

# Women in Leadership

Mini-Programme

**dcm** THE  
LEARNING  
EXPERTS

 Member  
Events





Only

- 1 in 4 senior leaders is a woman
- 1 in 20 is a woman of colour.

Women in the Workplace 2022 [leanin.org](https://leanin.org)





# About Me

NICOLA MCGUINNESS

- DCM Trainer
- Career & Confidence Coach
- 20+ years in the public sector
- Lean In Network Leader
- Mummy to 4 children





# Women in Leadership

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## Women Drivers

- ✓ Women in Leadership Challenges
- ✓ Self Leadership

 8th March 2023  
 10am - 12pm  
 Zoom



## Guest Speaker Louise Phelan

Be inspired by Louise's journey and learn from the challenges she has had to overcome to become Ireland's most accomplished woman in leadership.

 15th March 2023

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## Self Promotion & Self Advocacy

- ✓ Self Promotion & Building a Personal Profile
- ✓ Speak up about your achievements

 22nd March 2023  
 10am - 12pm  
 Zoom

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## Self Compassion & Resilience

- ✓ Community (Build a Network)
- ✓ Characteristics and who to look up to

 29th March 2023  
 10am - 12pm  
 Zoom

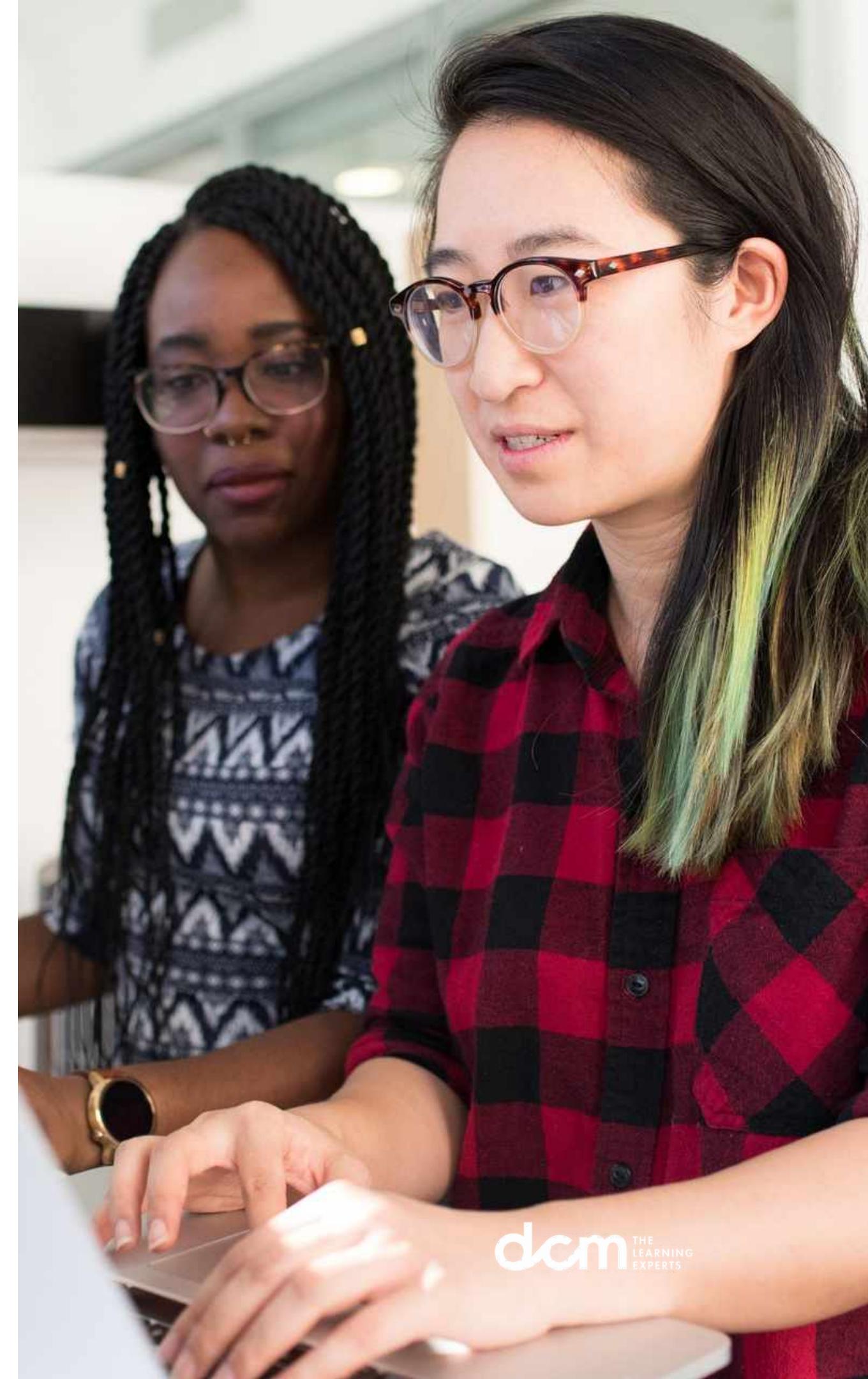


- **Challenges**

- Unconscious Bias
- The 'Great Breakup'
- Our wiring

- **Self-Leadership**

- Boundaries / People Pleasing
- Values
- Self-belief





## Unconscious Bias

73%

of women experience bias at work.

