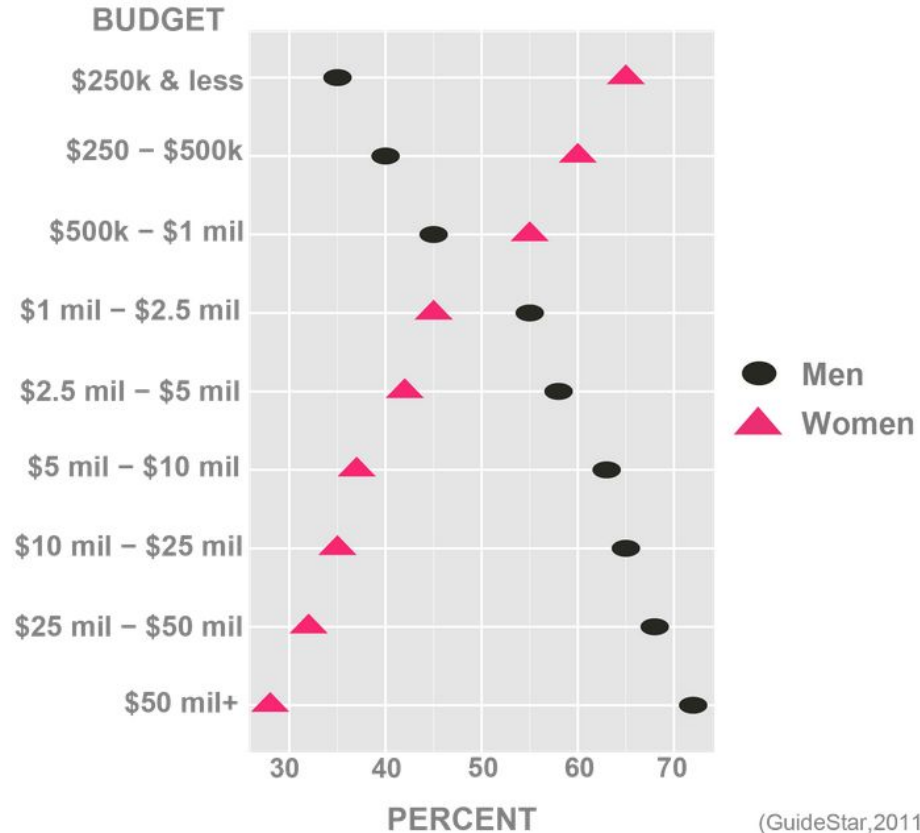


Women in Leadership

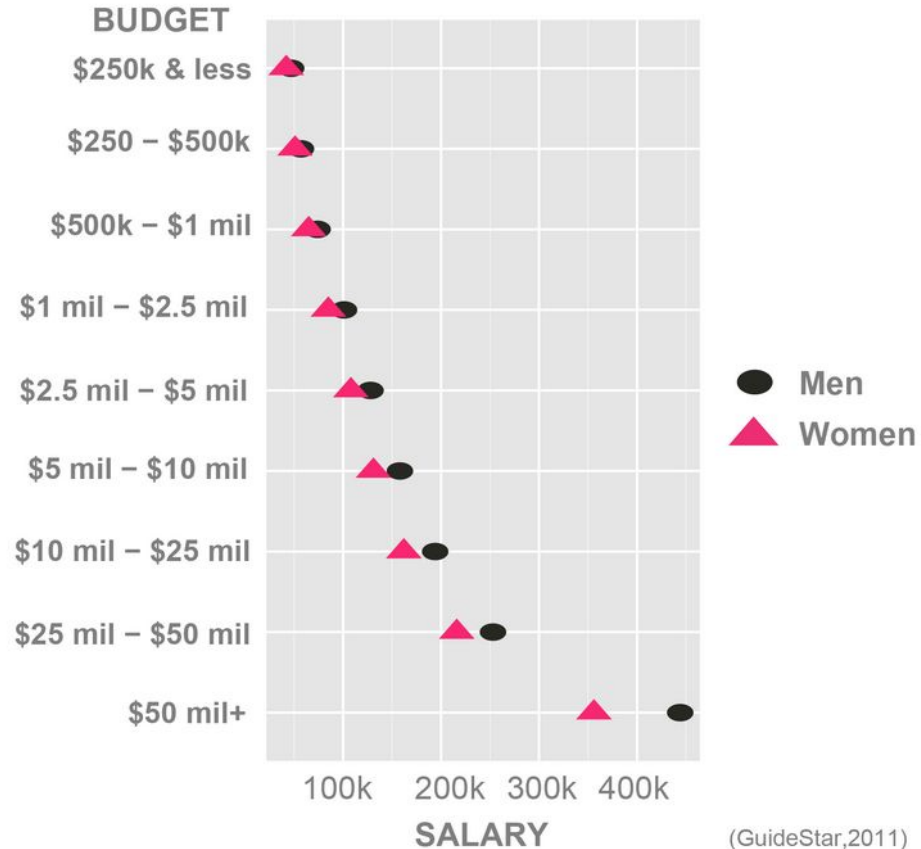
Another world is not only possible, she is on her way. On a quiet day, I can hear her breathing.

