

The Leadership Leap

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Preparing to lead



boss·y

/ 'bôse, 'bäsē /

The way in which a woman who excels at taking charge of a situation or project is labeled due to unconscious gender bias.

synonym: a boss



CATALYST

catalyst.org/biascorrect

#BiasCorrect

ag·gres·sive

/ ə'gresiv /

The way in which a woman who has or shows a confident personality is labeled due to unconscious gender bias.

synonym: assertive

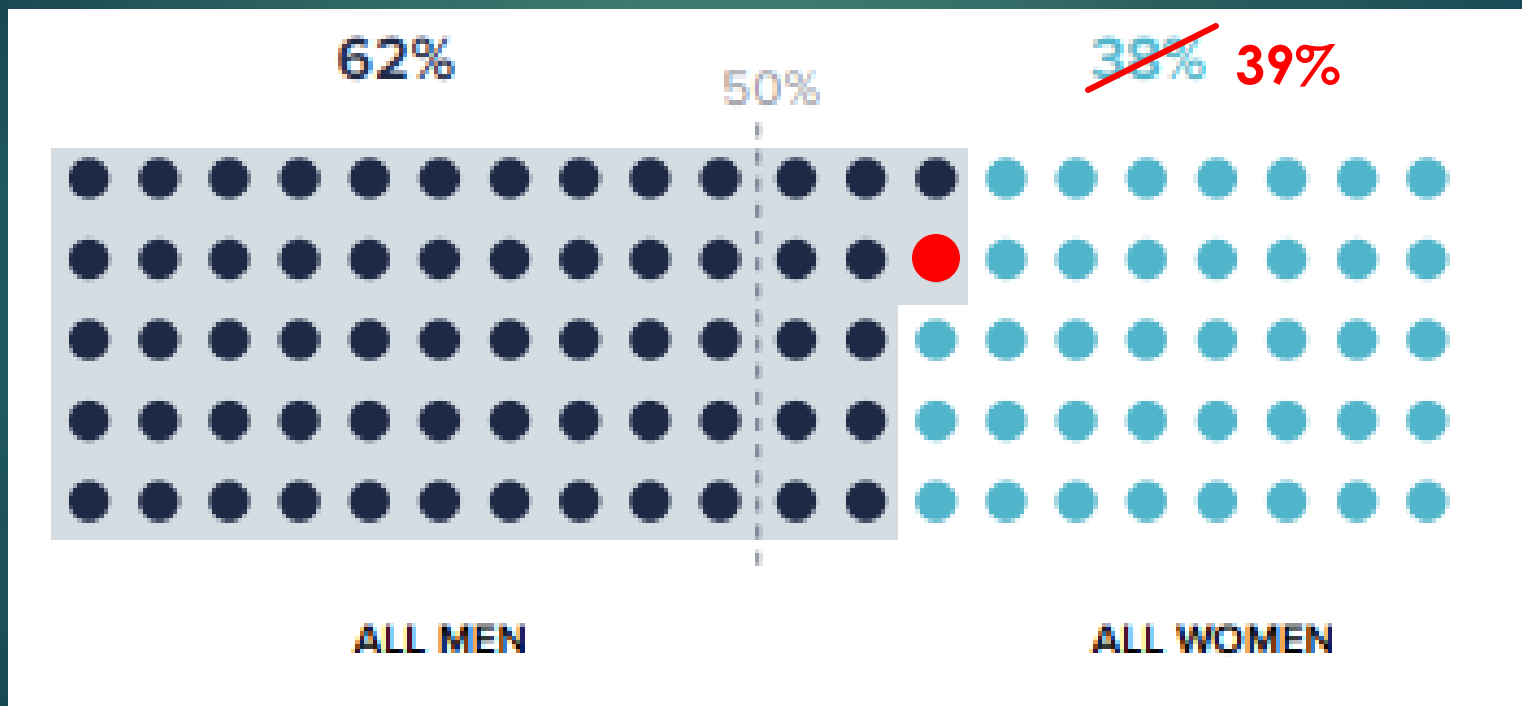
talyst.org/biascorrect


CATALYST

#Bias

The advancement obstacle

- ▶ The most difficult leap to make is being promoted by your current employer



Things persist...despite clear benefits

- ▶ The stats show clearly that there is a social benefit to changing the paradigm. Businesses are more successful when they hire women: more collaborative, more profitable, more inclusive. Women are in fact **more effective leaders, less likely to take unnecessary risks, great at multitasking, and have higher emotional intelligence**—as the Harvard Business Review put it, **“one of the least counter-intuitive findings in the social sciences.”**



Jessica Bennett, Feminist Fight Club

Leadership Lessons



Establish boundaries early so people expect them



Believe you belong there



Disconnect *doing* and *managing*



Address problems and move on



Be self-aware and seek constructive input



1. Establish Boundaries Early

- ▶ Minimize assumptions and biased perceptions
- ▶ Practice managing difficult situations
- ▶ Build groundwork for productive discussion



