

QUICK CAREER TIP

Got a minute? This short article begins a series of quick tips, suggestions or ideas that you can implement to improve your practice.

Tip: Let top management know that you are good at what you do and you want to grow. One way to do this is to ask your CFO (or direct manager) for a meeting. At that meeting, discuss your areas of expertise and accomplishments, the next steps you would like to take, what you want to learn and how that aligns with company goals. Enlist your manager as your partner in helping you accomplish your goals.

A CFO or CEO can be so busy taking care of her own aspects of running the company that she does not have time to focus on the IRO's accomplishments or professional development. Similarly, an IRO's nose might be so close to the grindstone that he does not drive his growth, but allows the job to dictate his career. Communicate that you are a valuable asset to your team, and like your company, you need investment — mentors, classes or seminars and the time to attend them — to keep growing.

This tip comes from the soon-to-be published book *Lessons from a Recovering Worker Bee* by Dustin Weeks, principal of ForeSight Consulting, an IR consultancy, and a board member of NIRI-Silicon Valley. The book includes 26 lessons — one for every fortnight of the year — distilled from Weeks' experiences and lessons learned as a trader, investment banker and IRO.

— Carol Metzker