- Arundhiti Roy, Author

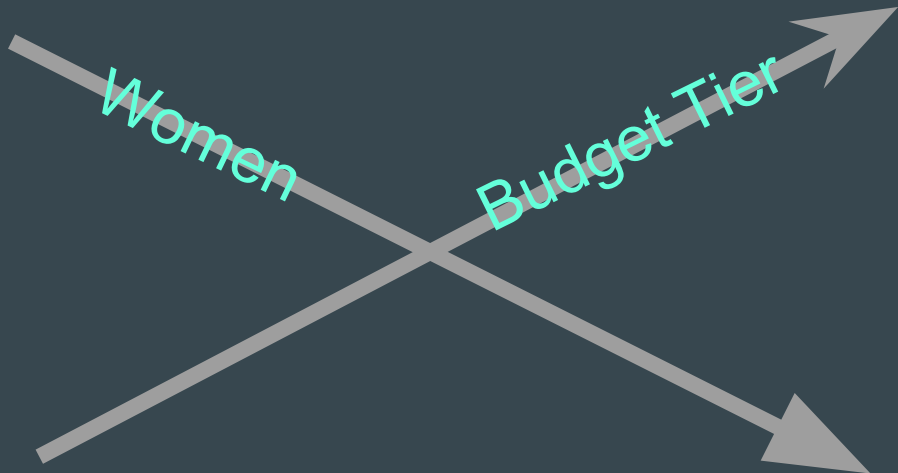
Gender Disparities in Leadership Positions



Gender Disparities in Salary



Women on boards



Women of Color

60%

of our organizations serve people of color

95%

are run by white people

4.5%

of board members are women of color

Leadership vs. Management

...

Defined

Manager: A person whose activity involves planning, organizing, integrating and measuring (Drucker)

Leader: One that influences the values, behaviors, and attitudes of others. (Veccio)

The ability to anticipate, envision, maintain flexibility, and empower others to create strategic changes as necessary (Byrd)

Leaders



Managers



“One does not ‘manage’ people. The task is to lead people. And the goal is to make productive the specific strengths and knowledge of every individual.”