2. Believe you Belong There



JOB CRITERIA	Mr. Smith	Ms. Smith
.....	✓	✓
.....	✓	✓
.....		✓
.....	✓	✓
.....		✓
.....	✓	✓
.....		✓
.....	✓	✓
.....	✓	✓
.....		✓

Why women don't apply



*“I didn't think
I'd meet the
criteria”*



**Fear of
Failure**

*“I was
following the
guidelines”*



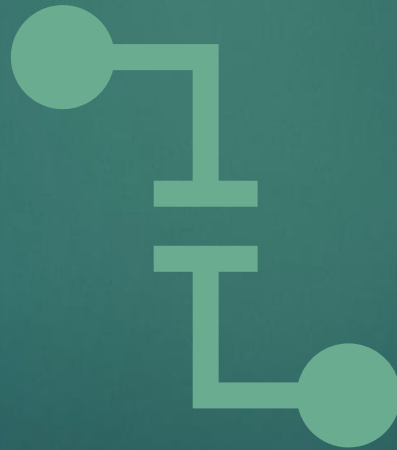
**Reluctance to
Negotiate**

Why Women Don't Apply



3. Disconnect *doing* and *managing*

- ▶ Extend your reach
- ▶ Clearly define and communicate expectations



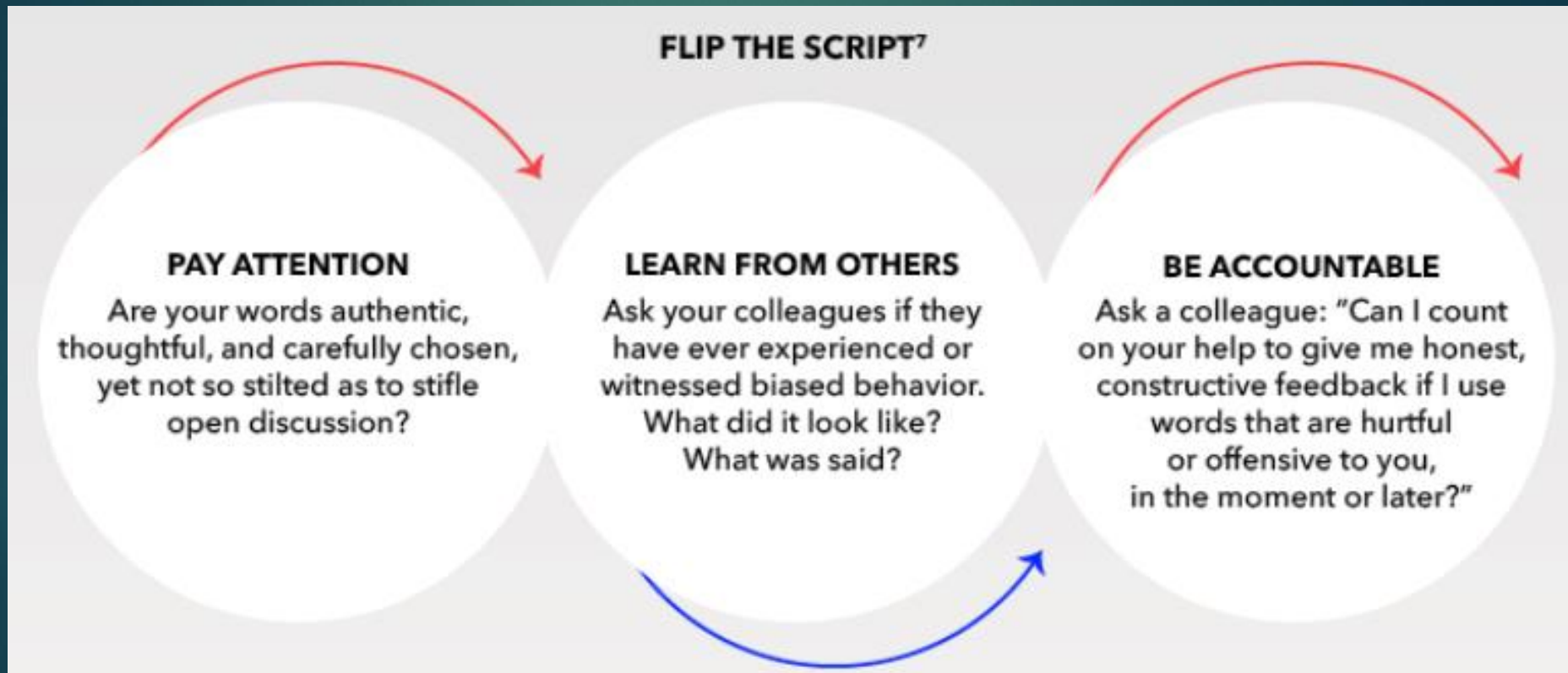
4. Address problems and move on



5. Be self-aware and seek constructive input



5. Be self-aware and seek constructive input



Catalyst, *Flip the Script: Race & Ethnicity in the Workplace* (May 7, 2018).



