

women of *energy*



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2012

Are Women Better Leaders? The Results Are In

Harvard Business Review & Forbes ...

Article sound bites by Jack Zenger & Joseph Folkman: HBR

- 7,280 leaders surveyed in 2011
- 16 Leadership Competencies
- Engaging Insights
- Great Validation
- Some Surprises



J Zenger and Joseph Folkman 2011

View in More Detail Harvard Business Review Blog titled “Are Women Better Leaders than Men?”

Take a moment to copy and paste the link below into your Internet Browser and enjoy the insights from the HBR Blog. You will see the competencies outlined with insightful commentary. Enjoy.

http://blogs.hbr.org/cs/2012/03/a_study_in_leadership_women_do.html

Women Networking To Their “A” Game

So... What’s the Game Plan Ladies?

- Networking ...‘view as a way of life’
- Career path ... ‘strategic’
- Developing relationships... ‘non-negotiable’
- Bringing out the best in others... ‘deliberate’
- Develop greater bandwidth:
 - Industry Forums
 - Speaking Engagements
 - Developing a POV
 - Discussion Threads
 - Blogs
 - Leverage Networks
 - Elevator Speech
 - Mentoring



Table Networking Exercise

Engage in the following Q's once you've introduced yourself to one another

1. Years of experience?
2. Your preference of vehicles to drive is a 5-speed or automatic; which and why?
3. What keeps you up at night?

Invite a scribe to capture insights and be prepared to share a few aha's



Successful Networking Tips

- Focus on supportive groups/associations
- Engage in open-ended questions
- Be top of mind to others
- Elevator Speech
- Current Affairs
- Business Card Exchanges
- Phone/Email/ New Contacts
- Referrals
- Respectful Relationships
- Reciprocity
- Put yourself out there
- Self Advocacy



Get Comfortable Out There...

Mentoring Myths



Myth 1: You have to find one perfect mentor

Myth 2: Mentoring is a formal long-term relationship

Myth 3: Mentoring is for less seasoned individuals

Myth 4: It's a given your leader is your mentor

Mentoring Self Assessment

Rate yourself on a 1-4 scale with 4 representing highest level of combined mentoring knowledge & confidence.

	<i>As a potential 'mentor' I have the confidence to....</i>	1	2	3	4
1	Establish rapport and bridge to a trustful mentoring relationship				
2	Articulate my role, responsibilities, expectations and concerns				
3	Engage in a way that is meaningful, suspends judgment and seeks facts rather than operating from assumptions				
4	Develop and commit to a mentoring contract that helps to create a line of sight between current experiences and future focus				
5	Provide inspiration, wisdom, direction and support without providing answers or removing responsibility for action.				
6	Demonstrate active listening, dialogue, probative and questioning skills				
7	Share what a mentee needs to hear versus would like to hear				
8	Raise awareness and positively influence required actions and/or behaviours				
9	Re-direct mentor/mentee commitment if it becomes mutual that the relationship is no longer adding the intended value				
10	Effectively set the stage for others to learn and benefit from my experience encompassing successes and/or challenges				
	My Total Individual Score				

Scoring Notation:

The Highest Individual Score Possible is 40 therefore the higher your score, the more confident you are in your self perception and knowledge.

As a team, debrief and compare reactions to your self-assessment;

- What surprised you most with respect to individual total scores?
- Are there any patterns to your highest or lowest scores?
- Engage team perspectives regarding your highest score and ask; what influences this higher score and how might you leverage these insights in helping to raise other scores.

Mentoring Best Practices

Absolutely...

- Build an advisory cadre of colleagues
- Partner with a mentor
- Develop respectful relationships
- Honor commitments
- Seek out formal/informal mentoring
- Develop a mentor contract
- Pace yourself
- Ensure access
- Be an encouraging confidant
- Know when it's time to let go
- Remain future focused
- Inspire
- Engage
- Know when to draw closure to mentor role

Careful Now...

- Don't assume
- Think reciprocity - 'mentor/mentee roles
- Your schedule not always the priority
- Be constructive
- Resist urge to clone yourself
- Don't assume your advice will be followed
- Avoid ending dialogue on a negative note
- Don't dismiss your value
- Listen carefully
- Don't judge



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Leadership Reflection

Today's dialogue and interactions should leave you with good reflection...

➤ **What will you consider moving forward?**

1. I plan to be more deliberate in my networking efforts by...
2. If I am to put myself out there as a potential mentor, I will need to...
3. Other Free Form Thoughts? (contact, engage, consider, mentor, mentee...)

I would like to...



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Thank you. To learn more about Leadership Competencies, contact us at:

<http://www.performancecompass.com>

General Inquiries

info@performancecompass.com

416-873-8819

President

Shirley Bendavid-Stobnicky, BA Hons. M.Ed

shirley@performancecompass.com

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