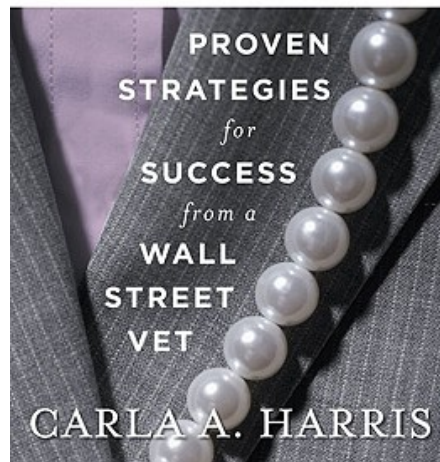


EXPECT TO WIN



Expect to Win: Proven Strategies for Success from a Wall Street Vet

Carla A. Harris

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One of Wall Street's most powerful and lauded women shares her strategies for long-term success in any career

While climbing the corporate ladder, Carla Harris sought career advice from her mentors and superiors but found some of the counsel too nonspecific. As Carla's career advanced, she discovered the key survival tools to business success and vowed that when she reached senior management and people came to her for advice she would provide them with specific, play-by-play answers about what they needed to do to fulfill their career potential.

Each chapter in *Expect to Win* includes Carla's "pearls" lessons Harris has acquired during her twenty years of working on Wall Street that can help contribute to career success by aiding readers in navigating the day-to-day complexities and challenges of the workplace.

Carla Harris is a Wall Street veteran. She executed the IPOs for UPS, Martha Stewart Living Omnimedia, and Redback, as well as the \$3.2 billion common stock transaction for Immunex, one of the largest biotech common stock offerings in U.S. history. *Expect to Win* is a must-read for anyone seeking battle-tested tools to triumph over common career challenges and to achieve maximum success in any field.

Expect to Win: Proven Strategies for Success from a Wall Street Vet Details

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From Reader Review Expect to Win: Proven Strategies for Success from a Wall Street Vet for online ebook

Latonya Rochelle says

The best career advice book I've read. Key takeaways: construct your own career agenda; align yourself with the right people; how people perceive you will directly impact how they deal with you: build your personal brand with authenticity; have a mentor, sponsor and adviser in your corner; speak up in meetings - exercise your voice; and show up with your best self everyday - expect to win.

Derek Hoskin says

One of best books I? have ever read.

Gentry says

Talk about 10 Proven Strategies for Thriving in the Workplace

- 1) Authenticity
- 2) Have a Flexible Strategy and Don't be Distracted by Mistakes
- 3) You are the captain of your career: Remember the 90 day rule.
- 4) How People Percieve You Will Directly Impact How They Deal With You
- 5) The Mentor, the Sponsor, the Adviser: Having them all
- 6) Articulate your Views and Your Expectation
- 7) Have a Penchant for Taking Risks
- 8) Power in the Network
- 9) Balance is Necessary: Use Your Passion to Achieve It
- 10) Expect to Win

I especially like her example of how to ask for feedback within the 90 days of employment " Never simply ask, "How am I doing?"It may sound to appear insecure about your performance. Instead use this phrase: " I want to spend a few minutes to discuss my progress to date. I feel like I came and jumped right in full speed ahead and have quickly attained proficiency in _____, _____,and _____. I have really enjoyed working with _____, and _____. I have learned a tremendous amount from my client exposure in the last two transaction. As I look forward to the next quarter, my plan is to focus on ____, ____, and ____, but I wanted to check in with you to see if there are other things that you think I should add or change."

Love she uses her faith for encouragement and how she ended it with Bible verses.

I can do all things through Chris which strengthen me. --PHILIPPIANS 4:13

(No challenge at work is insurmountable)

No weapon that is formed against thee shall proseper. --ISIAH 54:17

(Those who might wish me ill or try to derail me from my agenda, WILL NOT prevail.