<1/3

of employees are able to recognize bias when they see it.





# Unconscious Bias

- Only capable of processing 40-50 bits of info every moment
- Shortcuts = Bias
- 'in' & 'out' groups
- Making instant decisions



# Unconscious Bias

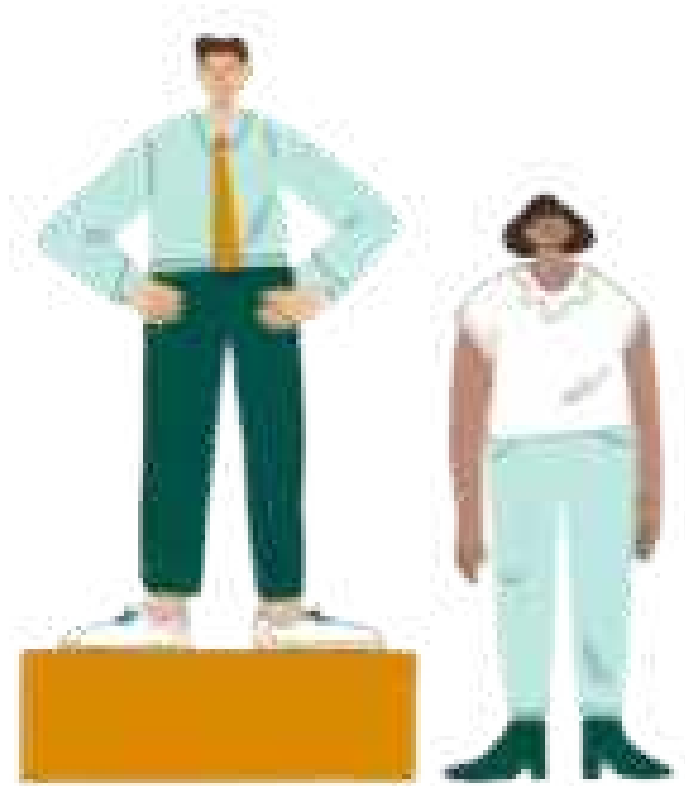
- Is natural
- Is unintended
- Can affect decisions
- Can be challenged







# Common Biases We Face at Work



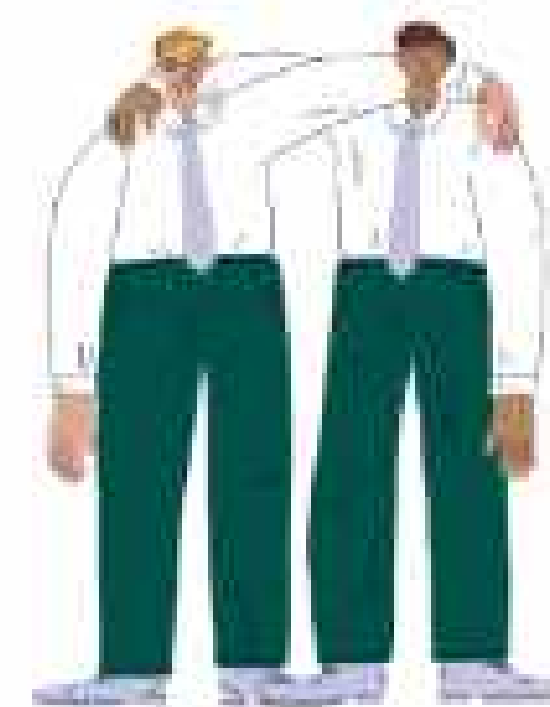
## Performance

incorrect assumptions about women's & men's abilities



## Attribution

Because we see women as less competent than men, we tend to give them less credit for accomplishments and blame them more for mistakes.



## Affinity

we gravitate toward people like ourselves in appearance, beliefs, and background. And we may avoid or even dislike people who are different from us.





# Common Biases We Face at Work



## Maternal

Motherhood triggers false assumptions that women are less committed to their careers—and even less competent.



## Likeability

We expect men to be assertive, so when they lead, it feels natural. We expect women to be kind and communal, so when they assert themselves, we like them less.



## Intersectionality

Women can also experience biases due to their race, sexual orientation, a disability, or other aspects of their identity.