- Peter Drucker

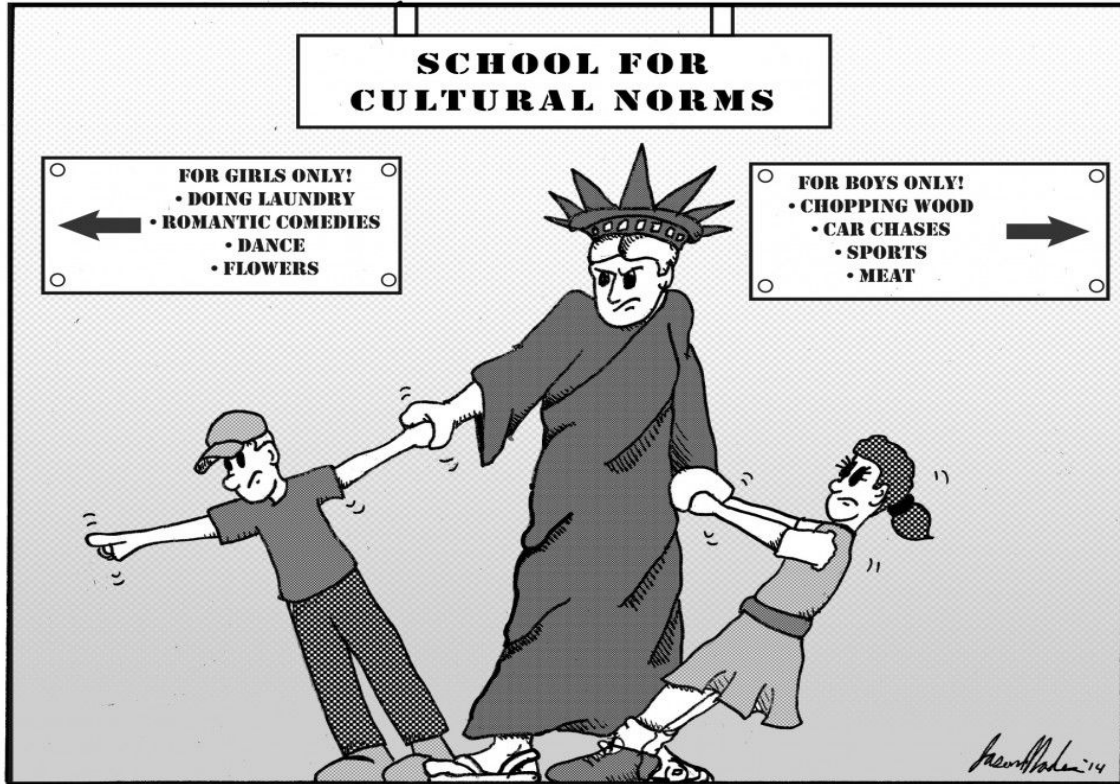
What does it take...
to be a good female leader?
to be a good male leader?