Leandra says

Carla doesn't mess around give true honest advise to manage your career. I have seen her speak which is impactful! Her book is just as impactful!

I like her true grit honesty...this book is not fluffy. She is realistic about how to build relationships and that you are the one who manages your career...one one else.

She is clear how people perceive you and how they think of you is important. Her key is you can change the way people think about you simply by changing the way you behave, the things you say and the words you use when you are speaking to them.

An excellent read!

Alli says

Carla gives relatable, tangible, actionable advice that is useful in any profession, without “tooting her own horn” too much. Great read!

Jill says

This book was geared toward a niche market, financial professionals. The “lingo” Carla used required a level of financial understanding and the examples provided were all from within the financial industry. However, the sheer factor that set this book apart from other business-minded books was the financial setting and financial experiences, as they related to Carla. It is for this reason I enjoyed the book, but for this same reason a broader audience may not.

For the full review, visit: [https://fortheloveofthepageblog.wordpress...](https://fortheloveofthepageblog.wordpress.com/2018/05/24/carla-harris-the-100-days-to-the-top/)

Diana says

Carla Harris spoke at a business school conference I attended last year. The crux of her message, and one of the main takeaways from her book (which was free at the conference, woot), was an important lesson: putting your head down and working hard will get you only so far. At a certain point, if you have not managed your relationships and network well in your work environment, you will start to lag and stagnate in your career.

This is a tough lesson that goes against the grain of a long-held fallacy that if we just work hard, we'll be successful. We will -- to a point. But once you hit that wall, relationships matter as much as if not more than ability. If there is no one to pound the table for you, as she says, moving up becomes more and more difficult.

This is probably also the most important thing I learned in business school as a whole, and for that reason probably worth reading the book. Sure, it's overall kind of cheesy with obvious thought exercises that people shelve. But still a decent, quick read.

Meg says

I really enjoyed Carla's Pearls at the end of each chapter and the examples to help explain how and why to use them. I've seen Carla speak several times now and she is extraordinary. The book had some great concepts but was missing her dynamic delivery, thus the 3 stars. Still very worthwhile and I'm still a Carla-believer.

Lu says

This might be the best career advice for folks in a corporate environment that I've ever read. I will be sharing my copy with my team at work. The last two chapters include a lot of references to Carla's Christian faith, which is unusual for a business book, but she tactfully explained that her faith is important to her and because she advocates for people to be their authentic selves, she felt including her faith was consistent with her message. I would love to meet Carla some day!

Reba says

So...this is way outside my comfort zone. I would never have picked this book up on my own, but I guess that is the magic and beauty of book clubs.

Diving right in, the first chapter. I actually loved it and found it very applicable. So far, so good, even if I am not a business type.

Chapter Two. Hehe. Talk about hitting a wall. Harris talks about creating and using a career agenda as a guide. Now don't get me wrong. This is sound, admirable advice. But so over my head! I have approached my career with a lackadaisical, "let's see if this works" approach rather than having a clear, well-defined career agenda. I kind of fell into my line of work, and while I love it, I had (nor have) no clear plan or ambitions. Often, I let circumstance, friends, and colleagues dictate my work decisions. I think I might be inspired to develop a career agenda.

Chapter Three. I am loving this chapter. I really like the idea of having a sense of ownership for your career. This quote from Harris sums it up for me, "While most major organizations have extensive professional development resources, it is your responsibility to take advantage of them and get any training, formal or informal, that you need. Remember, you are responsible for the day-to-day management of your career."

Chapter Four. Another good, succinct chapter about how to deal with a very distinct and real situation in the workplace, perception. I liked the idea of choosing your perception, and consciously guiding your, and others thoughts, until those perceptions become a reality. I am giving myself homework, thinking about which three adjectives I need to choose to describe myself, and the person I want to be at work.

Chapter Five. I like how Harris differentiates between an advisor, a mentor, and a sponsor. Interesting to think about purposefully assembling a "board of directors" to help you advance your career.

