



From ambassador to leader; progressing on the HE Liaison ladder.

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Why did you join this session?

1. Where are you in your career? (assistant, executive, officer, etc)
2. Where do you see yourself in two years?
3. What do you need today to achieve this?



Agenda

- 01 Who are we and what do we know?
- 02 Who are you?
- 03 What are the typical career paths?
- 04 What is progression and what are the barriers to progression?
- 05 What can you do to progress?
- 06 What's next for you?





Who are we? What do we know?

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Who are you?

- 1. What's your job title?**
- 2. What do you do?**
- 3. Who do you work with?**
- 4. What skills do you use?**

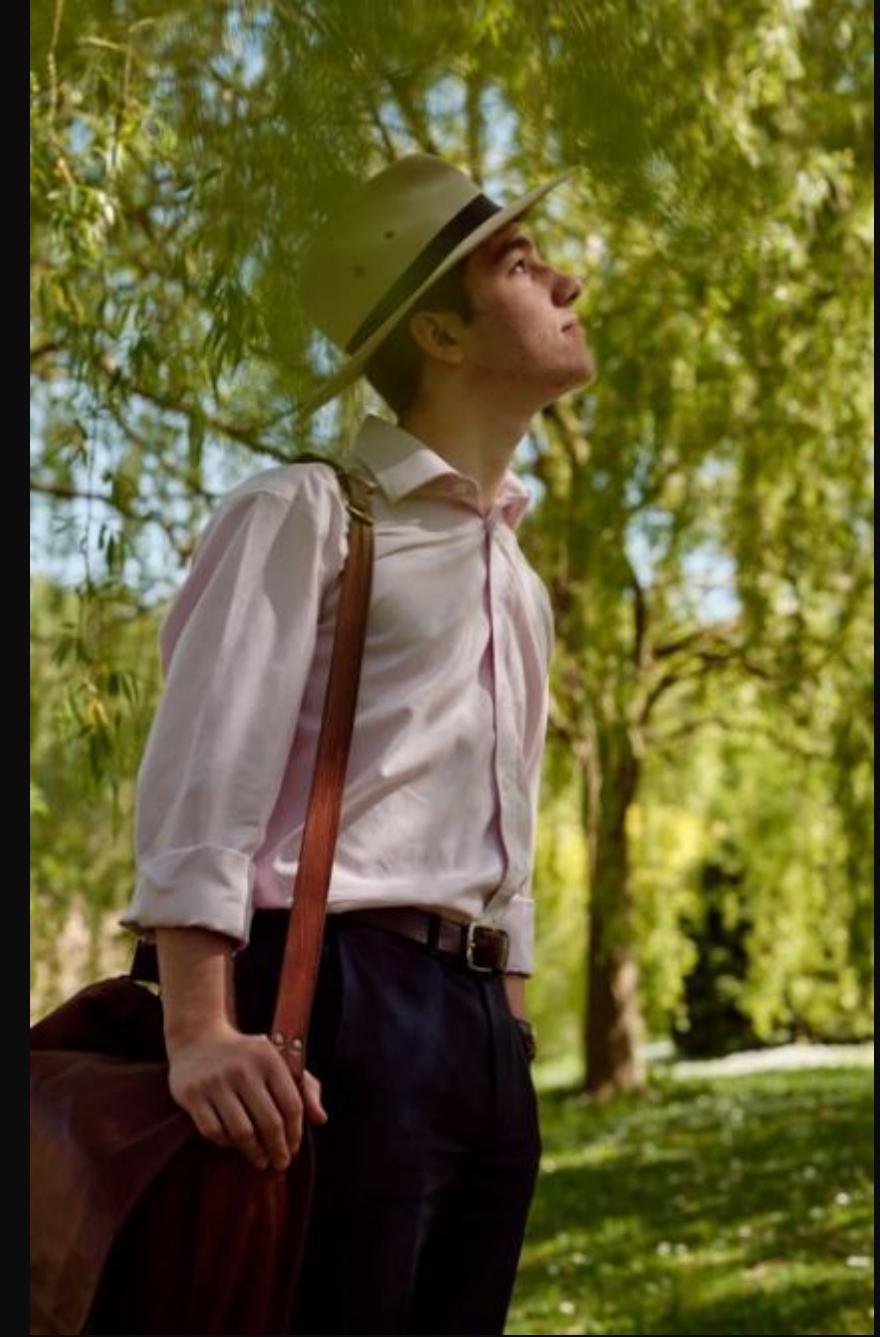
What are your observations?





What does progression mean to you?

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What are barriers to progression?

Perceived barriers can hold you back from progressing. These are not always real limitations, but can feel very real to you:

I'm not ready yet

There is no room to grow in my organisation

I don't want to become a manager

I don't know the right people

I'm not a 'leader'

I failed before, I won't try again

I have too much going on at home

No one like me has made it



Barriers to progression

While perceived barriers are often internal, the actual barriers to progression are often a mix of structural, behavioural, and contextual factors.

- Limited opportunities
- Lack of clear pathways
- Budget restrictions
- Skills plateau
- Poor relationships with decision makers
- Not advocating for yourself
- Misalignment with role expectations



How can you develop your skills, experience, mindset?

Asking for development opportunities
The value in mentoring and coaching
Opportunities for shadowing or secondments
Dealing with challenges and building resilience
How to talk to your manager about progression
Shining a light of your achievements
Building your personal brand and visibility
Overcoming imposter syndrome
Application advice
Interview technique



What's one thing you'll do in the next 30 days?



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