

Women in Leadership

Negotiating Your
Leadership Path

dcm THE
LEARNING
EXPERTS

 Member
Events





About Me

Rachel Owens

DCM Trainer

Adult Educator

Industry Knowledge

Public Sector

Life Science

Hospitality

Roles & Experience

PA & Administration

Marketing

Leadership/Management






Female Drivers – Women in Leadership

 **February 20th**
Negotiating Your
Leadership Path

 **March 26th**
Its Never to Late to
Step Up

 **April 18th**
Speaking with
Strength





Navigating Your Leadership Path

- Challenges faced by Women in the Workplace
- Difficult Conversations
- Effective Communication Skills
- Negotiation Techniques for Women

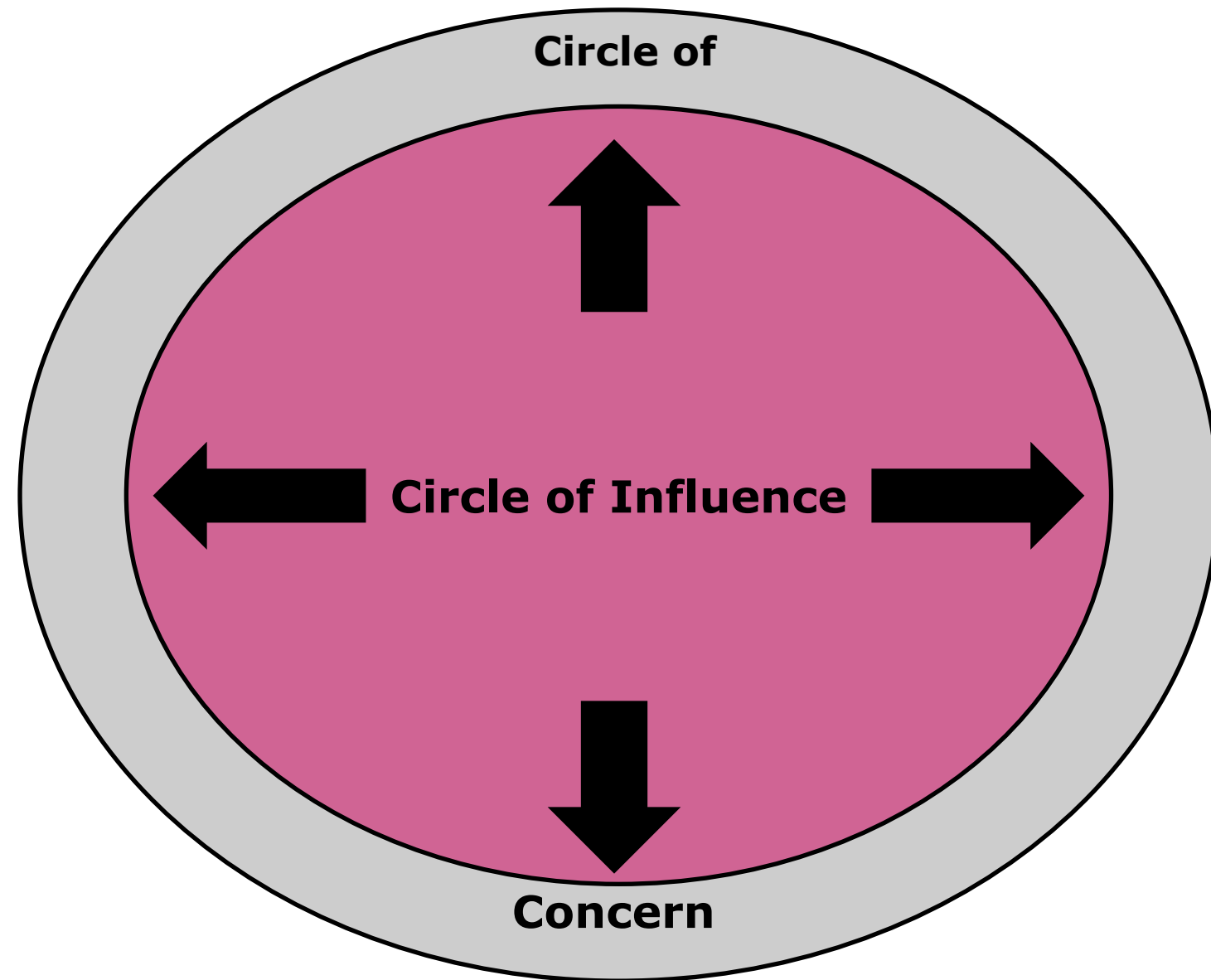




A scenic landscape featuring a winding asphalt road that curves through a valley. The road is flanked by green hills and a white guardrail. In the background, a bright sun is setting or rising, casting a golden glow over the scene. The sky is a mix of deep blue and orange, with wispy clouds. The overall atmosphere is one of hope and resilience.

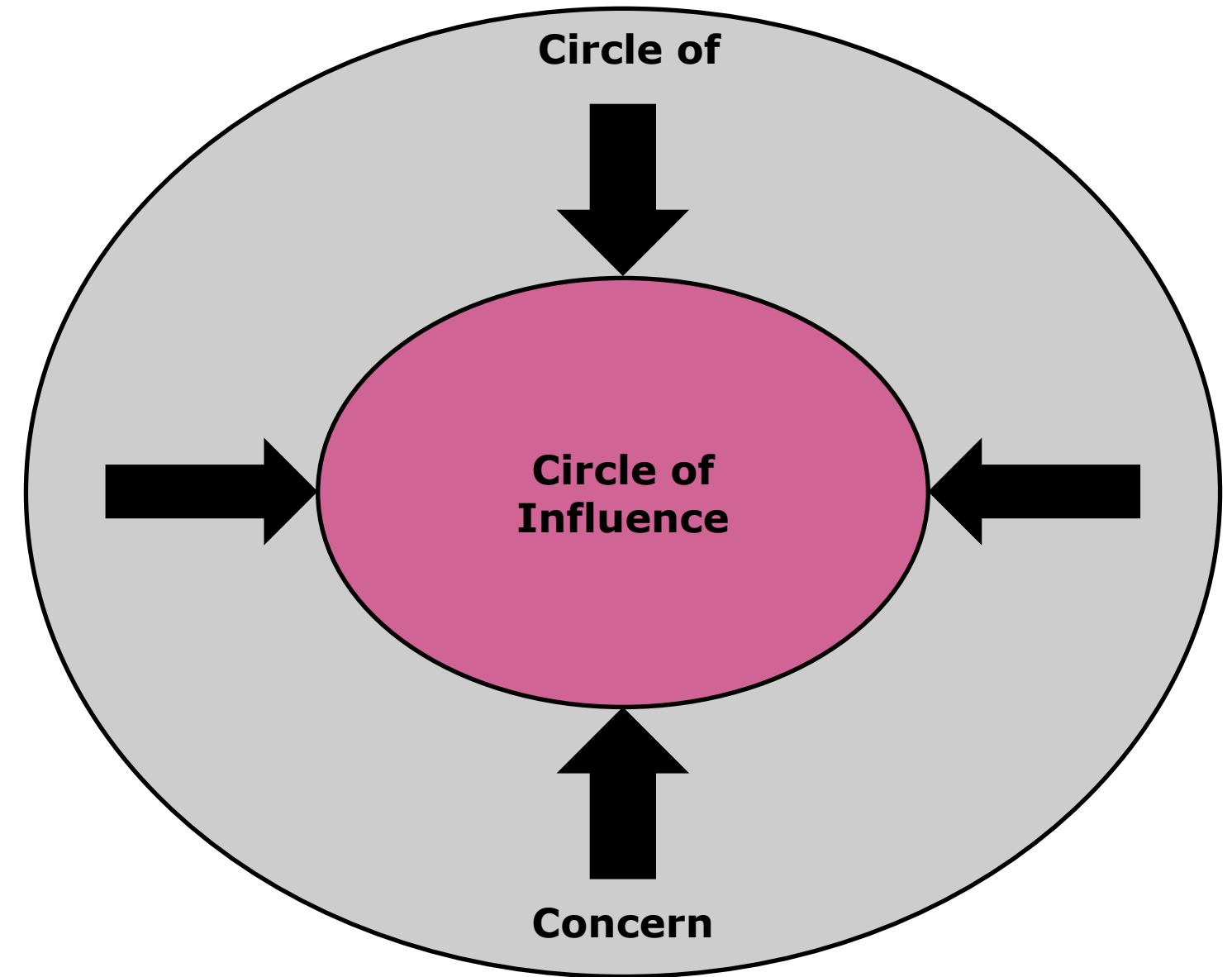
**EVERY CHALLENGE,
EVERY ADVERSITY,
CONTAINS WITHIN
IT THE SEEDS
OF OPPORTUNITY
AND GROWTH.**

