

Percy is an "alumnus" from three multinational corporations, Procter & Gamble, IBM & Microsoft, with whom he spent close to three decades.

Since 2011 he has been helping corporate executives, managers and employees **make the rest of their life...the best of their life®**.

Percy has worked in the United States and across several countries in Latin America as an Executive Coach, Leadership Team Consultant and Keynote Speaker, serving companies such as Microsoft, Procter & Gamble, Citibank, Tiffany & Avianca.

Percy is a Certified Professional Coach from Wainwright Global, Authorized Partner for "The Five Behaviors of a Cohesive Team" and "Everything DiSC" and certified as a "Go-Giver" speaker & coach.

He published his first book in 2012-13 in English (The Business Apostolate: Insights to Define and Achieve Your Mission in Life) and in Spanish (El Negocio Más Grande de su Vida).

Percy is a Consulting Partner with Grupo Azimuth and the Chapter Director for the COO Forum in Southeast Florida.

He has lived in 9 different cities and 5 countries, and speaks English, Spanish and Portuguese fluently.

Percy is married, has 3 children and 6 grandchildren, and is a passionate runner & reader.

He can be reached at percy@cannon.consulting.