



Communicating your Needs to Leadership

Presentation to the YPC Professional Development Summit

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AGENDA



Introductions: Focus on Service	Point 1
Understanding yourself: Skills and Strengths	Point 2
High Performers – Contributions	Point 3
Needs Assessment	Point 4
Self Advocacy and Negotiation	Point 5

“Ask not what your country can do for you, - ask what you can do for your country” – President Kennedy



October 14, 1960 at 2 am at the University of Michigan

Goal Setting – Year of Sarah Obed



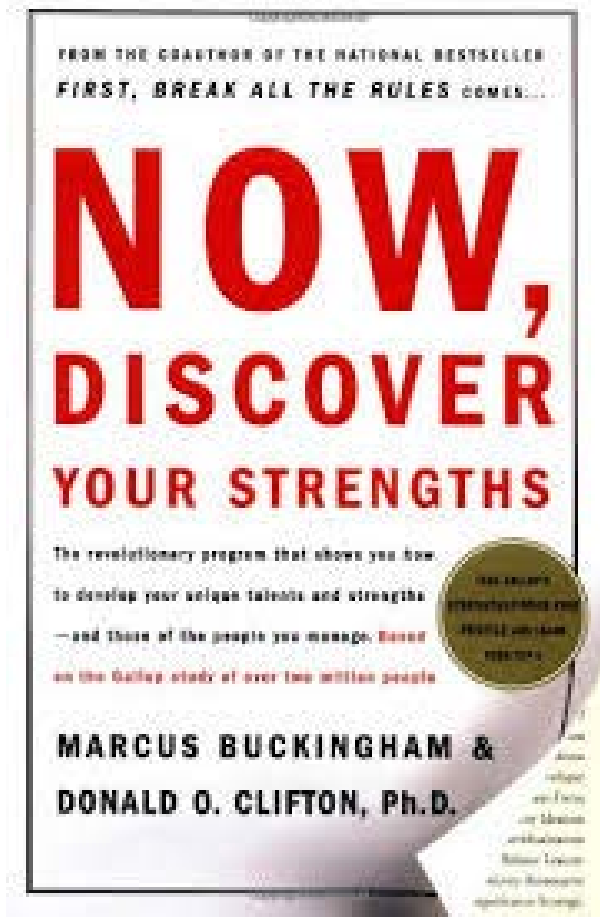
2007 Journal Article:

- Wanted to get married and start a family
- Wanted acceptance into a public policy masters program
- Wanted to move back to Alaska and work for Alaska Native organization



- Married Stephen Obed in June 2010
- Masters from the University of Michigan Ford School of Public Policy in May 2011
- Hired in a brand new Government Relations Position at Doyon in May 2011
- Helena Obed was born in October 2011

Understanding your strengths



“Years of research suggest that the most effective people are those who understand their strengths and behaviors.

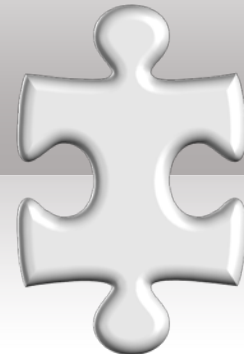
These people are best able to develop strategies to meet and exceed the demands of their daily lives, their careers, and their families.”