Think Pink!



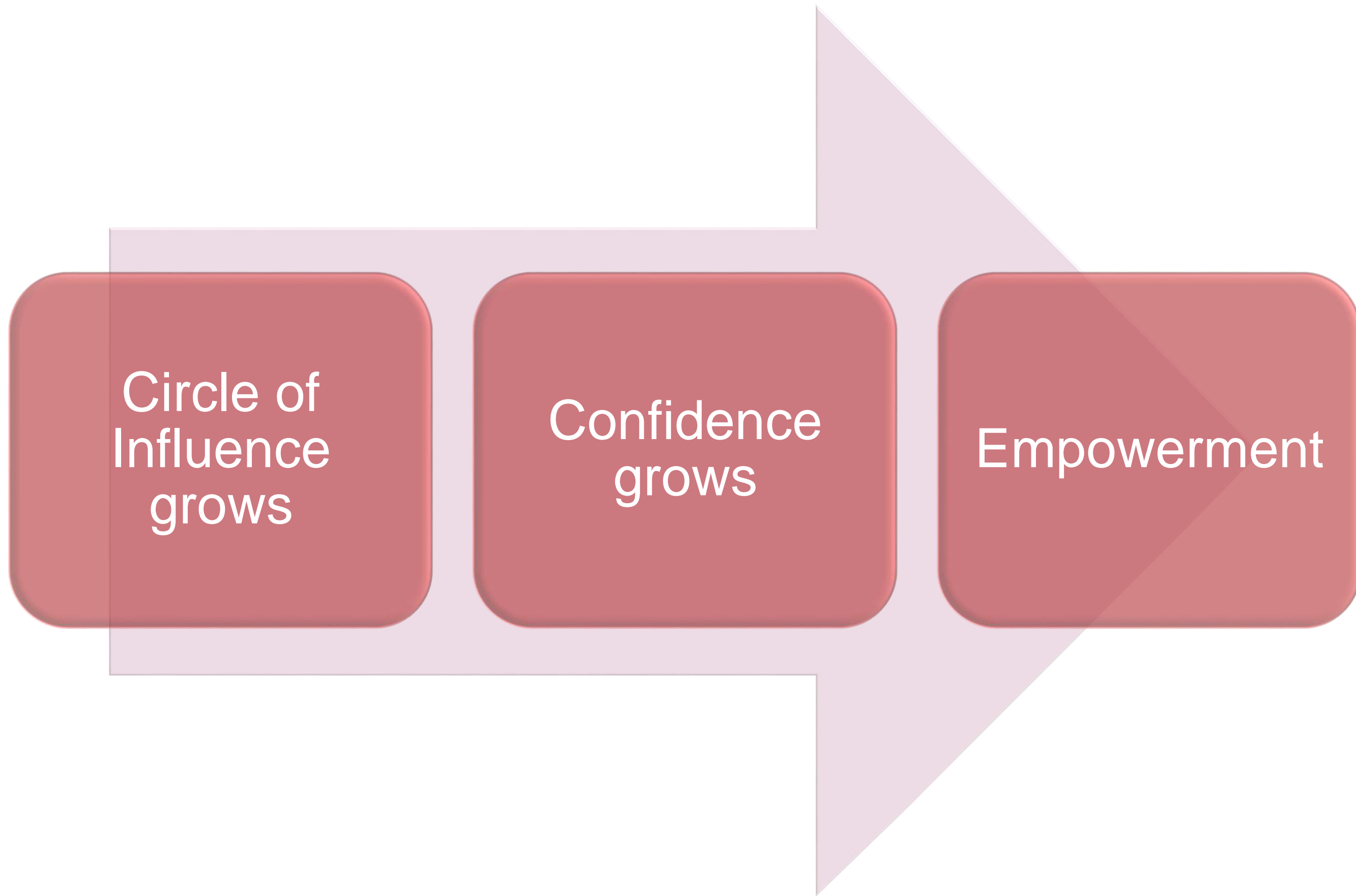
Proactive Focus

Positive energy enlarges circle of Influence



Reactive Focus

Negative energy reduces Circle of Influence



◆◆◆ Difficult Conversations in the Workplace



- Career advancement/progression
- Salary/Hours
- Conflict
- Stakeholder management
- Feedback/Performance Reviews
- Being micromanaged
- Overworked
- Overlooked





Difficult Conversations in the Workplace



Does gender play a role in making these conversations more difficult?



Unconscious Bias

73%

of women experience bias at work.

<1/3

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



Unconscious Bias

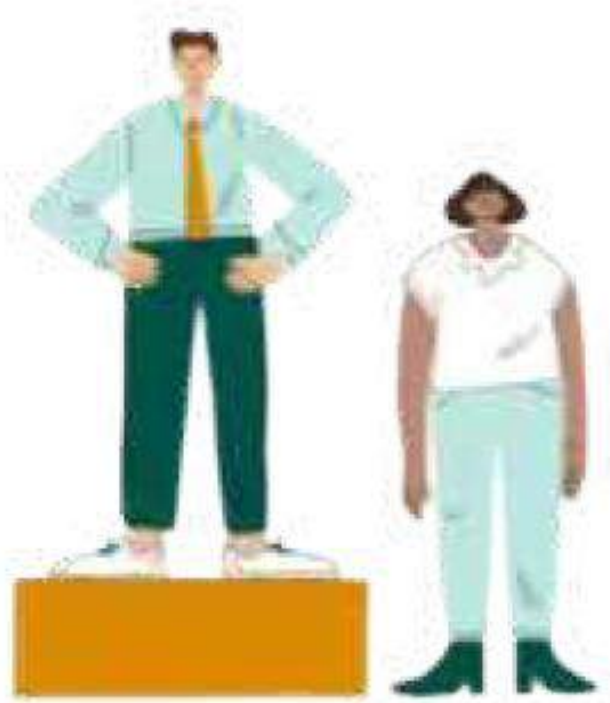


- Is natural
- Is unintended
- Can affect decisions
- Can be challenged





Common Bias Women 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 Bias Women 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.





Strategies to Overcome Workplace Gender Barriers & Achieve Success



Develop a strong network of allies for guidance & support



Develop & Build on Negotiation Strategies



Speak up & Challenge Gender Stereotypes



Seek out opportunities to gain new skills & CPD training



Strategies & Skills for Overcoming Challenges and having 'that' conversation





How to Handle Difficult Conversations & Negotiate with Confidence

Change your mindset

Don't wait for them to happen

Preparation is key

Utilise your emotional intelligence





Internal



External



Take time to reflect . . .

What is holding you back from negotiating or having these difficult conversations?

Is it Internal or External ?

**Now . . .
Think Pink!**

What's needed?



