


## Leadership for Women



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## Agenda

- Introduction/Overview
- Facts, Issues & Global Perspective
- Challenges Women Face
- Trends
- Women and their Capabilities
- Self Assessment
- Key Attributes for Women Leaders
- Recipes to Succeed
- Closing/Action Plan

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## Learning Objectives

- After completing this training, you will be able to:
- Explain the realities that women face in the workplace
- Describe how the key attributes women exhibit can be an asset in leadership
- Employ what you have learned to become a more confident and competent leader

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## Inspiring Women in History

- France's greatest heroine | Joan of Arc
- One of science's most instrumental pioneer | Marie Curie
- Hollywood's first-ever Asian American movie star | Anna May Wong
- American mathematician for NASA | Katherine Johnson
- Campaigning and fighting for equality | Rosa Luxemburg
- Pioneering achievements in women's athletics | Fanny Blankers-Koen
- The first woman to start a historical Black college and university | Mary McLeod Bethune

Today:

- Angela Merkel, Ceri Powell, Christine Lagarde, Simonetta Di Pippo, Maria Elena Salinas, Kamala Harris, Laverne Cox, Margrethe Vestager...

Who else would you add?

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## Facts

- Women in stressful jobs have a 40% increased risk of heart disease and 60% increased risk of diabetes
- In the last 30 years as women's role has expanded, self reported stress is up 18%
- 28% – The proportion of managerial positions held by women worldwide in 2019, which is almost the same as in 1995.
- 18% – The share of female Chief Executive Officers, according to a survey of enterprises by the World Bank.
- Women are projected to account for 51 percent of the increase in total labor force growth between 2008 and 2018.
- 36% – The share of elected seats in local government held by women

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## A Global Perspective

- Two terms that have recently been used in reference to Women in Leadership:
  - "Breaking the glass ceiling"
  - "Motherhood penalty"
- Growth in women-owned businesses has outpaced the overall increase in new businesses by 1.5 times
- Globally, women hold 24% of senior leadership positions.
  - The U.S. lags behind the global average at 21%
  - China where women hold 51% of senior leadership slot



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## Top Issues



- Many factors contribute to a lack of women at senior levels. For centuries, there have been broad, cultural biases against women
- Lots of research has shown that unconscious bias plays a significant role in hiring and promotion decisions, which also contributes to the lower number of women in key positions
- Only one in five senior leaders is a woman and just one in twenty-five is a woman of color.
- Pay Inequity
  - Women tend to have a higher level of education (60% college educated) and paid 23% less than men
- Assertive vs. Aggressive Dilemma

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## Challenges for Aspiring Women in Leadership Roles

- Being treated equally
- Garnering support from other women
- Being confident
- Speaking up
- Building alliances with decision-makers
- Becoming a member of the C-Suite
- Asking for money
- Speaking on accomplishments
- Overcoming perfectionism
- Trusting your gut



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## Trends



- More women leaders expected in the future (and wanted!)
- Leadership roles are getting harder and more complicated every day
- Expectation is that you will do "good" for the company and society

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### Women Are Rated Better Than Men on Key Leadership Capabilities

Capability	Women's percentile	Men's percentile
Takes initiative	55.6	48.2
Resilience	54.7	49.3
Practices self-development	54.8	49.6
Drives for results	53.9	48.8
Displays high integrity and honesty	54.0	49.1
Develops others	54.1	49.8
Inspires and motivates others	53.9	49.7
Bold leadership	53.2	49.8
Builds relationships	53.2	49.9
Champions change	53.1	49.8

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### Women Are Rated Better Than Men on Key Leadership Capabilities cont..

Capability	Women's percentile	
Establishes stretch goals	52.6	49.7
Collaboration and teamwork	52.6	50.2
Connects to the outside world	51.6	50.3
Communicates powerfully and prolifically	51.8	50.7
Solves problems and analyzes issues	51.5	50.4
Leadership speed	51.5	50.5
Innovates	51.4	51
Technical or professional expertise	50.1	51.1
Develops strategic perspective	50.1	51.4

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### Employers

- Leaders need to take a hard look at what gets in the way of promoting women in their organizations.
- It's imperative that organizations change the way they make hiring and promotion decisions and ensure that eligible women are given serious consideration.
- Organizations must provide more encouragement to women. Leaders can assure them of their competence and encourage them to seek promotions earlier in their careers.



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### What Answers are the Experts Giving?

- ★ Sheryl Sandberg creates the "Lean In" movement
- 🧠 "Lean Out" movement appears
- 🎯 "Opting Out"
- 👁️ Where do you fit in??

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### Self Assessment: Important Questions to ask Yourself

- Do I consider myself to be confident?
- Do I see myself as a leader?
- Do I trust my instinct?
- What do I need to do to be more confident?
- Have I set clear goals for myself?
- Where is my bar set? High enough?
- Do I speak up?
- What image am I projecting?



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### Key Attributes



- Strong and sensitive
- Open
- Collaborative
- Knowledgeable
- Unique
- Listen
- Empathetic - doesn't mean the same as NICE
- Enthusiastic
- Positive
- Great Social Contributors

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## Recipe for Success

- Go for what you want in your career and don't to give up.
- Hone the skills necessary to give you opportunities, such as:
  - your communication skills
  - leadership development
  - emotional intelligence.
- Raise your hand in meetings.
- Speak up, and be heard
- Support and Empower other women who are in leadership roles or who are aspiring to lead



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## Success Formula for Handling Setbacks and Failures



- Set realistic expectations
- Analyze them
- Relish them
- Share Them
- Move on!

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## Great Role Models

**Martina Navratilova**, Professional Tennis Player and Coach

- "Labels are for filling. Labels are for clothing. Labels are not for people".

**Anne Frank**, German Diarist who died in German Concentration Camp

- "Human greatness does not lie in wealth or power, but in character and goodness. People are just people, and all people have faults and shortcomings, but all of us are born with a basic goodness".

**Aung San Suu Kyi**, The world's most famous living political activist

- "The only real prison is fear, and the only real freedom is freedom from fear"

**Maya Angelou**, One of America's most celebrated Poets and Authors

- "You may not control all the events that happen to you, but you can decide not to be reduced by them."

**Arianna Huffington**, Greek-American Businesswoman

- "I wish I could go back and tell myself that not only is there no trade-off between living a well-rounded life and high performance is actually improved when our lives include time for renewal, wisdom, wonder, and giving. That would have saved me a lot of unnecessary stress, burnout, and exhaustion".

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### Where Do You Want To Go?

- Reflect back on the information presented today.
- What is the most important thing you learned?
- What is one thing you will do to become a confident and competent leader?



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**THANK YOU FOR PARTICIPATING!**

## Leadership for Women



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