A New Insight on Climbing The Corporate Ladder

Mrs. Selvy Palmer	Assistant Professor, Sardar Patel College of Administration & Management, Vadtal- Bakrol Road,Anand- Gujarat
Ms. Sulabh Narayan	Assistant Professor, Sardar Patel College of Administration & Management, Vadtal- Bakrol Road,Anand- Gujarat

ABSTRACT

This paper provides an insight into various tips to the promising employees, which may prove helpful for successful career planning and elevation to top positions in any business organization. This covers, all about going up & to find the right squares that propel you up the ladder successfully. This study includes practical suggestions for the common mistakes committed by employees & assist them in producing the positive outcomes for the top position at workplace.

Introduction:
A ladder is a device with steps used to climb (move) up and down, so the 'corporate ladder' is the series of steps people go through as they gain more power in a corporation and rise to the top- from bottom range up to higher range. Climbing the corporate ladder means -to move up in the hierarchy of corporation/company.

The corporate ladder has been the enduring standard for success since the time organizational hierarchy was invented. Reaching at the top level of the corporate is difficult, no matter how qualified or capable you are. In a business organization it is not just knowing more, it often about thinking differently which may push one to move up the ladder.

Instead of climbing the corporate hierarchy, employees today want to move in and out of, up and down, and across organizations as their professional and personal priorities change.

Promotions mean more money, more responsibility and the ability to manage other people, which looks great on a resume. Every promotion is another rung on your climb up the corporate ladder.

According to an English proverb, first deserve then desire. Positive work, behavior is by far one of the most straightforward tips to move up the corporate ladder. You want to be known when you grow up. Professional growth that is critical for an employee to climb the corporate ladder comes from acquiring new capabilities, fine tuning and leveraging strengths (skills, knowledge and attitudes) one possesses and more importantly, being aware of the areas of improvement and working on them. This Professional growth helps people to be ready for the next step or the role.

Common mistakes by people when they climb the ladder
Working smart and determining your own list of priorities for success in the job, instead of just pleasing people and doing what they say. (People see lack of commitment).

- Taking account of the unethical and moral dimension in business decisions.
- Taking a minority position if you believe it is right
- Taking responsibility for the mistakes you or your team makes.
- Doing a good job quietly and without looking for the boss's eye.

- Not bringing attention to the problems others have not seen in a decision.
- Saying 'no' when you have a different priority list should..
- Unbalance work- life cycle.

Survival tips for climbing the corporate ladder:
If you're just starting out, as far off as it seems, it doesn't have to take years to get to a promotion. There are ways to move up from your current position. Failure to develop one-self professionally may lead to derailment, which is never intentional. Thereby, causes considerable damage to the person, when it is too late for recovery. Proactively plan your growth for future and subsequently, prevent any career threatening.

So these are the qualities whose presence or absence leads to success or failure of corporate managers.

1. Formal dressing is a must. A dress code tells a lot about an employee's attitude. A person who wears a casual dress is always considered to be less dedicated and not focused in his work.
2. You should be more involved in any difficulty your colleague or boss encounter. You should be ready to take any extra yet reasonable help and work, which may not necessarily be your share of work, and that's what makes the difference between a leader and a common employee.
3. A good preparation helps you to stay focused on your agenda. It also shows the bosses that you are serious about your work, and you take company's meetings seriously. Avoid being careless at the meeting, with no preparation whatsoever. A good preparation gives a positive message to the employers, and might lead to promotion.
4. A good employee is a responsible employee. Adding up responsibilities should be your forte. You take care of responsibilities seriously once they are assigned to you. You should also be ready to undertake more responsibilities if necessary.
5. Although it's better for you to help others when they have certain difficulties at work, you should also finish your task on time. You ensure that the tasks must be completed before anything. Postponing of work is looked upon as less dedicated, and not focused.
6. Proper communication is an essential tool to successful career. If you are able to put your thoughts and opinion across in an effective manner, you will get the most attention. Your communication skills will lead you to sit among bosses and managers. You will be asked to share your

views in company's meetings.

7. There are a number of employees who try to act smart, they carry an attitude that they are not just smart but they can get away with doing silly things in the office, and still not get caught. You should not be one of those "smart" guys.

8. It's a fact that human loves to be praised, especially the boss. It is important to speak highly of a boss, but, beware, it depends on how the praises have been showered. So don't do it unless you are sincere. Choose a suitable time, and speak about his good traits to someone who is closer to him.

9. Learn to say no. Of course you should not offend your boss, manager and colleagues, but you should sound your disagreement and opinion wisely. A more polished way of saying 'no' will not harm your relationship and position in the company.

10. Try to Balance work- life so you are free to contribute your bit to both the life equally.

Suggestions:

The phrase, "climbing the corporate ladder," refers to actively pursuing elevating job mobility. Many people climb the proverbial ladder in efforts to acquire more material wealth, greater influence, employment satisfaction.

1. Assume a leadership attitude. This means taking full responsibility for your autonomy on the job in order to set an example for your coworkers. Your bosses will notice that your actions encourage those around you to work harder and more efficiently and, as a result, you could be presented with opportunities for climbing the ladder.

2. Contribute helpful ideas. Before scheduled meetings, review the meeting agenda, research the issues to be addressed and determine how you can provide input. Focus on creative, relevant and useful ideas you can contribute to things like productivity, employee motivation and increasing the bottom line. To move up the ladder, you must be able to prove you are making suggestions that improve your company's functioning in a great way as an idea-maker.

3. Make your presence known. Speak up at meetings, initiate conversations in the break room and at lunch time and participate in group conversations between co-workers in order to get noticed. Just be mindful of the application and correctness of your input.

4. Work hard. There is no substitute for sweaty effort. It will take some personal sacrifice to move up the corporate ladder, such as coming in early, working overtime, taking on extra responsibilities and being accountable for difficult tasks.

5. Develop a strategy for achieving your career goals. Climbing the ladder may involve things like getting more education, volunteering your time to side projects, shaping a relationship with a mentor, taking a official recognition examination and or better acquainting yourself with your bosses. Identify the things you can do to improve your job standing, then create and implement a step by step plan for accomplishing those things.

6. Branch out your position. Identify areas in your workplace where your strengths could be useful and think of ways in which you could enlarge your job description to encompass those areas. Present your ideas to your manager and volunteer to adapt your current functions to the broader extent.

7. Involve yourself in company activities. Make it a point to be at company parties, team-building retreat and the like. You can than stand out in your boss's mind when the next promotion opportunity arises.

8. Network amongst industry professionals. Do this by attending industry seminars, trade shows and networking clubs. As your status grows, so will your chances at climbing the ladder. Moreover, forging links with those in your industry may result in future employment opportunities if, for any reason, you outgrow your current employer.

Conclusion:

One should identify the right place for one's elevation & growth. For this purpose, it is necessary to look for organizations which are well known for developing leadership skill. However, a successful career journey demands one's commitment for learning, self-development, developing requisite skills & capabilities.

An employee needs to proactively seek feedback from others and identify behavior they need to start, stop and continue. Last but not the least, positive practical approach coupled with commitment for the growth & development at any workplace or in any organization are bound to pave the way for a bright career. If organizations fail to arrest right talents, all developmental investment would become sunk cost. A proactive approach would help both the employee and organization in many ways.

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