



Regional Manger

Dear Jackie

I was hired as an entry-level assistant manager of a wholly-owned subsidiary. Nobody has any expectation of me and nobody pays attention to me until my manager (a local) and regional manager (an expat) resigned. Their work and responsibility were dropped in my lap.

I now run the whole show, from recruiting and training, managing marketing and sales campaigns to fulfilling the company's budget and sales target.

I have spoken to my boss (parent company is based overseas) several times but he still has not upgraded my job title to regional manager. What should I do?

Alice age 47 right-handed

Dear Alice

When you joined the company as an entry-level executive, you were at the point of your career line where it was not stabilized. It is undergoing change. The change is not going downhill or for the worst, but it is certainly going for the better in time to come.

This explains why you did not get a positive response from your boss the first time you talked to him, and subsequently, regarding your request to have your job title ungraded to regional manager. Promotion to such a senior position does not happen overnight.

During that time, your boss may have considered their expatriate staff as a better choice to be part of the staffing expansion or succession plan overseas. Or perhaps he has other candidate in mind who better understands the organization's culture, strategy and future plan.

It could also be due to the fact that there is a process and procedure in the company that might take some time to work through to groom potential

employees such as you as their future leader.

If you do not succeed several times, do not be discouraged

Keep the negotiation ongoing because at about this time, your career line is stabilizing. Everything will fall into place for you as your career is coming together now.

The parent company has observed you and your performance and they appreciate that your job scope and responsibility have exceeded your present job title.

Your next conversation with your boss will be justified.

Get ready your resume of achievements and find the right time and circumstance to talk to him again.

You will most probably get a raise in your salary and the job title you coveted for. With the new compensation package, you will feel your hard work and perseverance with the company will finally pay off.

The new job title better reflects the role you are playing and will inspire and motivate you to continue the good work with the organization.

Jackie