

# Women in Leadership

Mini-Programme





# Women in Leadership

1

## Women Drivers

- ✓ Women in Leadership Challenges
- ✓ Self Leadership

14th March 2023  
10am - 12pm  
Zoom



## Guest Speaker Louise Pheasant

14th March 2023

3

## Self Promotion & Self Advocacy

- ✓ Visibility for career growth
- ✓ Taking control of your personal brand

22nd March 2023  
10am - 12pm  
Zoom

4

## Self Compassion & Resilience

- ✓ Self acceptance & staying in control
- ✓ Building your community

29th March 2023  
10am - 12pm  
Zoom





- **Self-compassion & Resilience**

- What it is / isn't
- Self acceptance
- Circle of Control

- **Your community / network**

- Who you need
- How to make it work for you

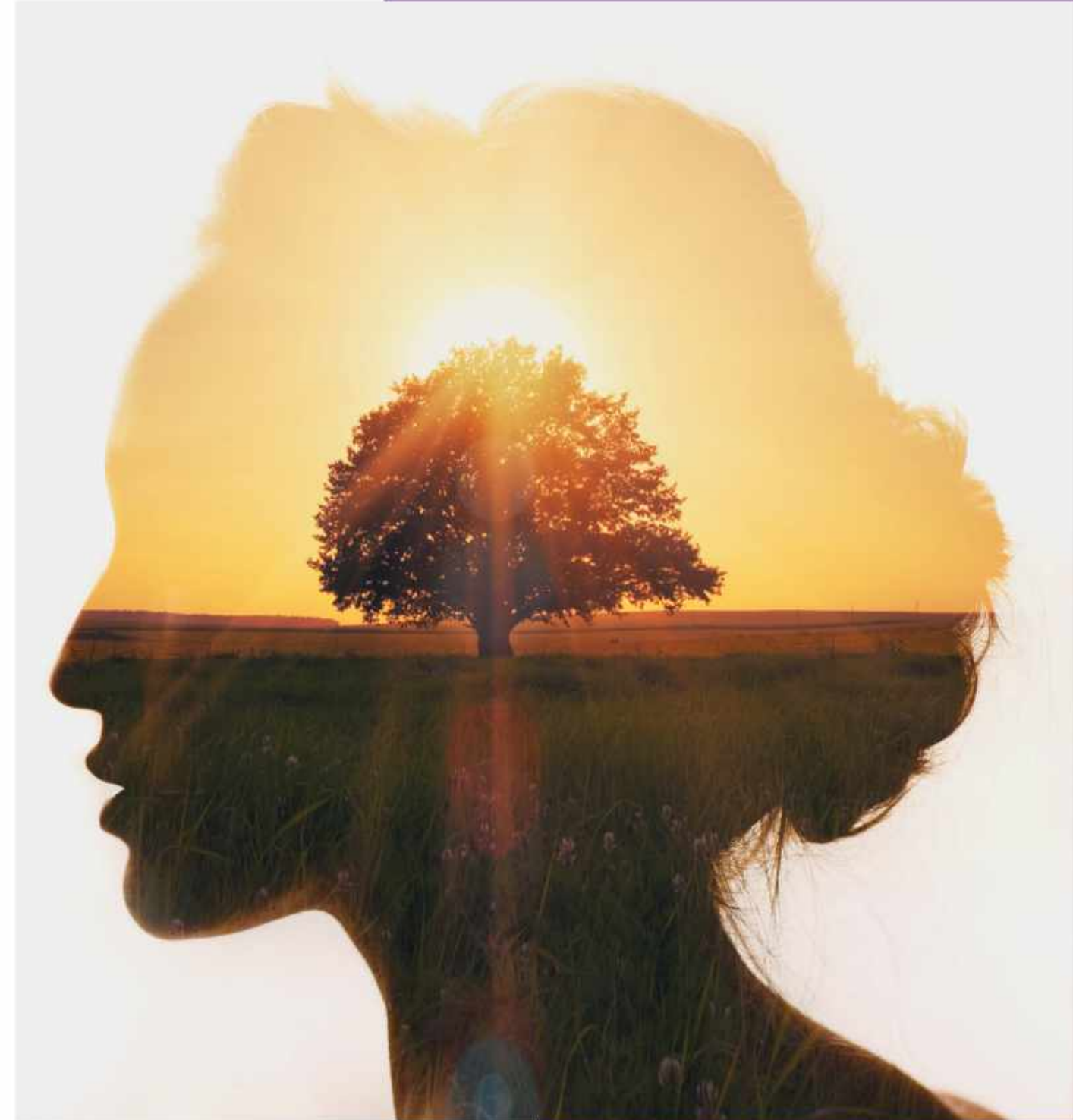






# Personal Development

1. Reframing a limiting belief
2. A small action
3. Personal brand statement
4. Informing the narrative
5. One thing





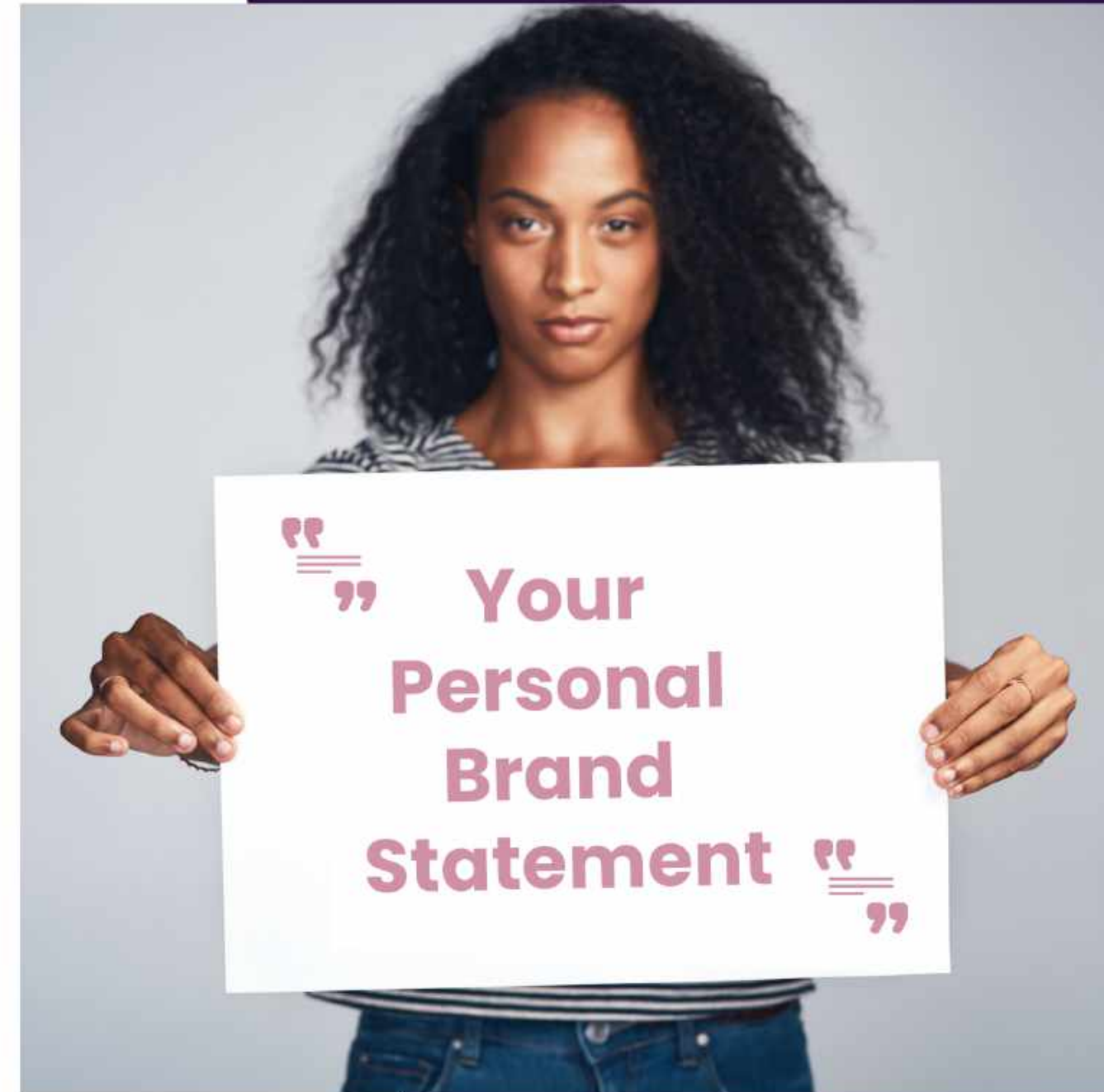
*I am a strong, independent woman who is the proud mother to 3 beautiful children. I care about helping people believe in themselves and believe they can achieve anything they want in life. As I lead you will see me being positive and encouraging to all that I meet; allowing me to help others feel empowered within themselves.*







