



Leading for Empowerment Women Empowering Women



BPW Convention 2014, Saskatoon
Presenter: Linda McCann

A Snapshot of Leaders Like Us



- Opportunities
- Ennobling wishes to make a difference
- Interest in a positive impact – home, community, organizations, globally
- Always being on our developmental edge
- And experience...

This Session...



WHAT

- Women leading now: conversations and observations
- Three steps to empowering women leaders

HOW

Questions, Reflection, Conversation

Serious topics... and let's have fun!

Conversations about Women Leading Now



LEAN IN

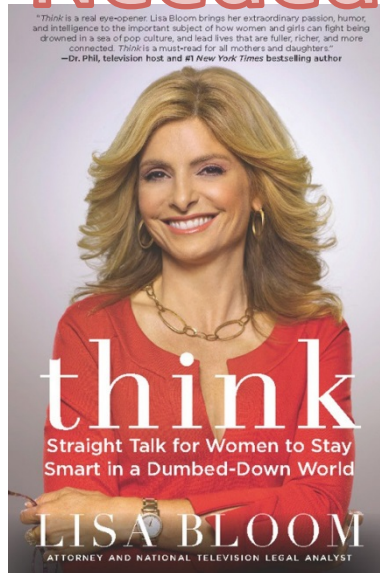
WOMEN, WORK, AND
THE WILL TO LEAD

SHERYL SANDBERG

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Women's Empowerment
Principles

Women Leaders Needed



NEW YORK TIMES BESTSELLER

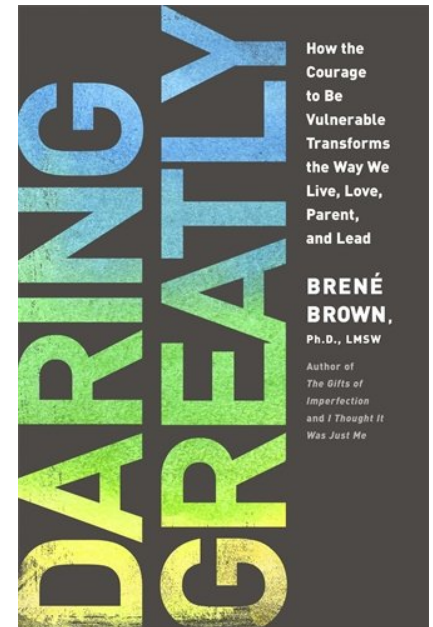
THE CONFIDENCE CODE

THE SCIENCE AND ART OF
SELF-ASSURANCE—WHAT
WOMEN SHOULD KNOW

KATTY KAY & CLAIRE SHIPMAN

Authors of the New York Times Bestseller *Womenomics*

Fired pregnant
women

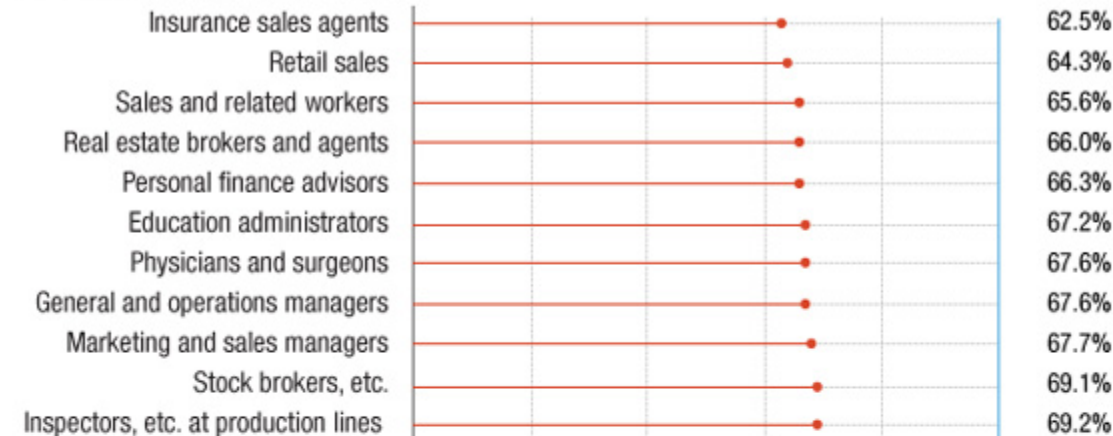


Wage Gap between Men and Women in Canada

A Closer Look at the Wage Gap

Women's Earnings As A Percentage Of Men's (2012)

Jobs Where The Gender Gap Is Biggest



National Average

All Jobs

80.9%

Jobs Where The Gender Gap Is Smallest




Something we are noticing...