# Microaggressions

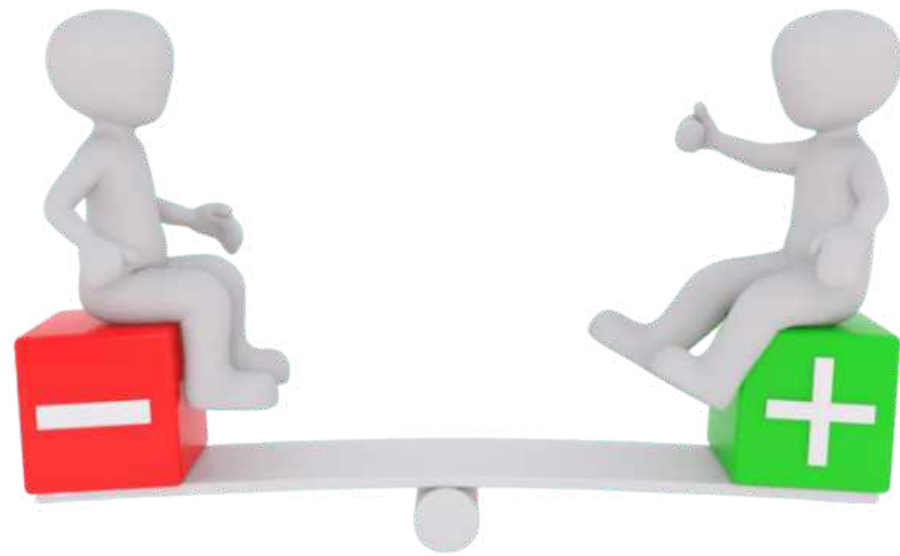


**Microaggressions**  
comments & actions that  
demean or dismiss  
someone based on their  
gender, race, or other  
aspects of their identity.

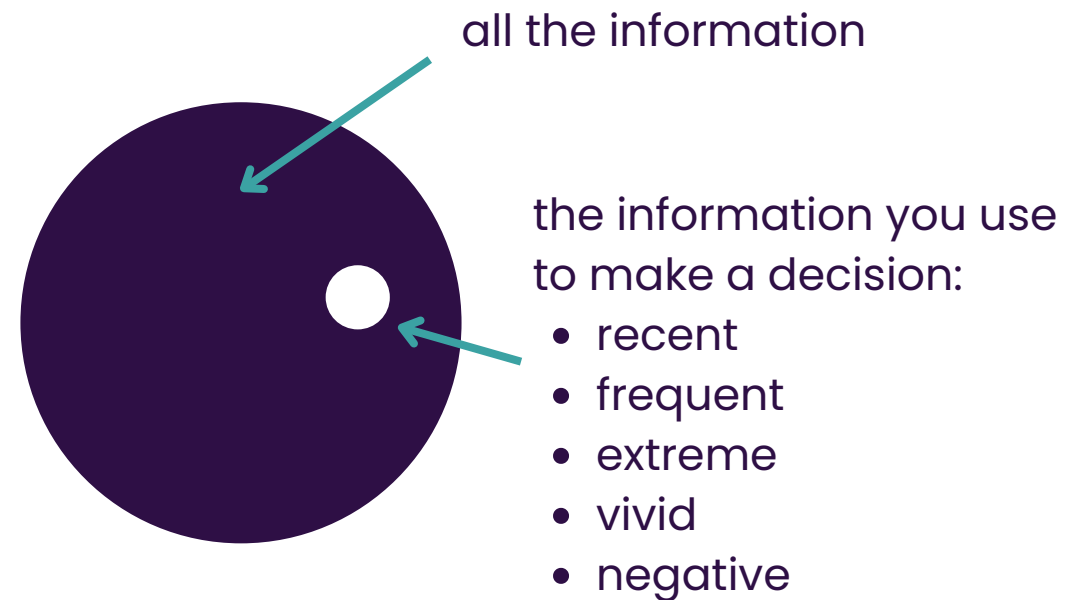




# Common Biases We Inflict on Ourselves



**Negativity**  
incorrect assumptions  
about women's & men's  
abilities.



**Availability**  
Relying on information that  
comes quickly to mind,  
deem it incorrectly  
significant.



**Confirmation**  
we selectively consume  
info to confirm what we tell  
ourselves & our beliefs.







What % of people  
more readily  
associate men  
with career and  
women with family?



76%





How many times  
moreoften do men  
interrupt women than  
other men?

Q

A

Almost 3 times  
more often



What % of women received negative feedback on their personal style?

Q

A

66%





What % of men received that same type of feedback?



1%





What % of Black women have never had an informal interaction with a senior leader at their company?

