

Contact: Sibylle Swinney 39279 Paseo Padre Pkwy  
Senior Management Services Suite 439  
Phone (408) 817-5684 Fremont, CA 94538  
Phone (408) 817-5684  
Fax (952) 674-1767



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# Press Release

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## Stuck in your job? A CEO's view of today's approach to career advancement.

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Here are some sobering numbers from MONEY Magazine, April 2005: 1 of 4 employees age 35 to 45 and 1 of 2 over 45 have been in the same job for more than 10 years. While we can imagine that some of those people love their jobs, many employees are just plain stuck! Some just get bored because their job has become routine and there is little or no advanced training. Other employees can't stand their jobs and can't wait to leave each day. Sometimes there is no chance for advancement. Sometimes, they feel trapped and unappreciated. Often, employees are not told when they have done a good job. And, sometimes people get stuck because of personal atrophy and lost ambition. They just stop learning and hang on because they need the money, health insurance, and illusion of job security. Sometimes, the company stops growing and innovating. In his new book, *7 Easy Steps to your Raise & Promotion in 30-60 Days: The book your boss wants you to read*, Bay Area business author and CEO, Mike Hayden tells employees how to get unstuck

Says Mike Hayden, *"Unless and until someone can take over your job, most likely you will stay put. You can't be promoted until you can be replaced! One of the main reasons someone gets stuck is they protect their job by keeping how-to-do-it a secret. This tactic may make you irreplaceable, but it simultaneously makes you unpromotable! To get unstuck, whether you're a 'go-fer,' supervisor, manager, or executive, you must document how to do your job so someone can take it over and succeed."*

When you document your job, you free yourself from that job so you can move to another one. Your documentation must turn your job into a turnkey system for producing the required

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results. Then you can be promoted. You may feel stuck now, but remember how thrilled you were when you first got your job. Your replacement will be just as thrilled to take your job so you can move on. You win: Your replacement wins. Your boss wins. What could be better? Plus, you'll be a hero for helping to streamline the business!

Mike Hayden is CEO of Senior Management Services. His new book, *7 Easy Steps to your Raise & Promotion in 30-60 Days: The book your boss wants you to read*, is available at <http://www.SeniorManagementServices.com/7-steps.html>

SOURCE Senior Management Services,

(408) 817-5684

[Sibylle@SeniorManagementServices.com](mailto:Sibylle@SeniorManagementServices.com)

<http://www.SeniorManagementServices.com>

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