Assertiveness



Active Listening



Empathy



Plain Simple Language



Non Verbal Communication



Effective Questioning

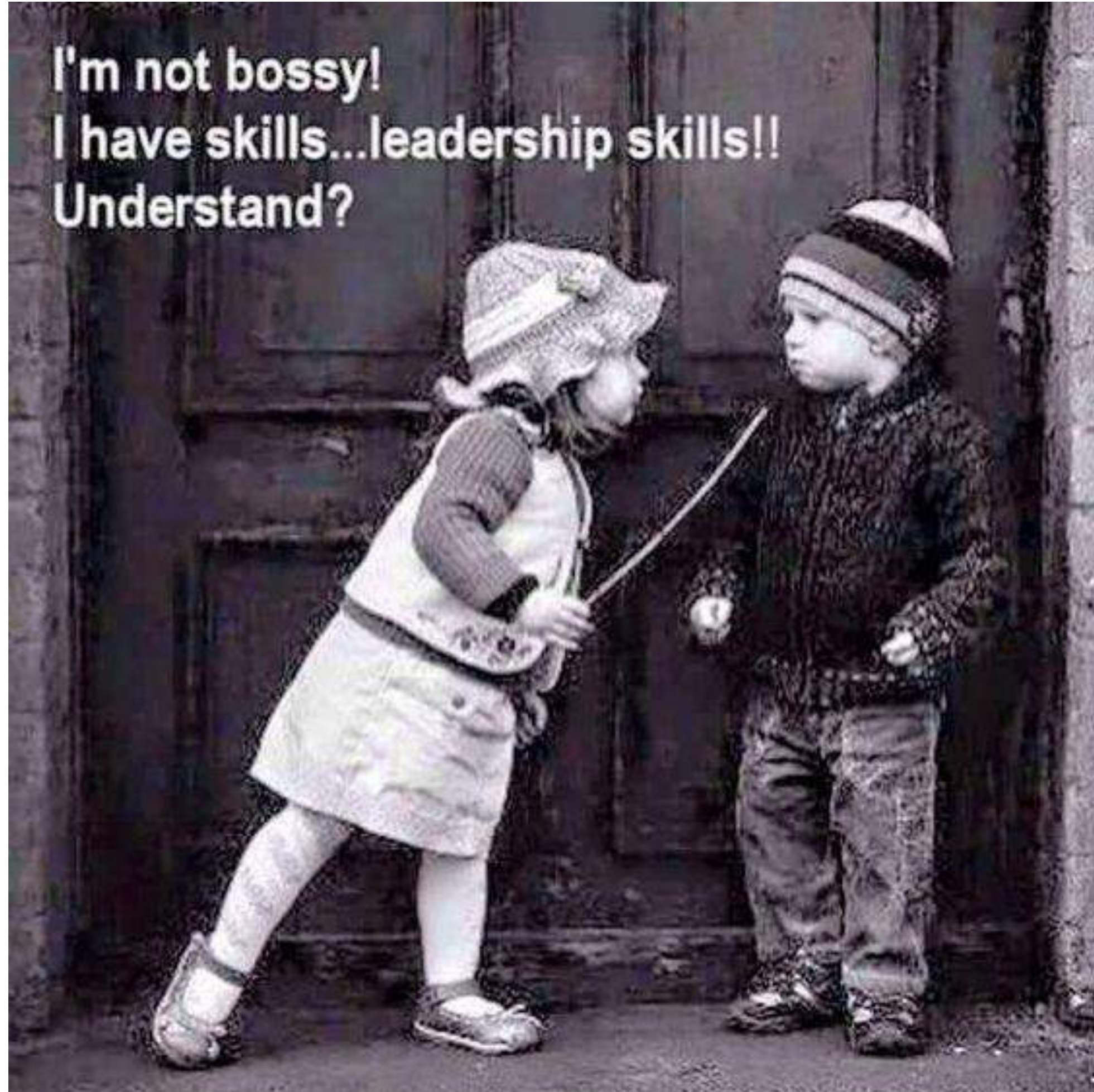


Modes of Communication





**I'm not bossy!
I have skills...leadership skills!!
Understand?**





Aggressive

Do not respect
others

Assertive

Respect yourself
and others

Passive

Lack of self
respect



Women face unique challenges at the negotiation table.

Internal – common cultural upbringing

Attitudes & behaviours of those around them

To build better negotiation skills, women must unpack these challenges and develop strategies to overcome them successfully.