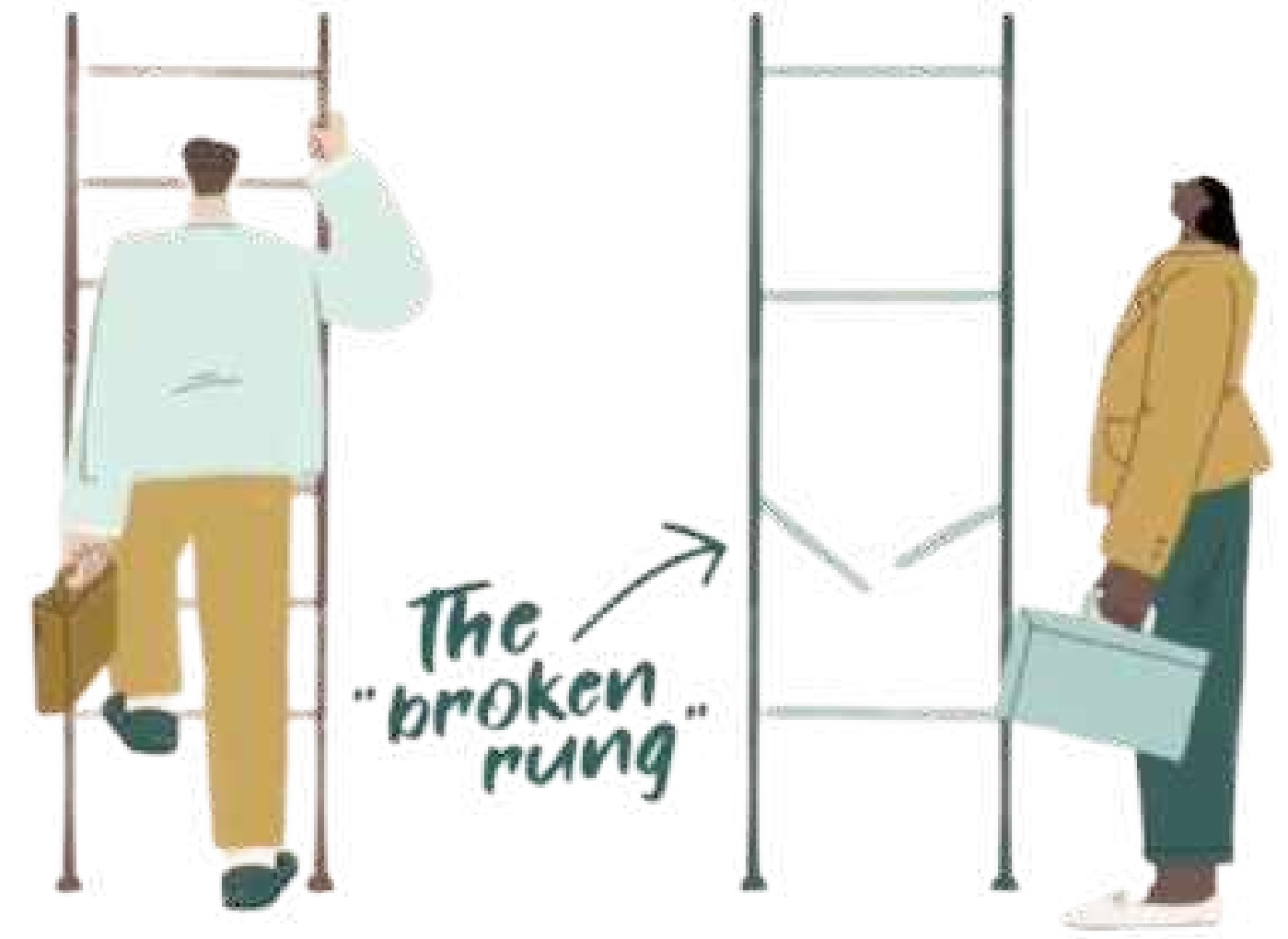


59%





# The Great Breakup



- "For every 100 men promoted from entry level to manager, only 87 women are promoted."



# The Great Breakup



## Women in the Workplace

2022

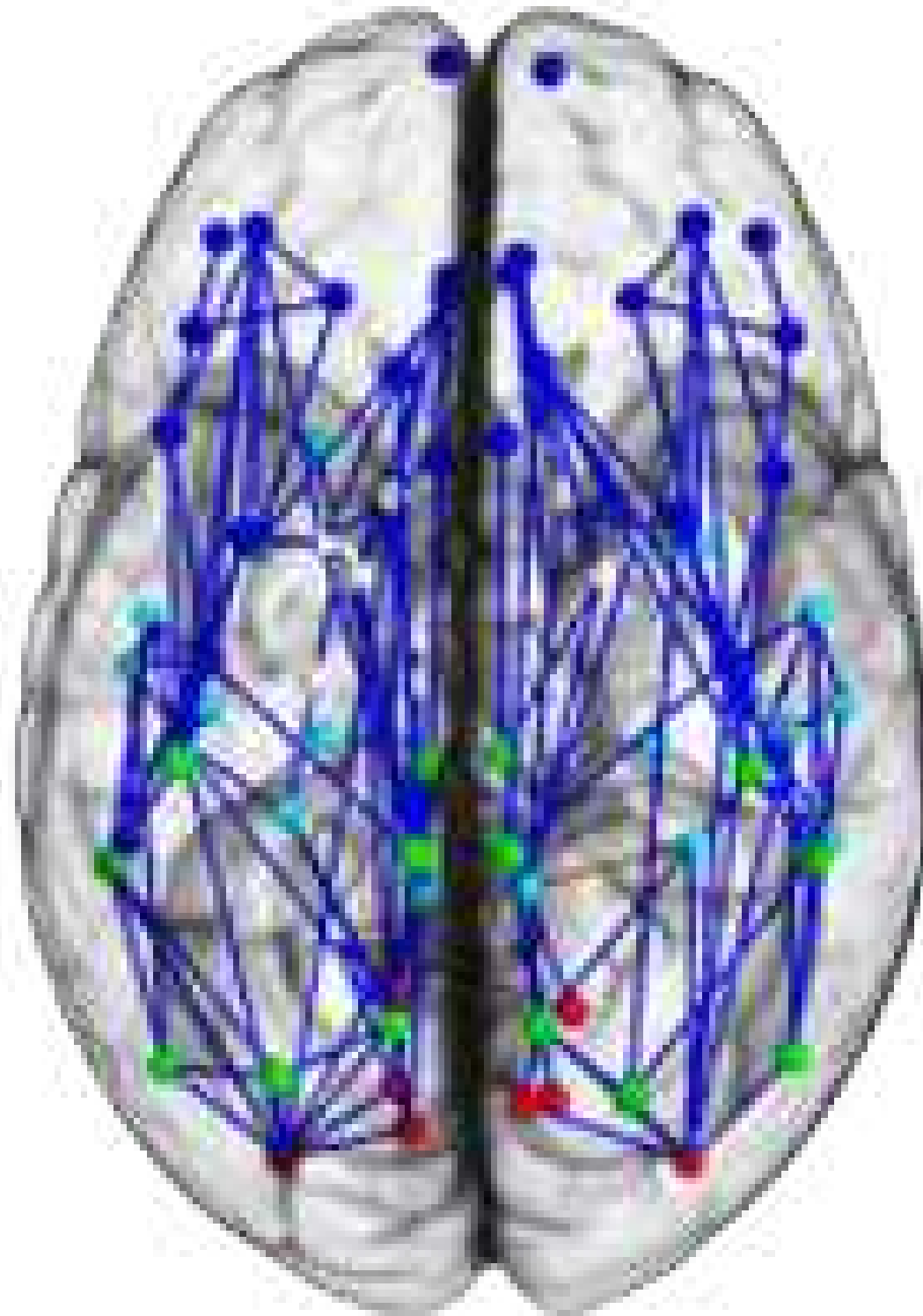
### More women leaders are leaving their companies.

