

Speak Now or Forever Hold Your Peace

Presented by:

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How Speaking Up Can Increase Your Workplace Worth



FORUM2014

Results

- FrustratED
- IrritatED
- UnappreciatED
- IgnorED
- StressED

ED



Speak Now or Forever Hold Your Peace

The Bad News

It will happen to you

The Good News

You can handle it

You need a plan



Discussions

- Why Not and Why You Should
- Ask For What You Want
- Selling Yourself
- Managers Actions
- Q and A
- Assignment

Why Not Speak Up?

- Fear
- Futility
- Self censorship
- Repercussions



The Benefits

- Defines Your Voice
- Defines Your Value
- Increases Your Worth
- Increases Your Potential



Rarely will you ever get more than you are willing to ask for.

Ask For What You Want

Timing IS Everything



*“The right thing at the wrong time
is the wrong thing.”*

Ask For What You Want

- Be the Solution
- Be Positive
- Mind Your Non-Verbal Language
- Project a Good Image



Selling Yourself

- Show Your Value
- Try to Stand Out
- Tout Your Accolades
- Speak Up In Meetings
- Ask...Just Do It

*“If you don’t ask,
the answer is already
NO”*



Before The Meeting

- Know What You Want
- Why Does It Matter
- What Is it Worth
- Why Should It be Yours
- Map Out Rebuttal
- Set Time and Place
- Practice

The Meeting

- Don't Dilute Your Request
- Conversational vs. Confrontational
- Be Clear, Concise, Direct



The Meeting

- Ditch the Clichés
- Give Examples
- Prepare Sound bites
- Master the Pause
- Follow up Questions



After The Meeting

- No means No
- Check The Attitude
- Be Persistent
- Utilize Advice



Manager's Actions

You're the Boss, Now act Like It!

- Don't silence their voices
- Explain the "No"
- Act on something small
- Acknowledge feedback publicly

Practice Makes Perfect

- Fake it till you make it.
- Be consistent in your approach.
- Expect Haters.



Speak Now

- We have not because we **ask** not.
- If you don't **ask**, the answer is already NO
- Rarely will you ever get more than you are willing to **ask** for.

Discussions

- **Why Not And Why You Should**
- **Selling Yourself**
- **Managers Actions**
- **Q & A and Discussions**
- **Assignment**

Your Assignment....Just Do It

1. **What do you want?**
2. **Why do you believe you should get it?**
(think of legitimate reasons here: not reasons such as I need a new car.)
3. **Why should they say yes? Think from their point of view.**
4. **Why would they say no?**
5. **Your rebuttal if they say no.**
6. **Follow-up questions for a “yes” or a “no”**

Things to consider before you ask.

- **Am I asking the right person**
- **Is this the right time**
- **No only means no**



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