# A Strategic Guide for the High Performer

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# About me:



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# How to evolve your career from developer to leader:

So you're a great developer…

- Despite being **brilliant workflow developers**, many Alteryx high performers find themselves 'stuck' in their careers with an unclear path to move forward.

- How do we move from *developer* to '**trusted advisor**'?

The answer lies in how we think about our value to the business…

# The weight of your genius:

## Being the go-to developer means:

- I own and operate more workflows and anyone else
- I have the most complete and complex workflows that only I understand
- Everyone comes to me with their most complex problems
- My bosses know that if I left, they would be helpless
- I'm so dedicated that I regularly work weekends to ensure my workflows are completed
- I'm so busy, I can't stop to explain

## To your leadership *may* look like:

- I have no capacity to take on new work
- I don't share my knowledge & experience with my team
- I am a doormat
- I am a risk to our operational stability
- I have poor time & workload management skills
- Leadership have no idea what I'm doing all day

# 4 steps of consultation that make you a high performer:

## Step 1: Just get it done

- Focus on providing accurate and timely results
- Don't worry about pretty
- Nothing is ever really a one-time ask

## Step 2: Ask the bigger questions

- Understand the context, stakeholders & success criteria
- **Define the ROI**

## Step 3: Leverage End-to-End Automation

- **Design yourself out of the process**
  - Get it on server
  - Get it documented

## Step 4: Pass it off & monitor

- Get out of the way
  - Establish LOB partners to 'own' your workflows
- Ongoing monitoring
- Document your wins

# The shift from developer to leader:

**From:**

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**To:**

- I create workflows with the goal to delegate, keeping me free to take on new challenges
- I document my work and share everything with my team and my business partners
- I'm a trusted advisor who leads other to solve their own problems
- I create redundancy so I demonstrate that I can take time off, or new roles without negative business impacts
- I communicate timelines and expectations with stakeholders and regularly check in to ensure I'm not being overwhelmed
- I document the ROI of everything I build to keep me armed and ready for performance reviews

# Thank you:

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