- "For every woman at director level who gets promoted, two women directors are choosing to leave."
- 43% of women leaders are burned out, compared to only 31% of men at their level.
- Women leaders are 1.5X as likely as men leaders to have switched jobs because their workload was unmanageable.
- Women leaders want flexibility, well-being & DEI prioritised.

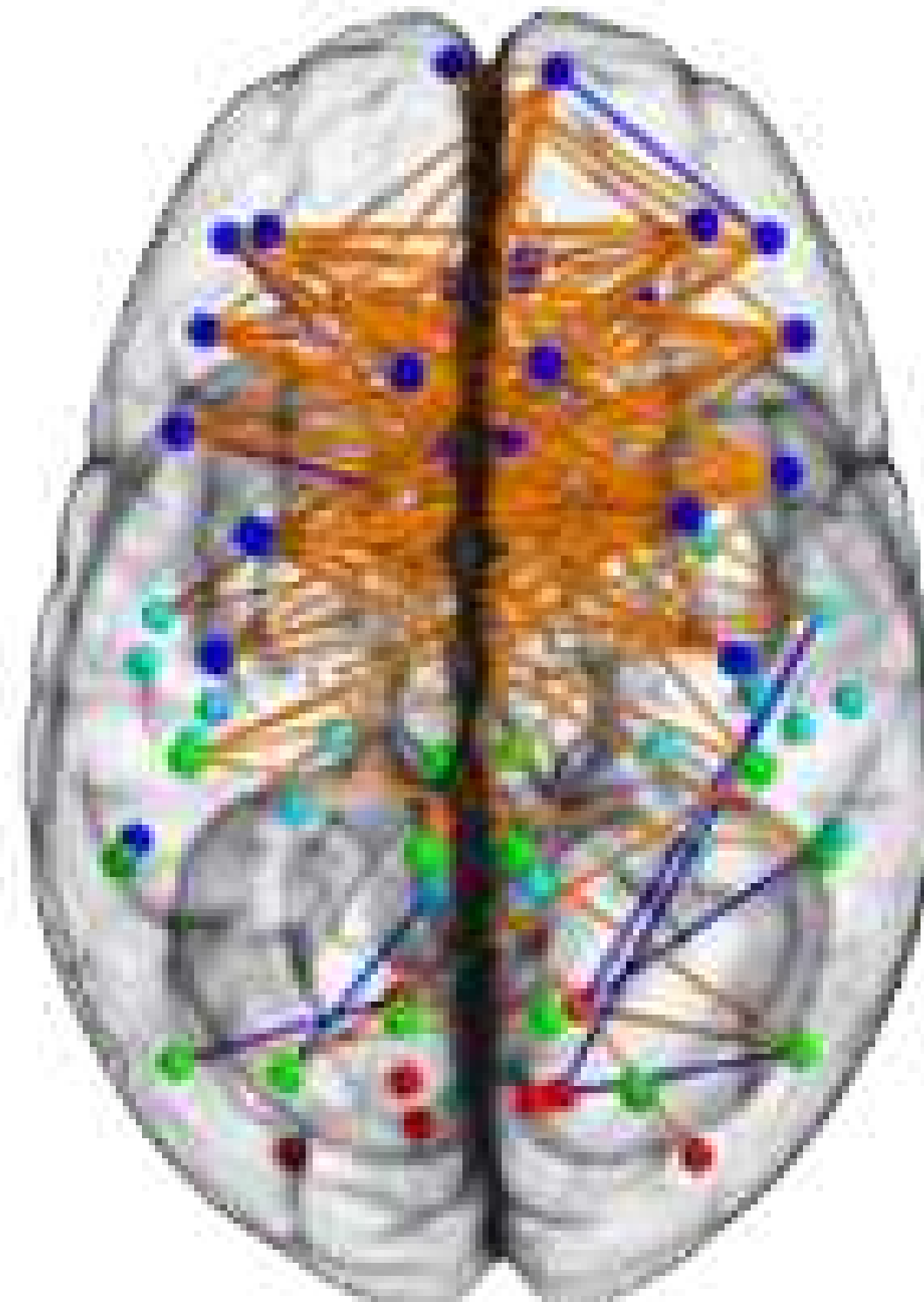




# We're wired differently



MALE



FEMALE





# We're wired differently



Memory for faces,  
retrieving info from longterm memory

can multi-task better

foster better connections  
(empathy, intuition, collaboration)