*I am a diligent, creative, and compassionate person who believes in the power of human connection. I am inspired by positive stories of human spirit and kindness, and serendipitous anecdotes that evoke the magic of the universe. Within any role, I operate with loyalty, ethics, and with a genuine open and connected heart.*



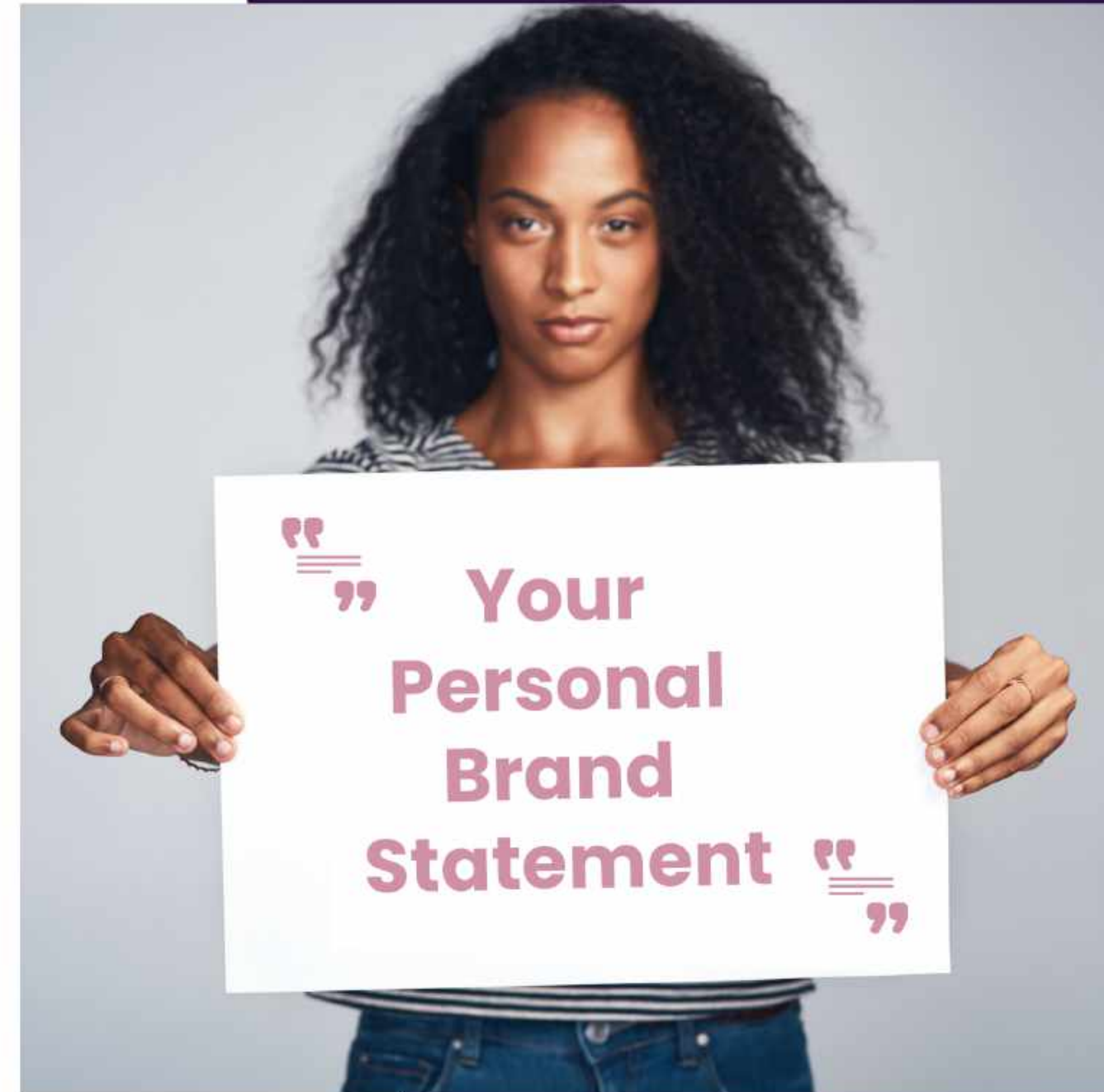




“  
”

*I am a resilient, kind and a dedicated woman who stops at nothing to grow and learn more at every opportunity. I try my best to lead with my heart in all I do, and care a lot about supporting others in my personal and working life, albeit friends, family and colleagues. Leading gives me great sense of purpose and I try to make a difference where I can, creating a sense of achievement, community and belonging for all.*

