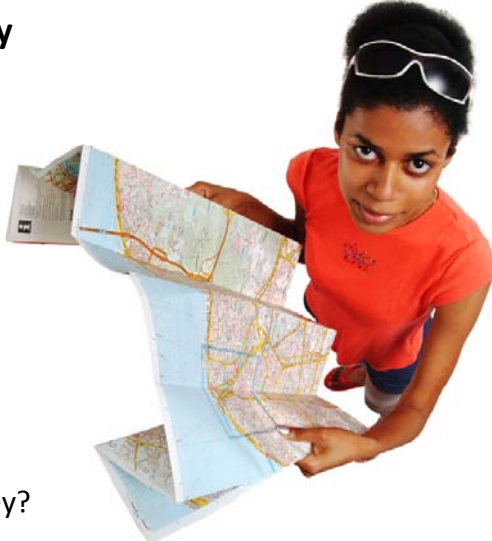





**Women & Leadership  
2010**

**Taking on leadership  
roles:  
in practice**

**Leadership is a journey**

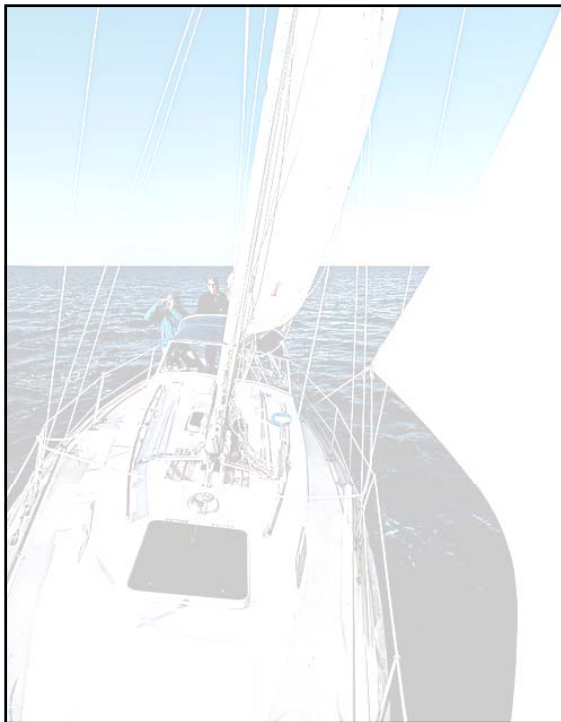


**Why set out on this journey?**



## Our leadership journey

What skills and attributes do we need?



### Skills and attributes

- Resilience
  - Assertiveness
  - Self-confidence
  - Knowledge base
  - Experience
- Motivation
  - Support
  - Network
- Sense of humour
- Perspective
- Organised
  - Knowledge and experience
- Life experience
- Finding and making use of opportunities
- Communication skills
- Flexibility
- Positive attitude
- Setting boundaries



Women & Leadership  
Full day session

*Where are we now?*  
Sept 10 2009

Critical prioritising for work/life balance  
November 2009



## Self-mentoring and mentoring

February 2010



March 2010

## Developing Assertiveness

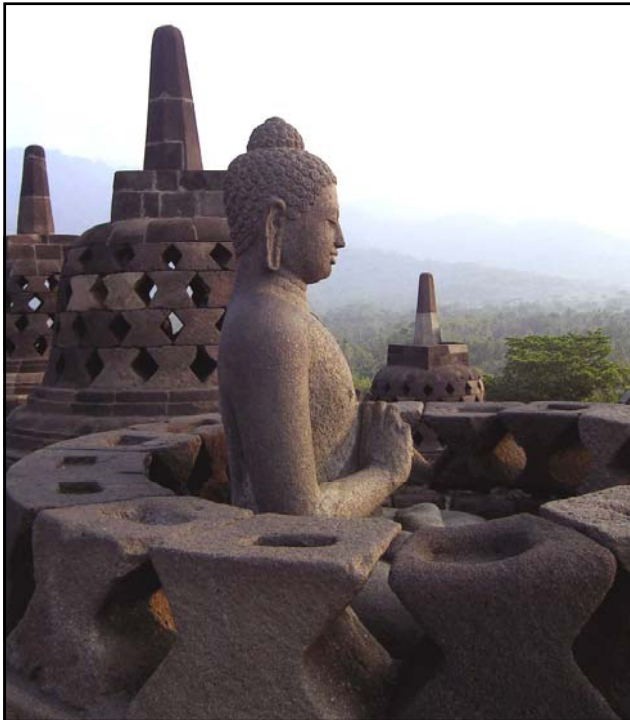
**Reframing  
unpleasant and  
difficult  
situations**

May 2010



**Managing  
your  
stress  
effectively**

July 2010





## Planning your career and personal goals

October 2010





### What makes a leader?


- Listening
- Taking action – courage
- Compromise
- Doing the ‘hard yards’
- Earning the respect and confidence of colleagues
  - Respect is a two-way street
- People look up to them
- Awareness
- Integrity
- Fairness
- A motivator
- Not using bullying behaviours
- Being able to say ‘no’

### The Leadership Classroom

Where and how do we learn how to be leaders?