rely more on landmarks

more wiring in the areas that play a  
role in social cognition & verbal  
communication

more active pre-frontal cortex

Memory for things

better at performing single tasks

determine their position from the  
direction & distance travelled

less connectivity between verbal  
centres, emotions & memories





# We're wired differently



## Cingulate Gyrus

larger & greater blood flow

recognise flaws, errors & imperfections

increased tendency to get stuck in negative thoughts/behaviours

more activity = more worries

## Serotonin

52% less serotonin

associative powers ignite

seething mass of stress





# Self Leadership

- Values
- Boundaries / People Pleasing
- Self-belief & Confidence



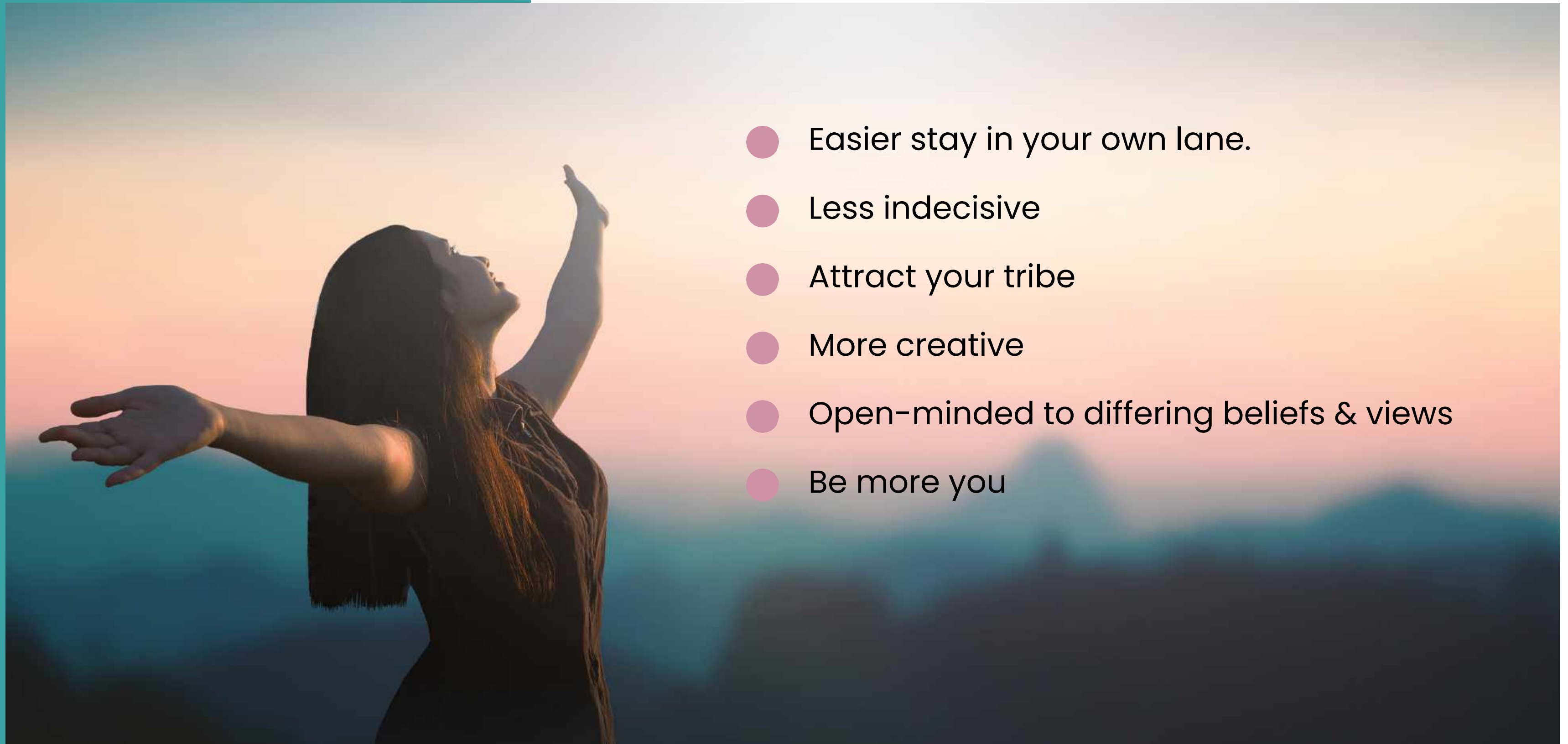




# Core Values

- Should I pursue my passion?
- Should I accept this promotion?
- Should I start my own business?
- Should I compromise, or be firm with my position?
- Should I follow tradition, or travel down a new path?