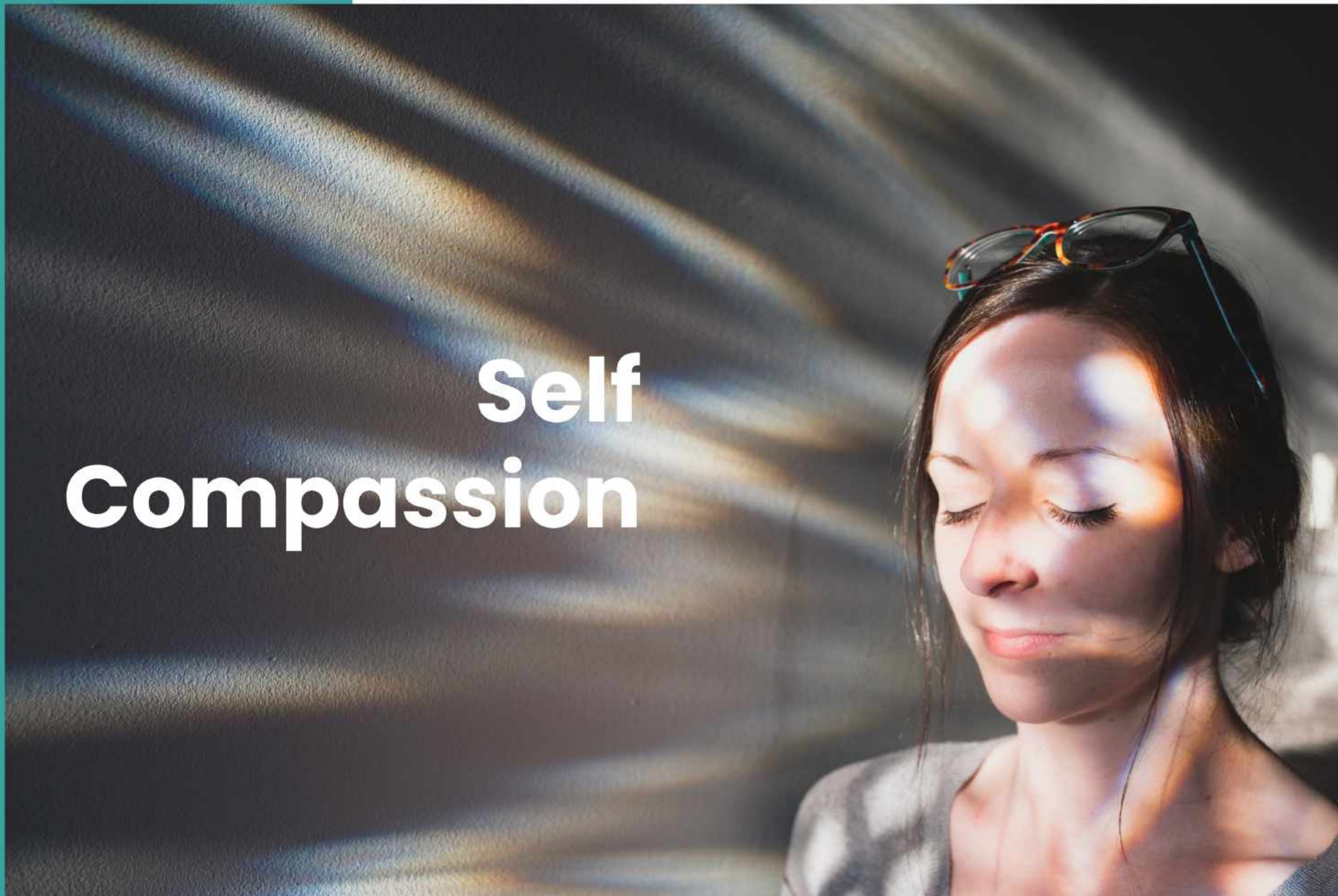
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# Self Compassion







# Self Compassion is NOT:

● Selfish

● Sugar-coating

● Self Pitful

● Complacent







# Self Compassion is:

 Motivational

 Shared human experience

 Mindfulness

 Ok being average







# Self Acceptance

- Unconditionally accepting all positive & negative traits, behaviours & thoughts
- Ditching standards to measure self-worth
- Ok with being different
- Allowing yourself to experience emotions / feelings
- Accepting all past experiences







# Self Acceptance

**Fear** to be disliked



**Thoughts**

I have to behave a certain way to meet other's expectations

I will study ..., because I want to make my parents happy

I'm doing so much worse in life than my siblings

**Emotions**

Anxiety, insecurity, guilt, worry, alienation



**Courage** to be disliked



**Thoughts**

The opinions of others don't affect how I feel about myself

I will study ..., because it will make me happy

I don't need to compare myself to others, I'm ok with the way I am

**Emotions**

Joy, confidence, courage, relief, indifference







**“Because true belonging only happens when we present our authentic, imperfect selves to the world, our sense of belonging can never be greater than our level of self-acceptance.”**