What experiences contribute to our journey?

What do we learn from these experiences?



## The Leadership Classroom

- Family
- Upbringing
- Role models
- Friends
- Partners
- Random events
- Stressful or difficult situations
- Little knocks → resilience
- Learning from mistakes
- Gaining independence
- Taking on responsibility
- Stepping back



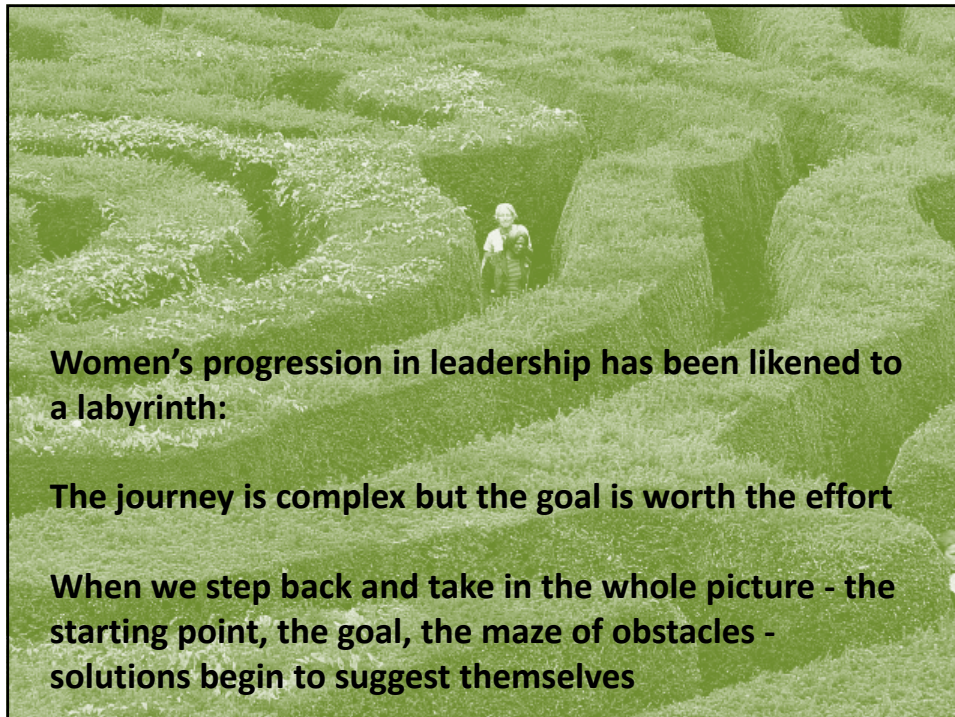
Women's leadership roles  
Community  
Family  
Business

## Be governed by your internal compass...

What we feel is important,  
How we *lead* our lives

Vision  
Values  
Principles  
Mission  
Conscience  
Direction

Stephen Covey *First Things First*



**Women's progression in leadership has been likened to a labyrinth:**

**The journey is complex but the goal is worth the effort**

**When we step back and take in the whole picture - the starting point, the goal, the maze of obstacles - solutions begin to suggest themselves**



Capture the leadership lessons from all your learning experiences...

...through focused reflection



## Increasing your capacity to lead

1. Know yourself – your goals, your values
2. Understand your skill set
3. Create challenges for learning
4. Find support to help you stay on track:
  - Friends
  - Family
  - coaches


## Begin a Learning Journal

Build times for reflection into your life

- What matters most to me this year?
- What problems are important to me?

Learn from mistakes

Pay attention to how you learn



## Understand your skills

Keep an ongoing assessment

- Skills
- Strengths
- Talents

Pay attention to how you learn new skills

Keep track in your learning journal





**Practical tips**

- Flexibility
- Focus
  - Sifting through
  - Recognising what's important
- Resilience
  - You won't be told when you're doing well
  - Be confident in your ability to know when things 'work'
  - Recognise what you've done well, and celebrate it!
- Be smart
  - Organising information
  - Letting go - what to leave behind
- Know yourself
  - Your story
  - Your leadership style

Designed By: Khalid Almasoud

A person is performing a handstand against a black background. They are wearing a colorful, patterned outfit with shades of yellow, red, and blue. The person's body is arched, and they are holding their feet with their hands. The text "Designed By: Khalid Almasoud" is written in small red letters at the bottom of the image.

