

# Women in Leadership

## Find Your Tribe

**dcm** THE  
LEARNING  
EXPERTS

 Member  
Events







# Female Drivers – Women in Leadership

● **June 24<sup>th</sup>**  
Self Advocacy

● **July 8<sup>th</sup>**  
The Power of  
Emotional  
Intelligence

● **July 30<sup>th</sup>**  
Women in  
Leadership –  
Networking Event







# Finding Your Tribe

Why every women needs a Tribe

Gather Your Tribe

Give & Take

The Power of a Tribe







# Why every women needs a Tribe

Throughout human history we have held an innate desire to belong, to connect to others. Even in this modern age, we long to be in a tribe

Collectively, we give ourselves a sense of purpose, an appreciation of our individuality, as well as health and wellbeing benefits.

# Why every women needs a Tribe

Nurturing relationships and building connections within that community is particularly beneficial to women as we face a number of unique and difficult challenges to overcome in the workplace.





# Why every women needs a Tribe

Building a professional network is crucial for career growth and this can be achieved by seeking role models, connecting with inspirational and interesting individuals and becoming role models ourselves.





# Don't be a 'Lone Wolf'



In order to grow as a leader, we need others.

A key building block to success is resilience

A key building block of resilience is having and calling upon your support network.

We do not know what we don't know and it's important to be able to call on others who can act as resources when we need them.





As female leaders we often encounter barriers and stereotypes that can impede our progress towards our aspirations

We must stand determined and resilient

We must be resourceful, innovative and persistent to pursue our career goals

This is where your tribe steps in!





# Take time to reflect . . .



Can you think of past experiences where you struggled in the face of adversity?

Found a specific task or situation really challenging?

Wanted to speak up about gender bias?

Wanted someone to listen and offer advice or guidance on a situation?



# Take time to reflect . . .



Who was there to offer that support?

Did you have someone who you could call upon that understood your situation?

Did this help?

Or maybe you didn't have someone

How much more beneficial would it have been if you did?





## **Your tribe**

A group of likeminded individuals who support each other's personal and professional journeys





## A few basics to get started



Surround Yourself with Like Minded Individuals – Network & Socialise



Get rid of judgement & Be aware of assumptions and bias



Accept the help of others and collaborate more



Be brave





# Identifying Your Tribe



Cheerleader



Challenger



Comfort zone crusher



Motivator



Safe Space





Who's in your tribe or inner circle?

Who else do you need to add to your tribe?



# Where to Find Them?



- ❖ Workplace initiatives
- ❖ Networking opportunities
- ❖ Online communities & Platforms
- ❖ Professional associations
- ❖ Volunteer opportunities
- ❖ Personal referrals

**Takers**

**Givers**

**Matchers**



# We Challenge YOU!



- ❖ Connect with someone from a different department.
- ❖ Find a potential mentor or mentee.
- ❖ Share a piece of advice with a colleague.
- ❖ Exchange contact information with a new connection at your next networking event
- ❖ Learn something new about a colleague's career goals.
- ❖ Discussed a professional challenge and exchanged ideas for solutions.
- ❖ Introduced yourself to a speaker or facilitator.



# Questions & Further Discussion



# Resources

## Websites

<https://community.thriveglobal.com/the-power-of-finding-your-tribe/>

<https://www.linkedin.com/pulse/lead-like-woman-gather-your-tribe-andrea-heuston/>

<https://seekingsuccession.com/your-tribe/>

<https://womeninleadership.ie/>

## Videos

**The Power of Finding Your Tribe – Secily Wilson**

[https://youtu.be/bGA925nQhww?si=TcFgwPcQ\\_jDgwrNq](https://youtu.be/bGA925nQhww?si=TcFgwPcQ_jDgwrNq)

**Find Your Tribe so you can thrive – Kristine Hewett**

<https://youtu.be/mgLafQZ3LDA?si=ZKGZGqPZHVwpsm4w>

**The Power of Meaningful Networking – Andrew Griffiths**

<https://youtu.be/-30m8D6gTrg?si=3lc7e1HS1qMk2d2l>

# Resources

## Books

### **Leadership Strategies for Women**

Paul Vanderback

### **Women in Leadership – Real Lives, Real Lessons**

Julia Gillard & Ngozi Okonjo-Iweala

### **Lean In**

Sheryl Sandberg





# Thank You

Women in Leadership  
Mini-Programme