**Brené Brown**

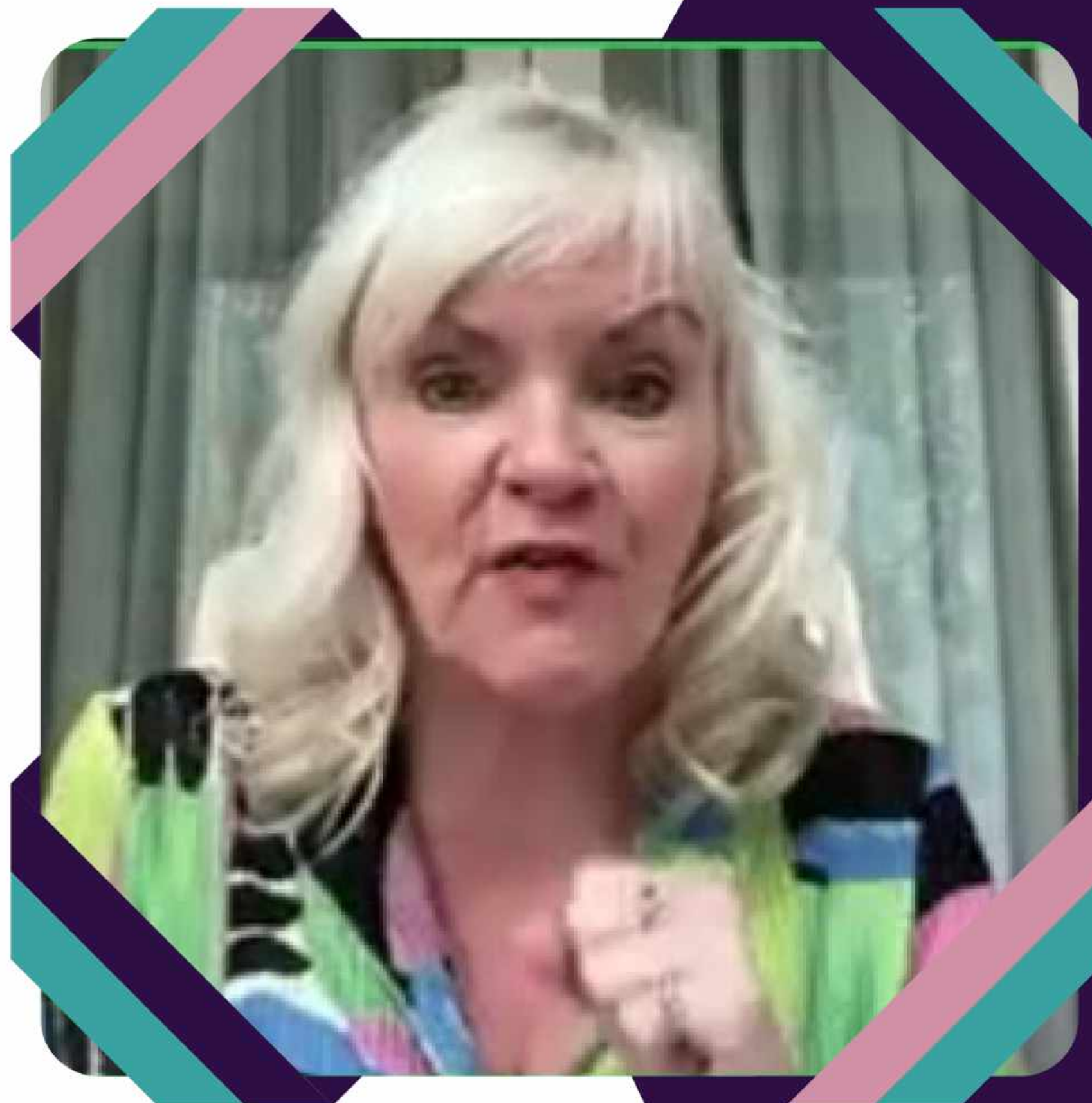






**"Life is 10%  
what  
happens  
to you and  
90% is how  
you react"**

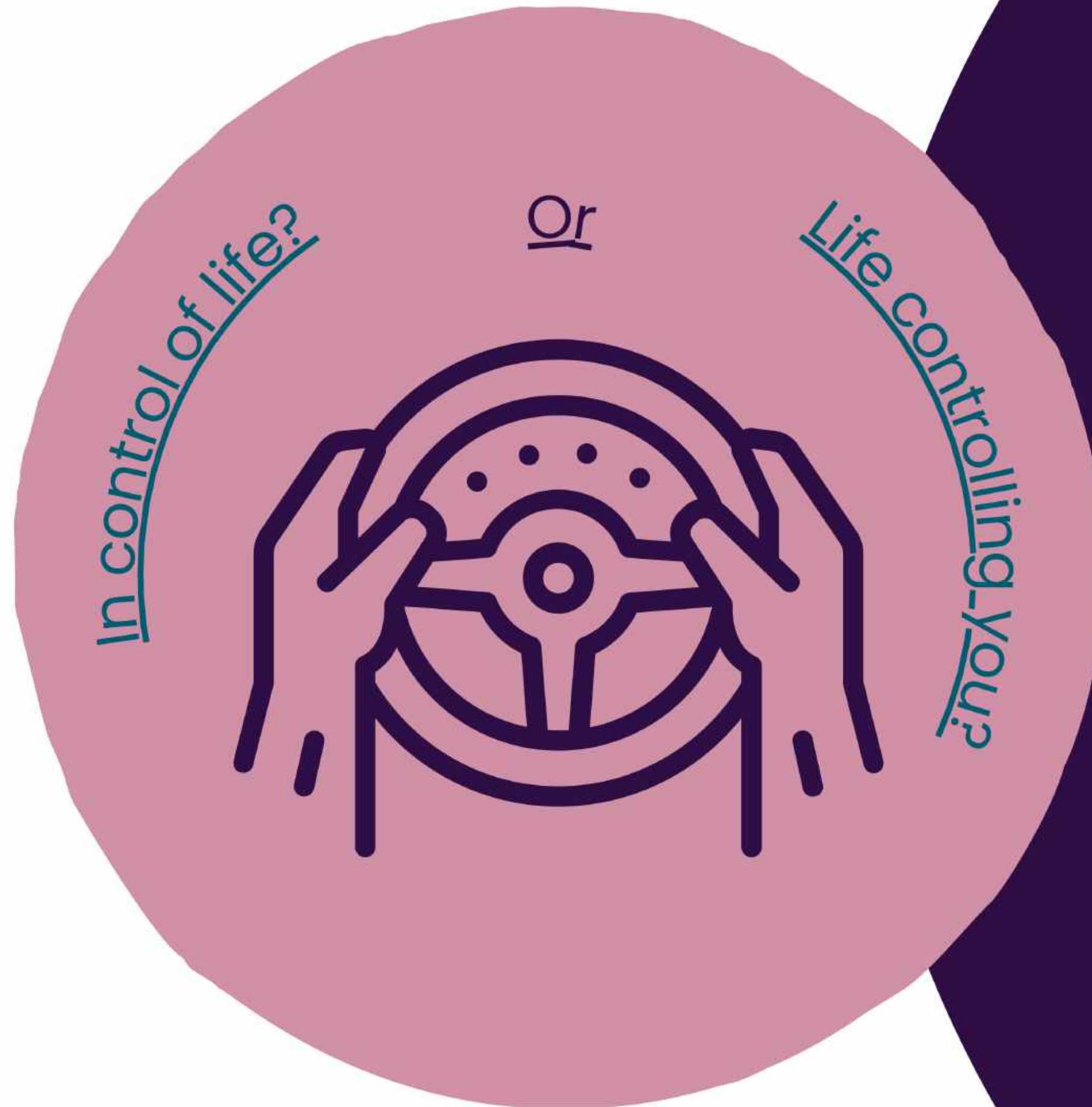
Louise Phelan