- Easier stay in your own lane.
- Less indecisive
- Attract your tribe
- More creative
- Open-minded to differing beliefs & views
- Be more you





# PEOPLE PLEASE MUCH?

- Approval is a measure of success
- Attribute success to things outside of ourselves
- Respect those with more seniority
- Selfish to put your needs first
- Never say 'no'





## **WE SAY 'YES' BECAUSE WE FEAR:**

- Conflict
- Hurting / disappointing
- Fear of rejection
- Loss of approval

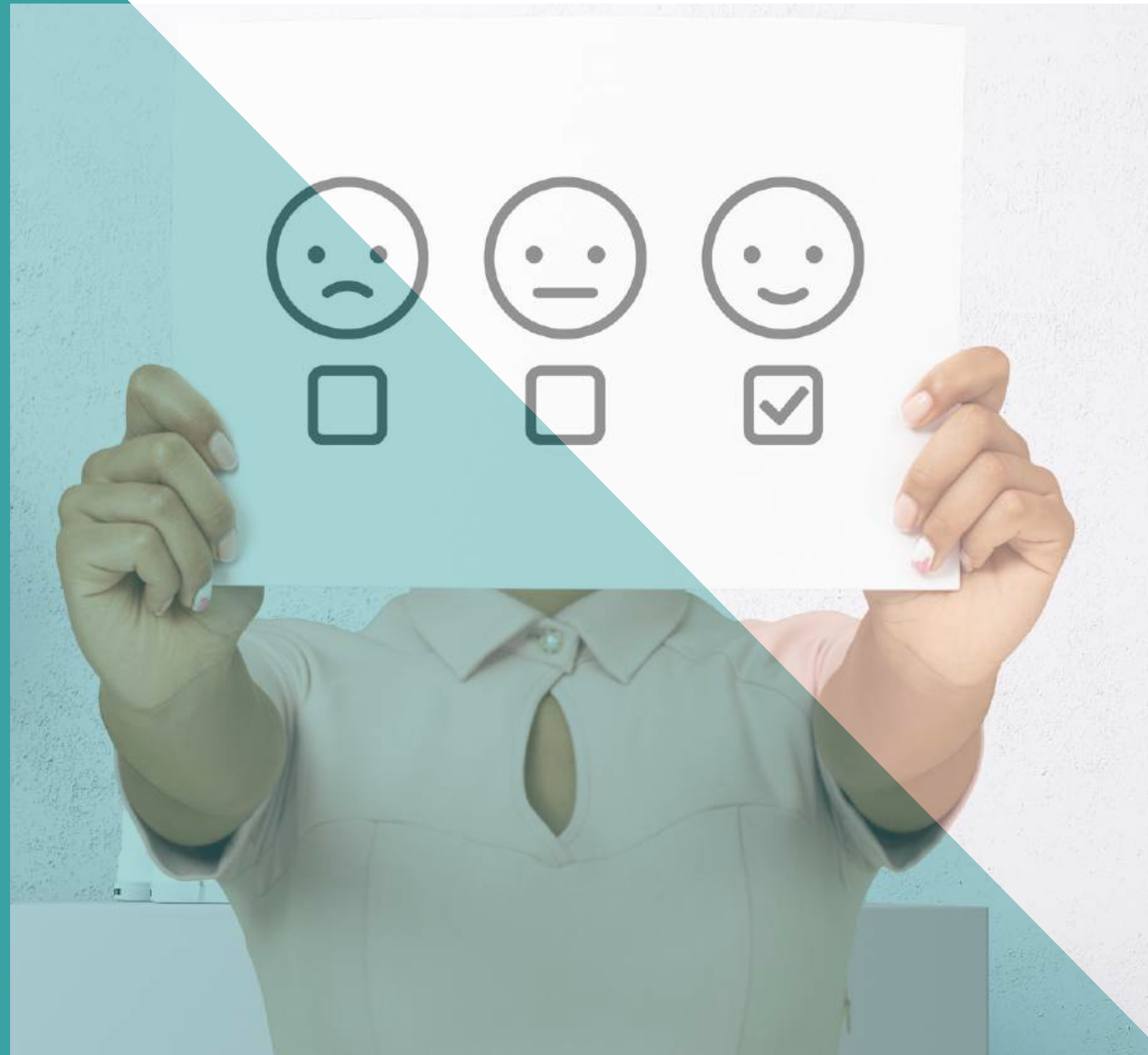
## **WE DESIRE:**

- to show capability
- to help





# Yes! ... Yes?



Saying 'yes' when you're:

- Overwhelmed: stress & anxiety
- Tired: eventual exhaustion & burnout
- Already committed: guilt, conflict
- Against the course of action:  
cognitive dissonance.



