The Leadership Leap

Heather Stephens

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Preparing to lead
boss·y
/ 'bôsē,ˈbāsē /

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
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
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

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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

- Performance Problems
- Inappropriate Behavior
- Personal Issues
- Burnout
- Team Conflict
- Employee Separation
5. Be self-aware and seek constructive input
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