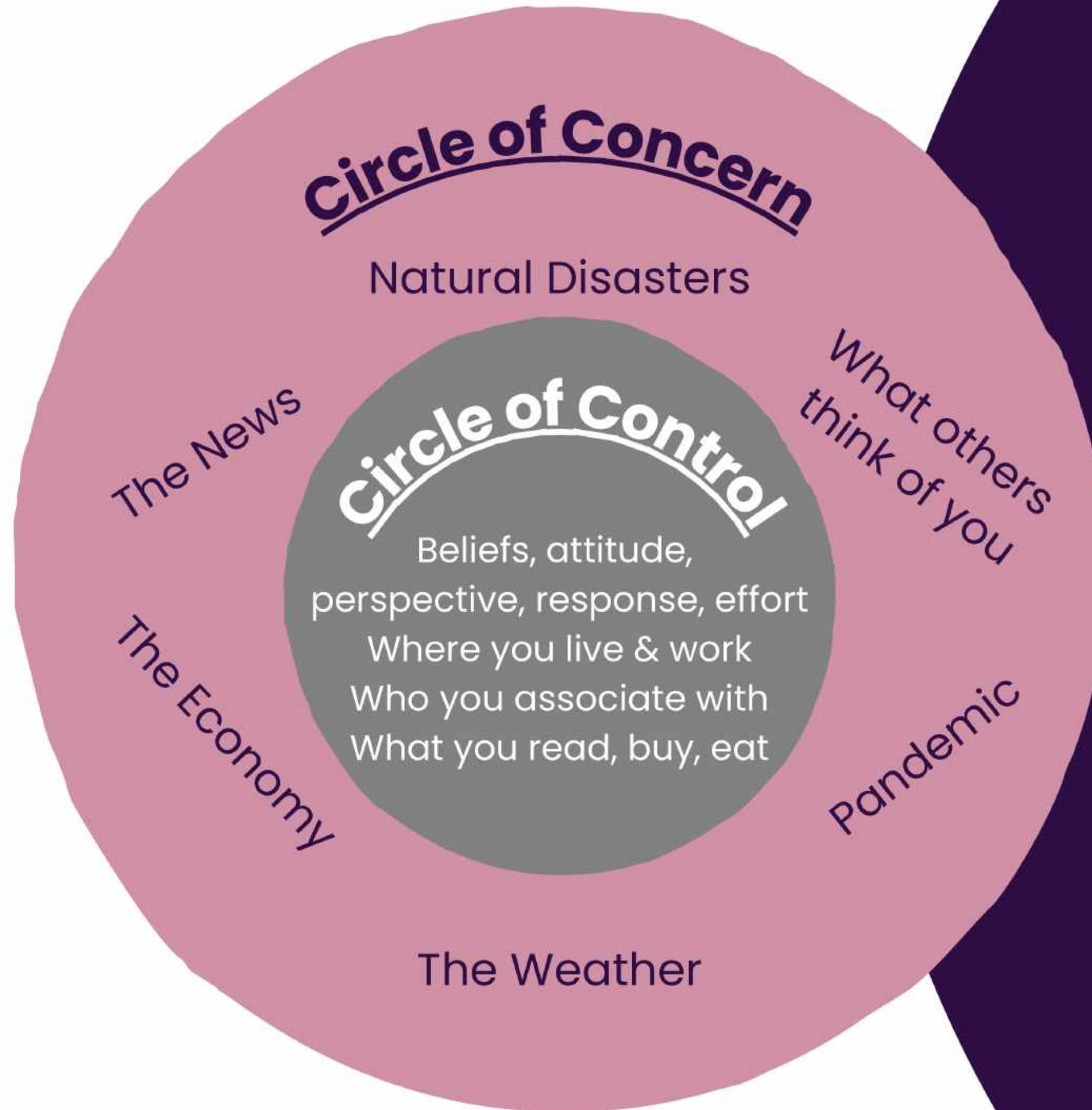
**A sense of control is a fundamental human need**







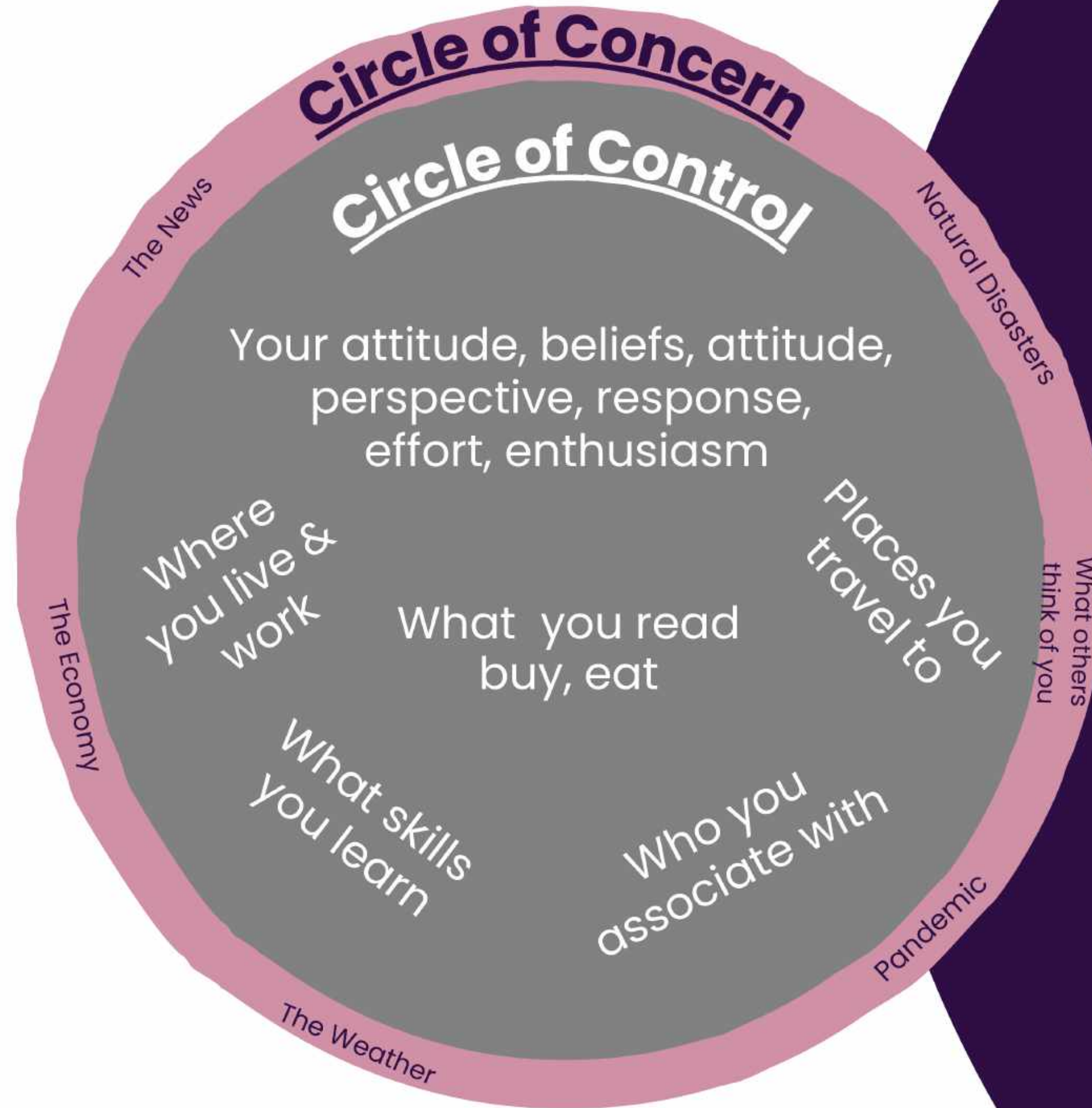
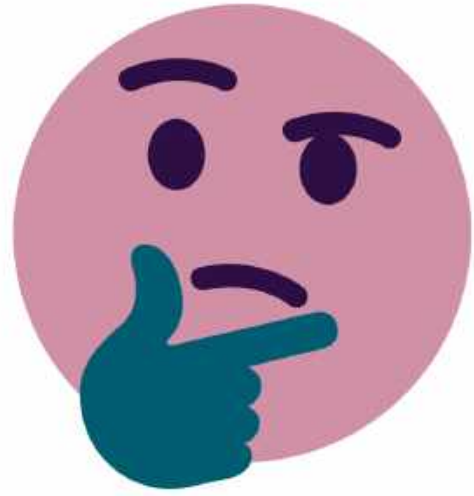
REACTIVE PEOPLE







