

Leverage to Lead

Building Audacity and Leveraging Difference



BUILDING AUDACITY



When we build audacity, we combine the power of personal leadership; the consciousness of the impact of diversity, equity, and inclusion on our careers; and the ability to make choices and take action.

Clients work with me to build a career strategy that is rooted in clarity, value, and authenticity. It is a strategy that enables them to confidently navigate through uncertain times in their careers.

CENTERING



- Build tolerance for challenging and uncomfortable situations.
- Learn how to display non-judgmental curiosity about our present moment experience.

WHAT WILL WE COVER TODAY



The Seven Success Factors for Women

The Rules that Keep You Bound

1. ADAPTABILITY



Women, and especially women of color, are adept at reading, understanding, and adapting to various cultures and environments.

- Humility
- Safety
- Stereotypes

1. ADAPTABILITY



When unique employees move towards the norms of the homogeneous majority, that negates the positive impact of having diversity within the group.

2. KNOWLEDGE



- The investment in education which leads to experience and opportunity.
- Highly successful women and women of color feel able to learn anything.
- Knowledge serves as an area of high confidence in many women.

3. CREATIVITY



- We use creativity to fit in and demonstrate our success
- Creativity could mean that you are able to take what you know and apply it in a different context or with a different perspective.
- You view things through a different lens which is often due to your unique perspective.

4. EXECUTIVE FUNCTION



Executive function and self-regulation skills depend on three types of brain function:

- working memory
- mental flexibility
- self-control

Your ability to control your attention and inhibitions help you to prioritize, reason, and problem-solve. Ultimately you can make good decisions about expectations, priorities, and consequences.

4. EXECUTIVE FUNCTION



The cost:

You may be good at many things but that doesn't always determine your genius work or the work about which you are most passionate.

Just because you can do something, doesn't mean you should do it.

5. MASTERY



- Mastery is your demonstrated superiority over something.
- It is how you can control or command a discipline. Mastery is typically the result of practice and routine that includes building the right habits to accomplish one's goals.

STRENGTHS - EXERCISE



- Review your top 10 strengths.
- Circle the three strengths that most resonate with you.
- Tell your partner your three strengths & why they matter.
- Have your partner pick one of the three you name and mirror back to you why they are impressed with that strength.
- Switch

6. DISRUPTION



- The ability to recognize and disrupt racism, bias, and prejudice as it is happening.
- Disruption takes you past the point of trauma and into leadership around a situation in which you are being disenfranchised or in which you are extremely uncomfortable.

7. LEADERSHIP AND RECONCILIATION



- This involves vulnerability and the execution of deep listening skills to bring back your audience, whether it is a colleague, client, or some in opposition to you.
- This is important when you want/need to preserve the relationship.
- It may also be needed when you “know” something isn’t right with the relationship or interaction and you need to get to the source of the problem.

THE RULES THAT KEEP YOU BOUND



Characteristics of White Supremacist Culture:

Perfectionism

Only one right way

Sense of urgency

Right to emotional comfort

Fear of open conflict

Worship of the written word

Quantity over quality

Objectivity

Defensiveness

Either/or thinking

Progress is bigger

Rugged Individualism

THE RULES THAT KEEP YOU BOUND



Let's Break Them