

# GETTING A SEAT AT THE TABLE & STAKEHOLDER MANAGEMENT

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Summary of key learnings



## GETTING A SEAT AT THE TABLE

Your relationships are some of the most important keys to success in your career. Nobody moves upward within an organisation without the help and support of other people. Thinking about your time as an investment, this is where ROI is the highest.

Be strategic and reflect on WHO needs to know YOU and YOUR VALUE  
Who are your high interest, high influence people?

Sponsors are strong, consistent advocates. They have positions of power and influence and can directly provide job opportunities or lobby on your behalf. Sponsors aren't guaranteed based on desire – or even merit. For these reasons, sponsorship relationships are rare and hard to develop.

Mentors, while incredibly valuable, play a different role. They provide coaching and guidance but aren't necessarily in positions of influence. They could be bosses but could also be peers or other contacts that provide day-to-day advice. Unlike mentorships, which often come from structured company or industry programs,

How people perceive you directly impacts how they deal with you.  
Perception is a co-pilot to reality.

In addition to your TO DO list, have a TO BE list. 360 feedback can be incredibly helpful to understand your blind spots – we all have them!

What do you need to dial up and dial down? Situational leadership means adapting your approach depending on the audience – managing up, down, across, and externally.

Communicate in results, not responsibilities. Shift from describing what you do to articulating what you achieve. "I led three projects that delivered \$2M in revenue" lands very differently than "I manage client projects."

Don't wait to be given direction by your mentor or sponsor – come prepared with ideas, options, and a clear ask. Before every meeting, ask yourself: what do I want to walk away with that I don't have going in?

Put yourself in their shoes. Understand what drives the people you're building relationships with – what makes them successful, what matters to them. Adapt your approach accordingly and be clear about how you can add value to them, not just what they can do for you.