## PROACTIVE PEOPLE







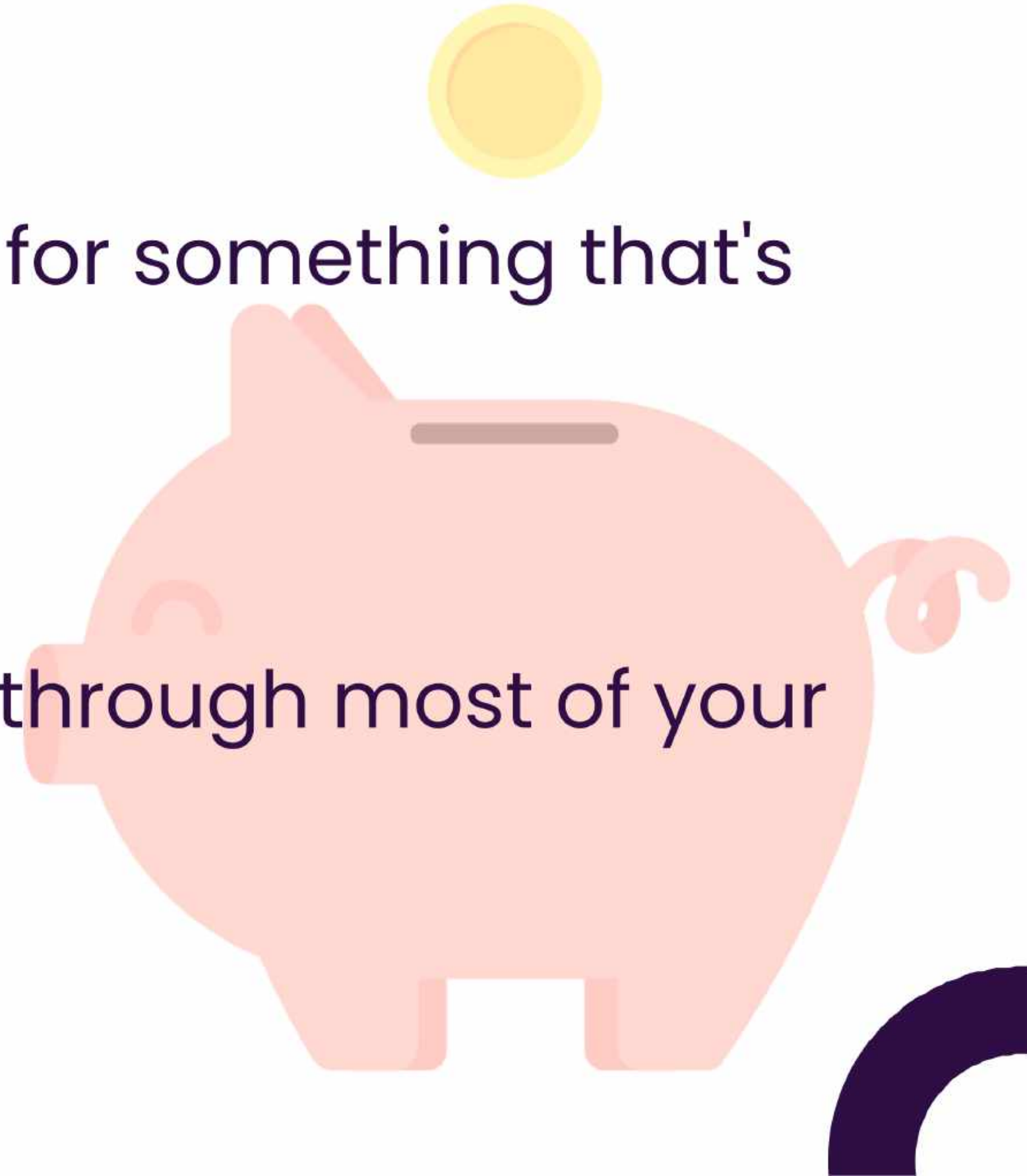
**"If what you are planning to do  
doesn't turn out as you hope it will,  
what will you do next?"**





## Become the Observer

- You've been saving frantically for something that's really important to you
- A lot of bills have come in
- You have to pay those
- Once paid you will have gone through most of your savings.





The background of the slide is white and populated with numerous light pink ants of various sizes, some facing left and some right. In the top-left corner, there are three dark purple diamonds arranged horizontally. The text 'A.N.T.S' is centered in the upper half of the slide in a bold, dark purple font.

## A.N.T.S

- This is hopeless/awful
- I'll never save any money
- I'm useless at managing my money
- I'm always struggling
- How could I let this happen?
- This always happens to me





## C.A.T.S

- This is a setback, not the end of the world
- I can plan for this to not happen again
- I can understand how this happened
- I can cope with this
- I will continue to do my best to save
- I can ask for advice







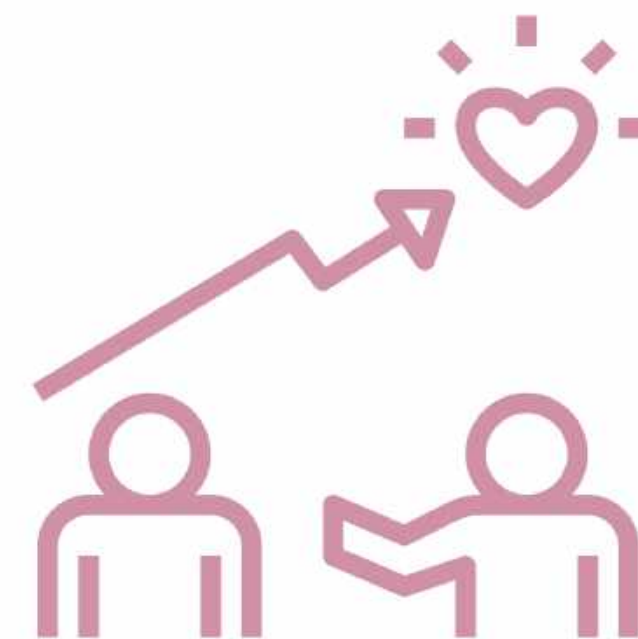
# Rephrasing



What is wrong with me?

I failed again. I'm useless.

A child could do better than this!



I am human, just like everyone else. This is a great learning experience.

I tried my best / I haven't figured this out yet.

Attempting this took courage and I am proud that I tried.



# Challenge it.



Am I jumping to conclusions?

Am I exaggerating?

Is this really true?

Am I forgetting the positives?

What is the worst that could possibly happen?

Is this thinking really helpful to me?