Chapter 6. Speak up! But listen as well :)

Chapter 7. Risks. Take them! But don't be foolish. A lot of good quotes in this chapter. One I really liked was from former eBay CEO Meg Whitman, "The price of inaction is greater than the cost of making a mistake". Another, from Harris herself, "Unless you take risks, you won't stretch, you won't grow, and you won't gain".

Chapter 8. Networks and relationships. "Anyone who thinks they can achieve success on their own is in for a rude awakening". Have a wide, varied network and use it!

Chapter 9. Balance. There is work, and there is passion. You need to balance these, or you will not have long-term success. (Even if you are passionate about work, you need to find other passions outside of work.)

Chapter 10. Expect to Win! Expect to win and you will. I like this reminder about having a confident attitude, and thinking like a winner. I am definitely a fan of the power of positive thinking.

Chapter 11. Harris is guided through life and sustained by her faith. It is reassuring to see someone publicly acknowledge their belief and dependence on God. Growing up in a Christian home, I have always held to many Judeo-Christian beliefs, even while I have not been happy with what many churches have become, or the people that claim Christianity. I like that Harris talks about her faith and how important it is to her, but she is not preachy about it.

All in all, a good read. I am glad I left my comfort zone behind and gave this a chance. Not every situation Harris discussed was 100% applicable, but so much of the book had a lot of common sense advice laid out in a clear, concise way, with practical examples. Makes me want to take some time and refocus how I approach work.

Kristi Duarte says

Carla Harris, in person, is an inspirational figure. She came to speak at my company, and I must say that I am wiser because I heard her speak of her experiences. I believe that for someone in the beginning of their career, at the bottom of the ladder, this book could be life and career changing. For someone who has already been in the workplace for 30 years and is already at or close to the top, a bit less so. I recommend this book to anyone who feels stuck in their career and feels that others are to blame for their shortcomings. They're not. Only YOU are the architect of your own life and career.

Alwilson says

I didn't read it straight through, instead I chose chapters to enjoy. Another book for being successful in business. When I first bought it I couldn't put it down. I bought it for a friend, ended up keeping it and buy my friend another book.

I'll keep you posted on if it helps me in the workplace :-)!

Willie Green says

Carla Harris does a terrific job of providing a compilation of questions to ask yourself, steps to how to go about career progress, and more importantly the how, why and examples of all the above to take control of your career. As a professional that's more than 10 years into my career, I would encourage anyone who is just starting out or knows someone that is just starting their career to be given this book. Specifically for those that are going into larger companies and corporations as it will help them navigate for the short and long-term. Do the service of reading this book and giving it as a gift for better career development for any and everyone.

Mark says

I caught Carla at the CFA conference and highly recommend a live presentation / performance: She is dynamite in human form. Bought her books there as an excuse to meet, and found her warm and personable. A bit disappointed by this book, though. The pearls are great, and I've validated many if not all of them over the course of my career. The repeated nods to her faith are refreshing--rare to see in business. But the text is absurdly dry and rife with grammatical errors and clichés. Find a better editor, Carla!

jewelthinks says

This book! So on time! I immediately began to implement her tips and immediately began to see results. I want every Black woman to read this regardless of industry.

It's so informative, spot on, yet so conversational. Reading ETW, chapter after chapter, is like having session after session with your trusted mentor!

A few standout quotes:

"Expecting to win, my body language changed, my speech changed, and my mentality changed. Everything about me reflected a winners attitude. This even works on things don't go so well, and sometimes they don't--that's a fact of life. When things don't work out as I hoped, I try to view the experience as an opportunity for an unexpected valuable lesson."

"No matter what state you are at in your career, you must look at your job, at your life, through the lens of the winner. Challenge yourself every day to be creative and masterful. And believe that you are capable and powerful. Every experience you have, good or bad, makes you a smarter and richer person. Having a winner's mentality makes a difference on day one of your career as well as in the last day of year thirty. Expect to win and you will."