Women underestimate their professional value

Over empathising leads to over compromising

Women tend not to negotiate

Negotiation is power play and women don't power trip

Women feel uncomfortable negotiating forcefully on their own behalf

Women seek to end conflict not start it

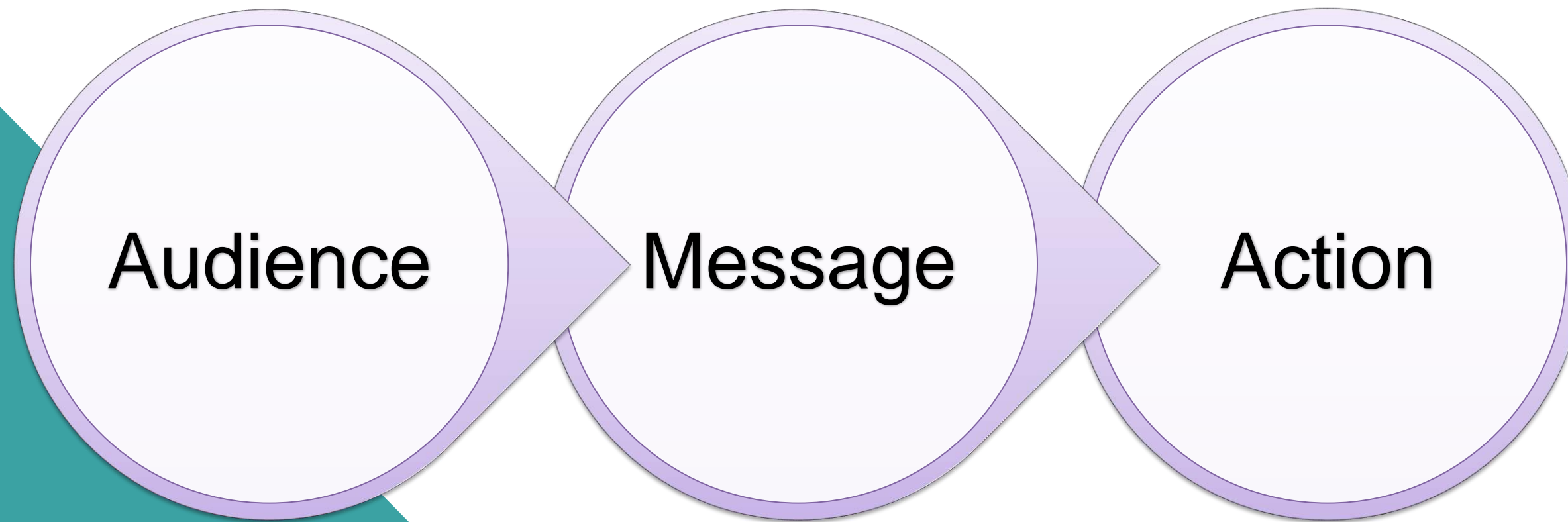
Strategies for Negotiating



- Shift from a win-lose to a win-win
- Negotiation is a skill not a gift
- Craft the message
- Shape the conversation
- Remember information is power



Craft the Message





Getting to 'Yes'

- Separate the people from the problem
- Focus on interests rather than positions
- Generate a variety of options before settling on an agreement
- Use only objective criteria

Fisher & Ury





Women who know how to negotiate!

Female role models make a big difference by breaking down old ideas and stereotypes about who belongs at the negotiating table.

Women bring fresh perspectives and ideas, making negotiations richer and more creative.

We feel inspired by other women who are confident and break through barriers, mentoring others, ultimately shaping workplaces where everyone, regardless of gender, has a fair shot.