- Depletion?
- More stress?
- Less happy?
 - Yearnings
 - Needs unmet
 - A sense of wanting to do more...

Three Steps to Support Empowering Women Leaders



1. Cultivate Conscious Leadership Identity
2. Cultivate Self Care & Compassion
3. Cultivate Courage & Confidence

Cultivate Conscious Leadership Identity



Empowering Women Leaders Step 1

“Becoming a leader involves much more than being put in a leadership role, acquiring new skills and adapting one’s style to the requirements of that role ... People become leaders by internalizing a leadership identity and developing a sense of purpose.”



Ibarra, Ely, Kolb “Rising Women” HBR Sept, 2013

About..



- Letting go of 'shoulds' as a leader
- The power of conscious or intentional identity
- Get clearer about your unique brilliance and the leadership in the room

Guide 1 – Developing Leader Identity



- List 6 passions (what naturally energizes, motivates and inspires me):
- List 6 talents (natural gifts & strengths):
- List 2 or 3 ways I contribute/serve (meet needs):

Creating an Identity



I am called to pursue my passion of and
.....

And to use my gifts, strengths and talents of
.....

That contribute to (or in service of)
.....

Partner Conversation



Share what you feel comfortable sharing
about your emerging leader identity

Cultivate Self Care & Compassion



Empowering Women Leaders: Step 2

Self Care & Women Leaders



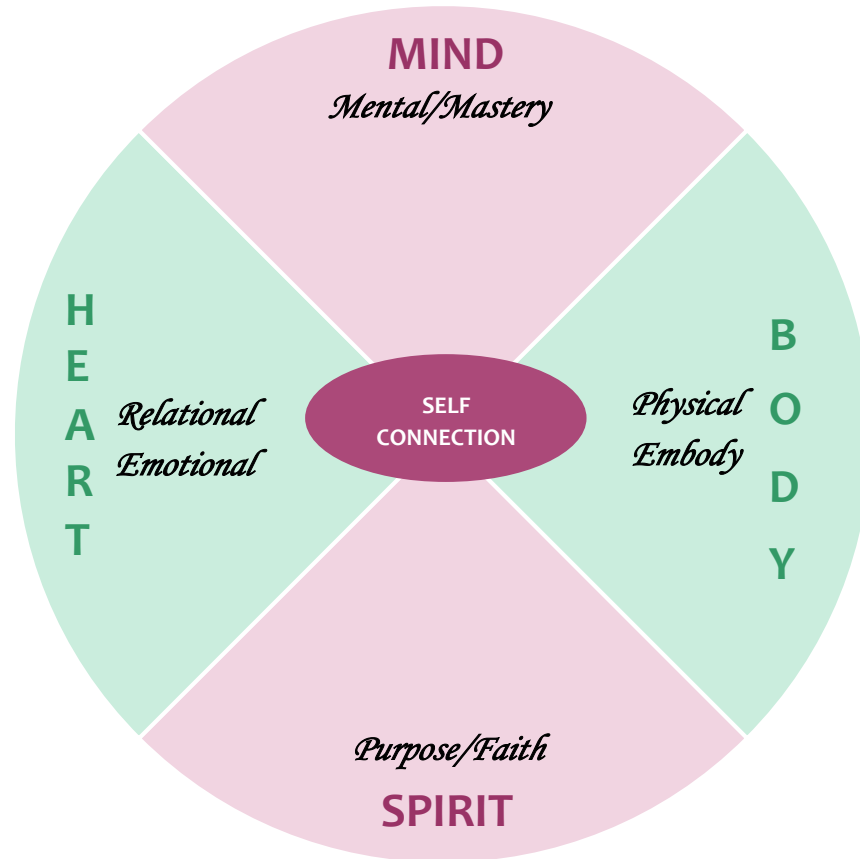
- *“I speak to all women in all parts of the world and we are all on overwhelm... when we are in overwhelm what goes out the window first is our self care...” – Marci Shimoff*

Guide 2 - Tending to Your Self Care



- Caretakers? Chronically under supported?
- Unique stress ‘balancing’ needs of women – Dr. Gottfried
- Letting go of... disappointing others

First Step in Self Care



What do you need?



- On a scale of 1 to 10 how are you doing when it comes to your self care in each of the 4 areas?
- 1 is not great at all and 10 is awesome
- Pick one area that you know you'd like to tend to and consider one act that would support your self care in that area.