# DON'T:



make up an excuse



change your mind



be overly apologetic



compromise your values



## No! ... No?

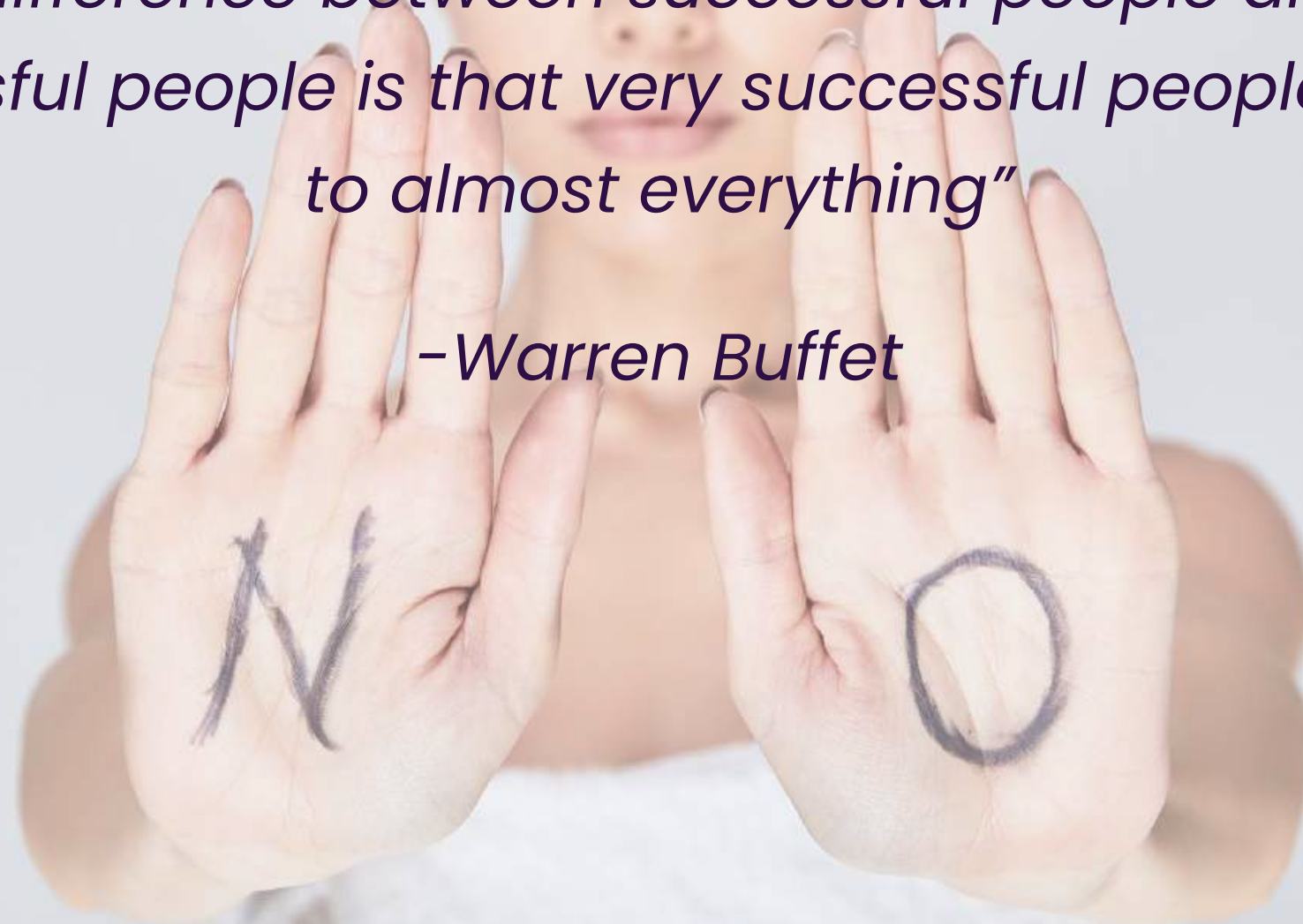
- "Can you work overtime on Thursday?" → • "Let me get back to you"
- "Everyone on your team has agreed to come in on Saturday" → • "No, I can't, I have family commitments/other arrangements"
- "Can you take over where Alison has left off now that she has gone" → • "Happy to, can you let me know what I can drop"
- "I need an answer now" → • "I'll get back to you as soon as possible"





*"The difference between successful people and very successful people is that very successful people say no to almost everything"*

*-Warren Buffet*







# Self-belief & Confidence



The belief in one's abilities to accomplish certain goals/tasks.



Nobody is born with limitless self-confidence.



Self-confidence is something you learn to build up.





- Incapable of conquering a new challenge and either take a step backwards or stay stuck
- Understand you have faced many challenges in the past and so you can overcome what is thrown at you.





# How to Recognise Your Inner Critic

- Irrational
- Persistent
- Loud
- Harsh / Rude
- Mean
- Definite
- Binary
- Extreme





# How to Recognise Your Inner Coach

- Compassionate/Kind
- Open minded
- Forward thinking
- Positive
- Actionable
- Practical
- Encouraging
- Curious





# How to Manager Your Inner Critic

● Recognise & label it

● Remove its power

● Name & visualise it

● Question it





# How to Manager Your Inner Critic

Give it compassion



Give it a time out



Put your values in charge



Visualisation



# How to Grow Your Self-Belief & Confidence



**Accept positive feedback**



**Ask others about your strengths**



**Ditch perfectionism**



**Measure progress**



**Become / get a mentor**



**Ignore the judgement of others**



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# The Government has confirmed a referendum on gender equality will be held later this year.



"the woman within the home"



gender equality & non-discrimination