This has to be the time when you become your own best friend. I hope this is the time you commit to being your own ally. To learning the depth of your resilience. To saying kinder things to yourself. To being the one who cheers you on. Life will get *lighter* when you have your own back. And I hope, if you commit to nothing else, that you commit to *yourself*. That you learn to love the parts of yourself that have been hard to love. That you are a compassionate voice within. That you hear yourself over the noise of the world. That you know you can handle pretty much anything because you have *you* this time. Commit to that. Make that a priority. The relationship you have with yourself is forever. Be your own fiercest champion. Learn to accept what you have been taught to not love. Be a soft place to land in a harsh world. It's worth it. You're worth it. Your own love is worth fighting for.

*jamie varon*





# What do you do?







# What do you do?



I help  
people ...

I create ...

I help ...

I make x  
happen so  
that ...





# What do you do?



Why  
should  
I care

What  
lights me  
up is ..

I do this  
because  
..



# Your Tribe





# Your Tribe



Cheerleader



Challenger



Comfort zone crusher



Motivator



Safe Space



# Watch out for



BMW



Don't own mistakes



Gossipers



Criticisers



Jealous of you



False praise

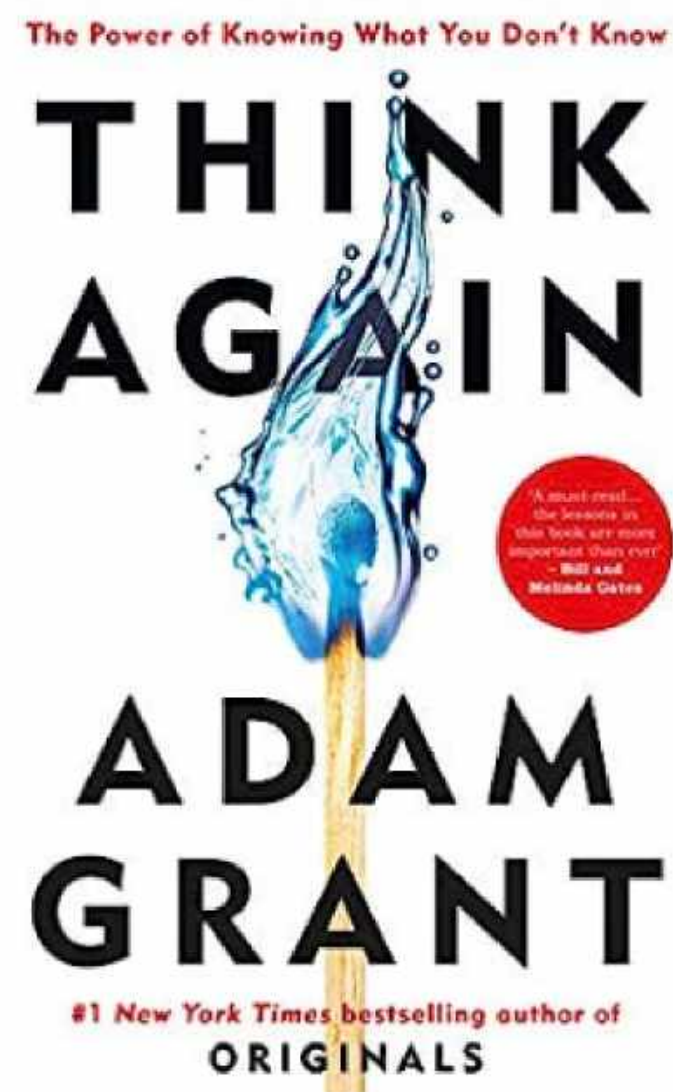


# Watch out for



Play it safe









# Givers, Takers & Matchers

- **Takers** – only interested in self-advancement, always assessing what others can offer them.

*“Takers are good at kissing up but kicking down.”*







# Givers, Takers & Matchers

- **Takers** – only interested in self-advancement, always assessing what others can offer them.
- **Givers** – prefer to give more than they get, therefore paying more attention to what others need from them, rather than what they can get from others.





