

# Proposing to move into a new role

## Video Transcript:

Grayson Morris:

So what I realized was that I would — in a new role where I had additional responsibility or better growth opportunities — I would actually be re-energized, refocused, and that would actually be better for the business than me remaining in my current role. I struggled with bringing this up with my manager. I think it took a few months, but eventually I felt the time was right. There was probably an opening in the conversation with him. I broached the subject and he was fully supportive. He was supportive because I think I had been nailing my current job. I was excellent in my current role; I was performing up to the level that he wanted. And so it just kind of felt like the time was right for me to be moving on.

However, he was very clear in that he said, “Look, I need a proposal from you on what this new role would be and we need to make sure it makes business sense for the company.” And so I went back, I took some time, I came back with a proposal on what I felt a better role for myself would be, and I really made sure that there was a business case for it. Hey, this was actually in the best interest of the company. We need this role. This is going to help our company be more effective. And I also provided a way to backfill my previous role because I knew that would be a concern of his.

When you leave a hole, you want to make sure there’s a plan for fixing that hole or for filling that hole. And once we had that conversation, it was a couple of months later, the time was right, we would actually act on the proposal, move me into a slightly different role, and backfill my role just as I had outlined in my proposal. So in my new role, I had additional responsibility. I manage a larger team. And I really felt like the company had invested in me and my own success and sort of helping me grow. And of course, that was mutually beneficial. I felt better about the company, the company felt better about where I was in the role, and so we both benefited.



Grayson Morris is currently the CEO of Birdwell Beach Britches, a boardshorts company. He previously managed successful sales and partner service teams in the renewable energy industry, rising to the level of senior director at Sunrun. Grayson also has experience in the fields of finance and engineering, and holds an M.B.A. from Stanford. He believes that the amount of influence you can have on an organization and the world is infinitely greater when you're working as part of a team, and that business outcomes are better when they reflect a team's diverse viewpoints.