Second Step in Self Care



- Learning to ask for support and help and being open to receive
- Consider the kind of support you really need
 - Professional
 - Friends/partners who support our identity, support us being on the edge
 - ‘Structural’ support

Radical Self Care – 7 Essentials



1. The Potential of **Intentions**
2. Taking Radical **Responsibility**
3. Practicing **Self Connection** and Compassion
4. Creating a **Fully Expressed Identity**
5. Accessing **Support** and Structure
6. **Stepping Up and Out**
7. Recognizing **Wholesomeness**

www.womeninleadershipforlife.ca (resources)

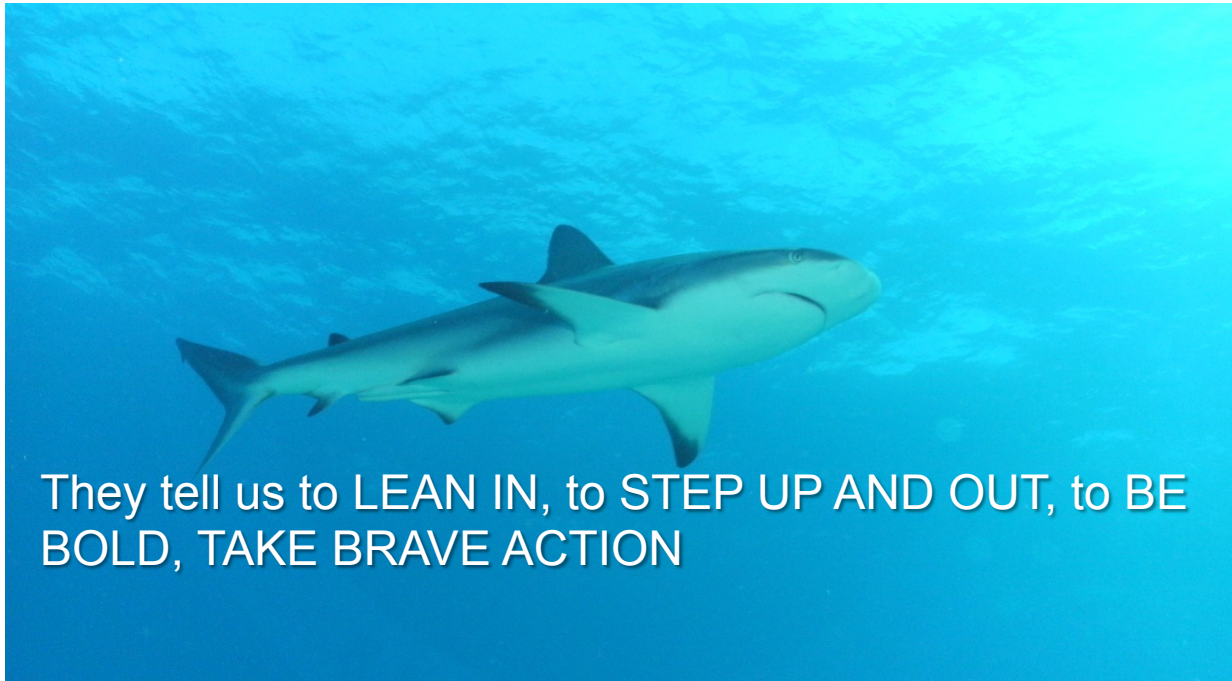
Cultivate Courage & Confidence



Empowering Women Leaders: Step 3

Acts of Courage...

- What I feel proud of



They tell us to LEAN IN, to STEP UP AND OUT, to BE BOLD, TAKE BRAVE ACTION

The Deep Dive



Guides for Courage & Confidence



1. Letting go of ...being perfect, of fear...
2. Authenticity: Courageous acts align with our leadership identity
3. What have you done that has taken courage, what are you doing now, what would you like to do?
4. Link to confidence

How to Start a Movement



Ted talk leadership lesson –

“How to start a movement”

<http://ed.ted.com/featured/TLg3vHGd>



TED

IDEASWORTH**SPREADING**

Three Steps Review



1. Cultivate Conscious Leadership Identity
2. Cultivate Self Care & Compassion
3. Cultivate Courage & Confidence

Reflective Practice Experience



1. What has caught your attention in this session?
2. How will this inform and guide you in stepping up and out as an Empowered Leader?
3. How will it help how you contribute to the empowerment of other women?

Partner Conversation



Share what has caught your attention at this session and how it will guide and inform you to step up and out?

Questions