Differences

“Labyrinth”
Cultural norms



SOCIETAL EXPECTATIONS

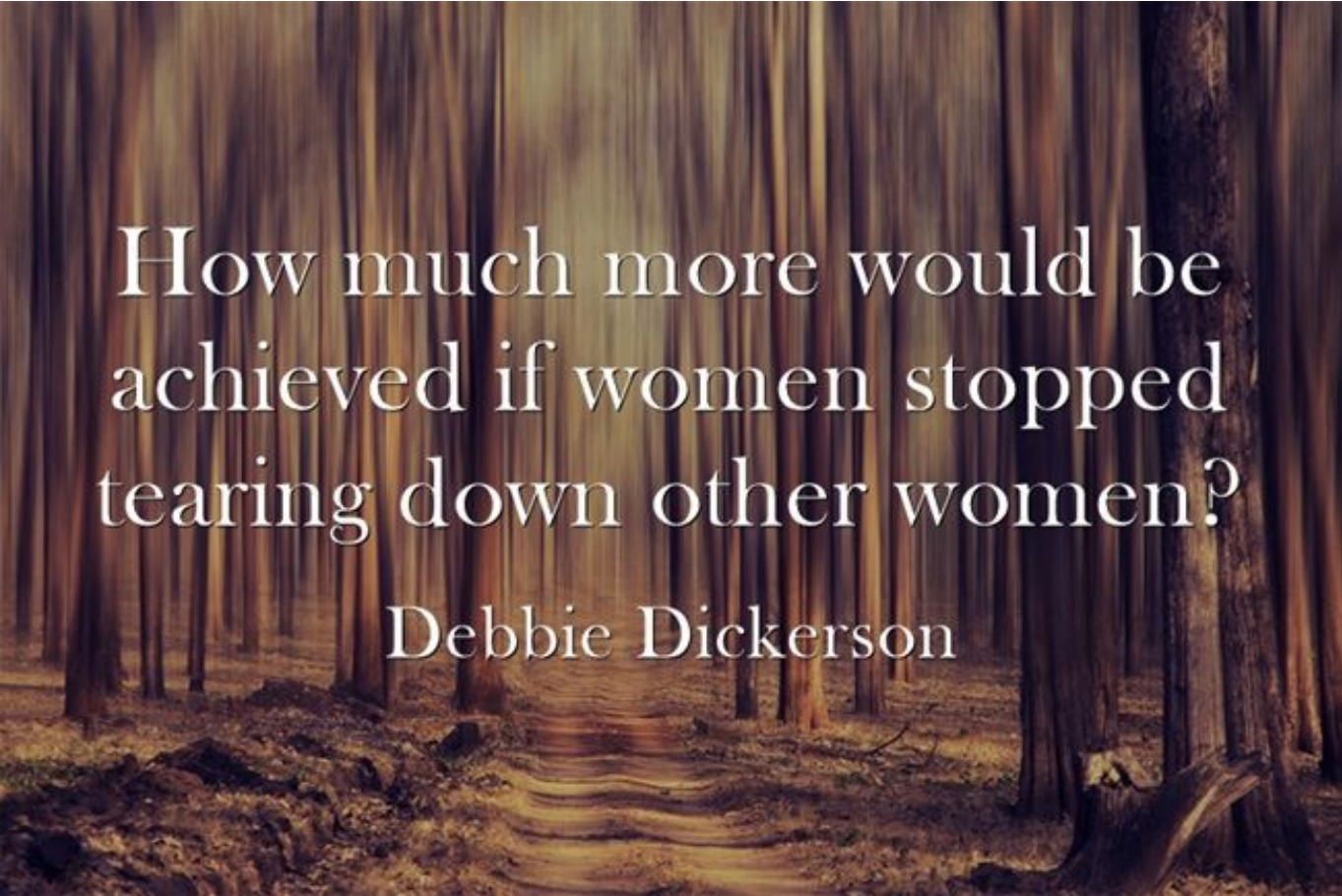


Balanced Life?

Life is unbalance, unpredictable and messy

Ideas for integration

- ★ Schedule down time for everyone
- ★ What adds value? If it doesn't add value, do we cut it out?
- ★ Avoid negative energy
- ★ Ask for help
- ★ Take time for personal self-care



How much more would be
achieved if women stopped
tearing down other women?

Debbie Dickerson

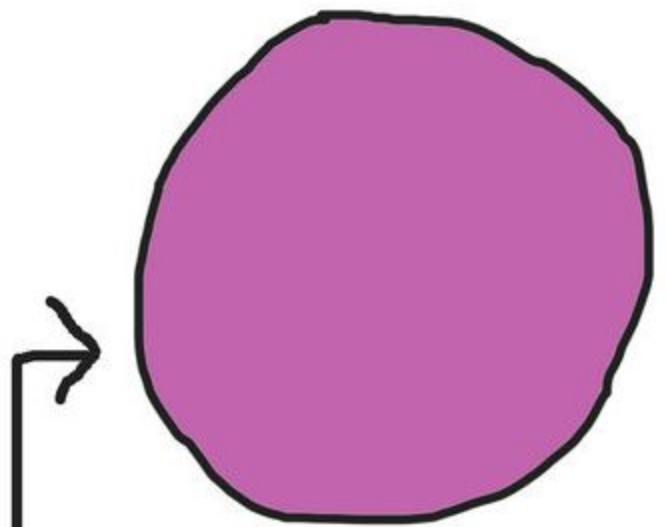
Societal
Influences

Characteristics



Skills

Cultural
Influences

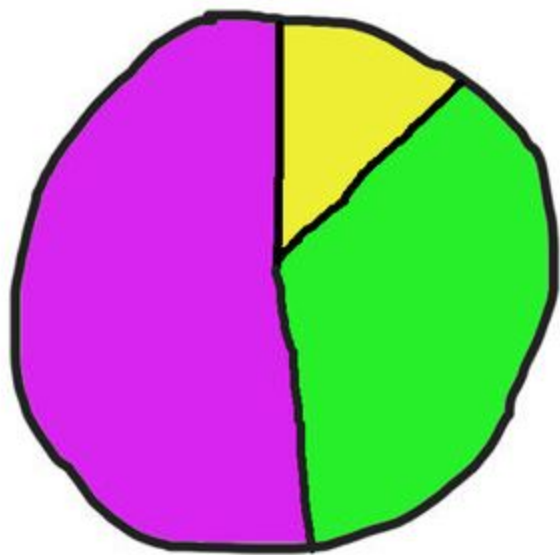


PEOPLE QUALIFIED
FOR JOBS



YOU

THINGS YOU BEAT YOURSELF UP FOR:



- STUFF OUT OF YOUR CONTROL
- STUFF EVERYONE HAS LITERALLY ALREADY FORGOTTEN ABOUT
- STUFF NOBODY ELSE EVEN NOTICED

Women in Leadership

Looking forward

I get angry about things, then go on
and work.

- Toni Morrison

SWITCH - Chip and Dan Heath

- Direct the rider
- Motivate the elephant
- Shape the path



Action Plan

Goal

Action items

Timeline

Resources needed

Barriers

Evaluation