Point 1

- Organizational Goals
- Team Oriented
- Contributions
- 360 Focus



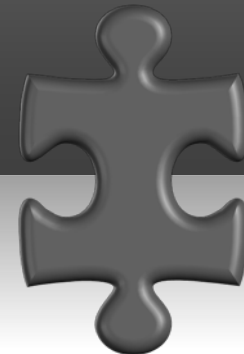
Point 2

- Work Ethic
- Positive Attitude
- Self Motivated
- Dependable



Point 3

- Communications
- Internal
- External
- Writing



Point 4

- Effective
- Reflective
- Measurable Results
- Flexible



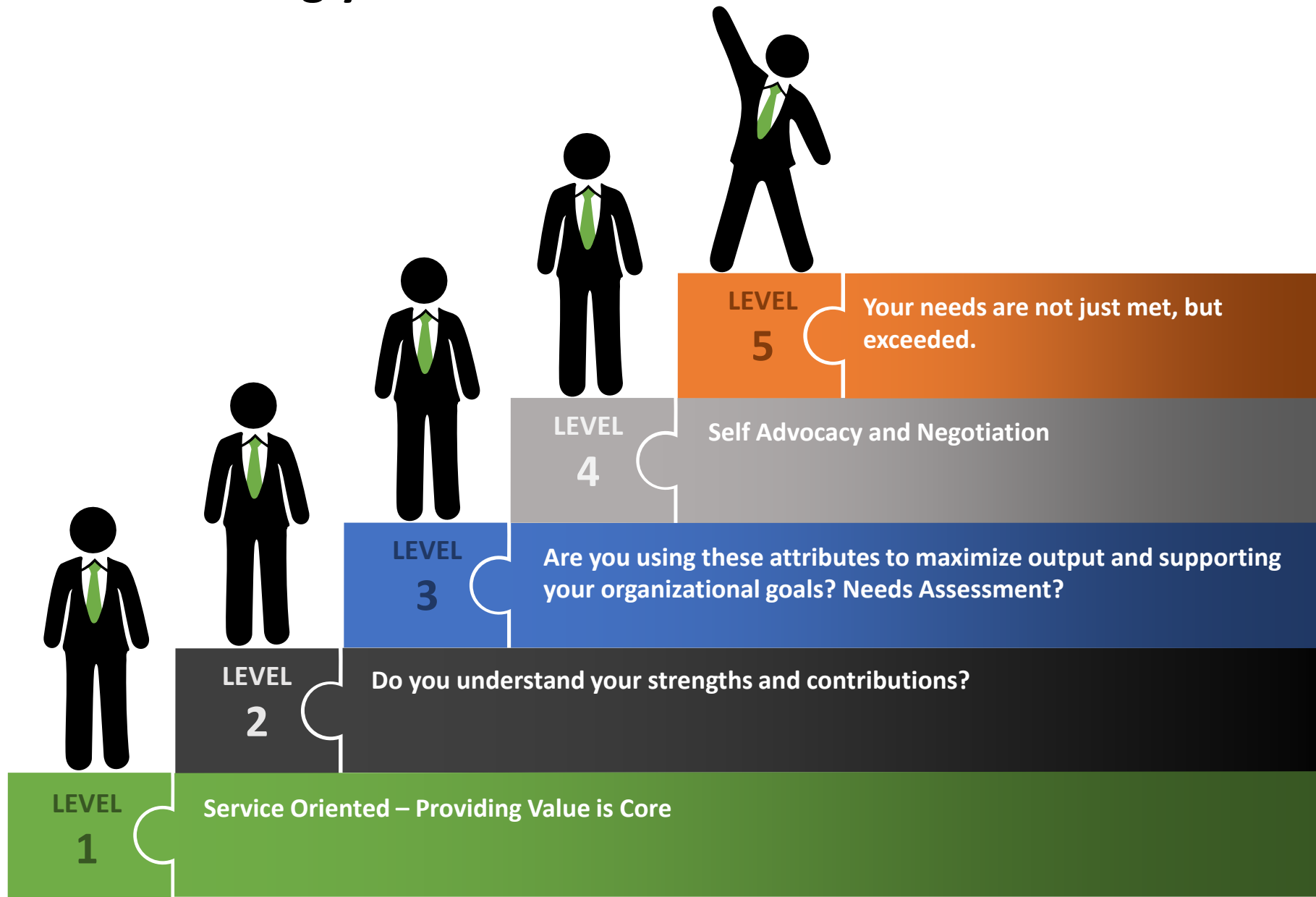
Point 5

- Performance
- Productivity
- Credibility



Your Contributions to the Team Matter

Communicating your needs:





More Time?



More Education and Training?



More Money?



More People?



Needs Assessment

Self Advocacy – Negotiating your salary



- It has to be you
 - Scholarships – if you don't apply, you for sure won't receive it
 - "No one" is going to advocate on your behalf if you can't advocate for yourself
- Do your homework
 - Location
 - Non-profit, Government, For-Profit
 - Salary ranges for your field
- Start from a position of strength – know your value
- Plan and follow through
 - Consider telling, instead of asking

Self Advocacy and Negotiation



Questions?

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