Christine Lagarde

Trailblazer for women and negotiation

French politician & lawyer

President of the European Central Bank since 2019

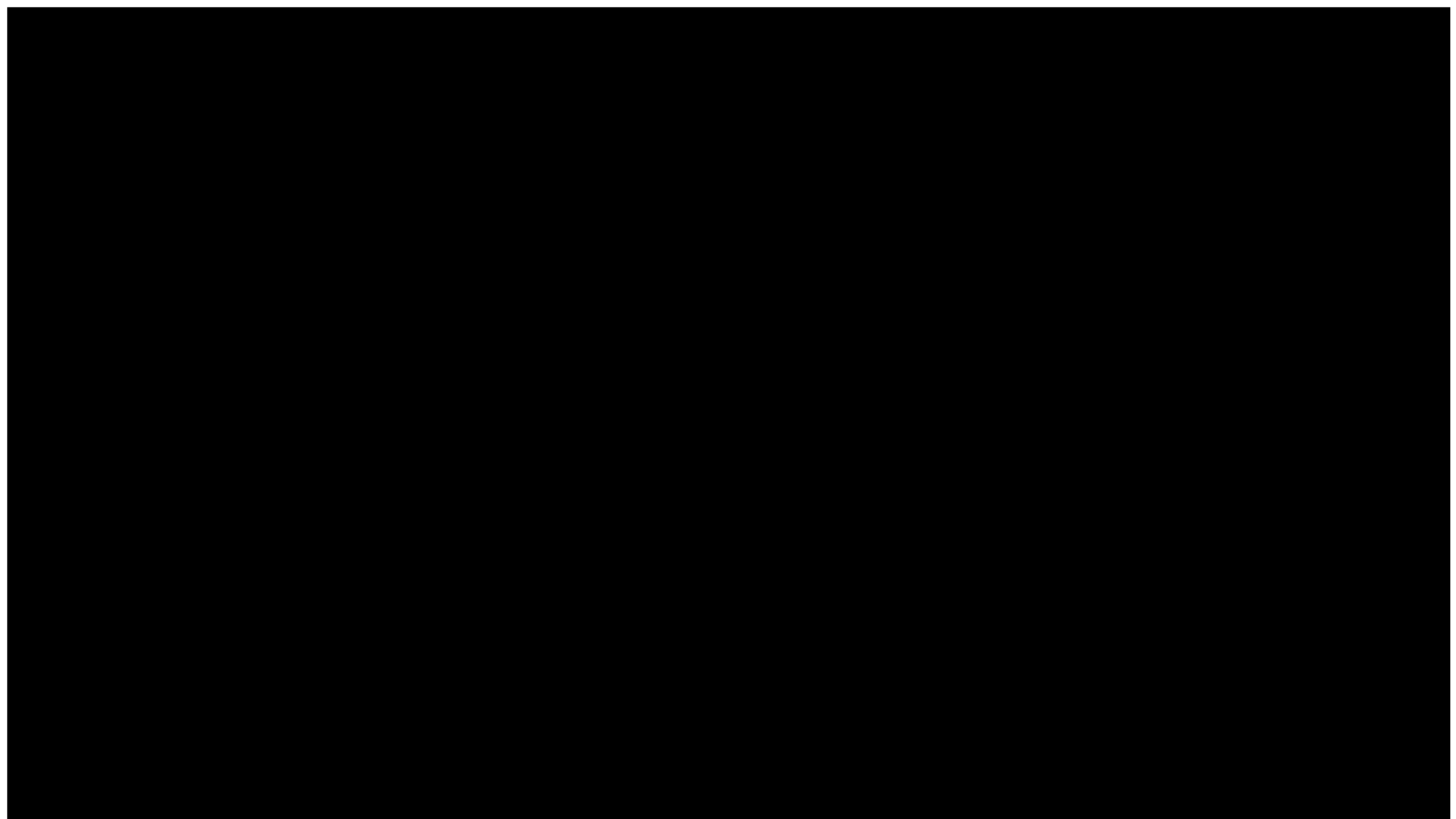
MD of the IMF





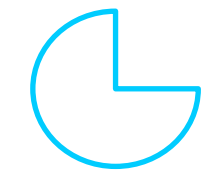
- Diplomatic Finesse
- Strategic Vision
- Adaptability
- Commitment to Change
- Effective Communication
- Inclusive Leadership
- Resilience
- Global Perspective







Reflection & Considerations



Did you learn anything new during this webinar?



What were you reminded of during this webinar?



What will you action or what skill will you utilise this month ?





Questions & Further Discussion





Thank You

Women in Leadership
Mini-Programme