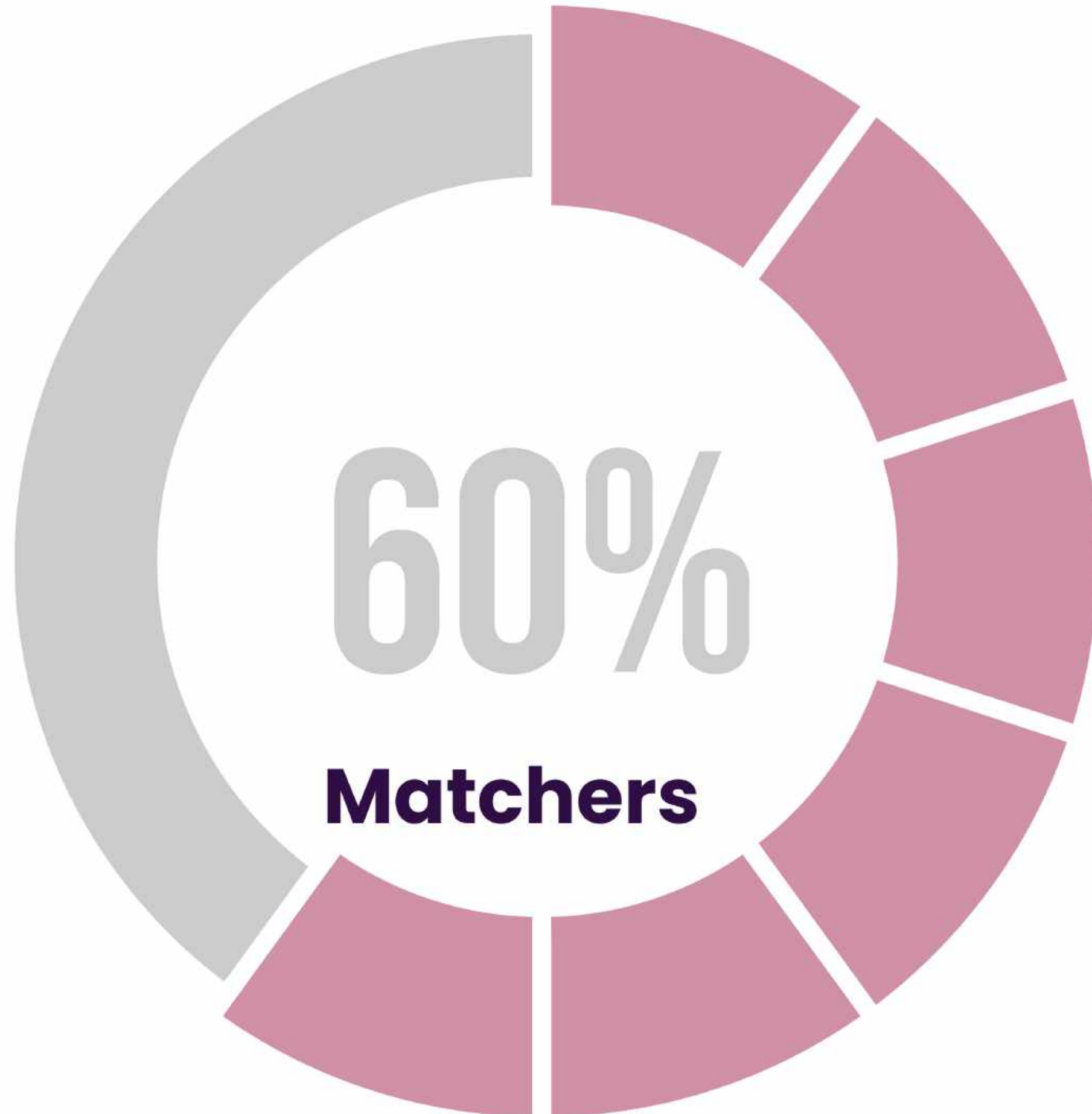


# Givers, Takers & Matchers

- **Takers** – only interested in self-advancement, always assessing what others can offer them.
- **Givers** – prefer to give more than they get, therefore paying more attention to what others need from them, rather than what they can get from others.
- **Matchers** – placed right in the middle. They try to create an equitable balance between giving and taking.







Operating on the principle of fairness and reciprocity (even exchange of favours)





## Over to YOU.

- Start by giving
- Surround yourself with givers & matchers
- Be strategic about your time & resources
- Seek feedback
- Help others build their community





**DON'T**

ask your network to ...

- acknowledge they received your email
- Share your content on social media
- Give feedback on something you created
- Jump on a call today/tomorrow
- Names some times for a meeting
- Introduce you to specific people
- Email them daily/weekly
- Immediately introduce them to someone else
- Invite them to collaborate







# *Harvard Study of Adult Development*

## **Good relationships**

*"People who are more connected to family, to friends, and to community, are happier and physically healthier than people who are less well connected,"*



The Good Life – Robert Waldinger





# *Harvard Study of Adult Development*

***Positive Emotions***

***Meaningful Work***

***Physical Health***

The Good Life – Robert Waldinger







## Over to YOU.

'What can I do for myself?'



'What can I do for the world beyond me?'"





## 3 Stages of a Woman's Career

- 1** The Idealistic Achievement Phase  
(age 24–35)
- 2** The Pragmatic Endurance Phase  
(age 36–45)
- 3** The Re-inventive Contribution Phase  
(age 46+)







A letter from Mar 24, 2023

Dear FutureMe,



Deliver in

Or choose a [date](#) or [birthday](#)

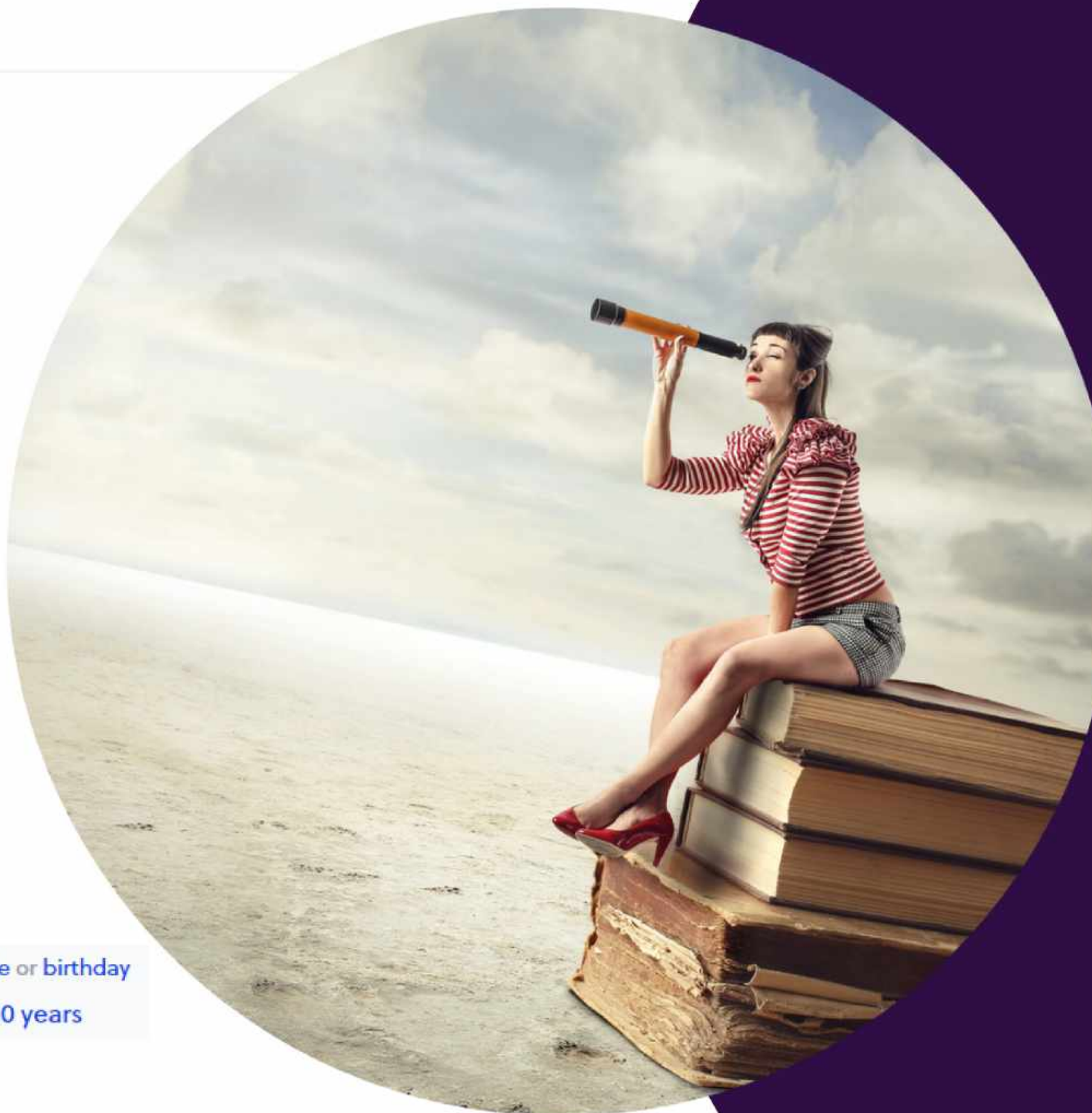
[6 months](#)

**[1 year](#)**

[3 years](#)

[5 years](#)

[10 years](#)







# Recap – Week 1

- Unconscious Bias
  - External – Performance, attribution, affinity
    - maternal, halo, horns, intersectionality, microaggressions
  - Internal – negativity, availability, confirmation
- Differences in how brains are wired – what that might mean
- Values, people pleasing, boundaries, self belief, confidence







## Recap – Week 3

- Limiting Beliefs
- Self-promotion
- Personal brand
- Personal brand statement







## Recap – Week 4

- Self-compassion
- Self-acceptance
- Circle of Control
- How to utilise your network







One thing you have learned  
or been reminded of that  
you're going to action ...