

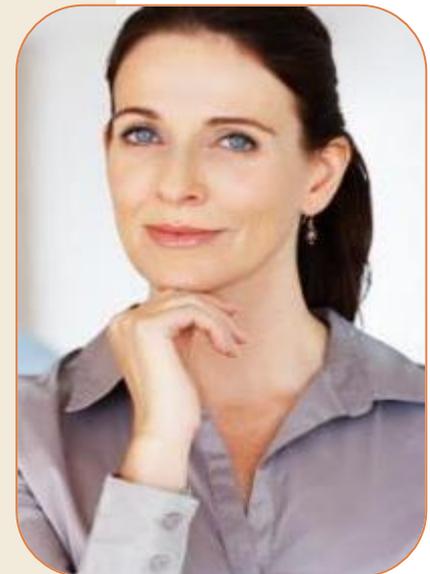
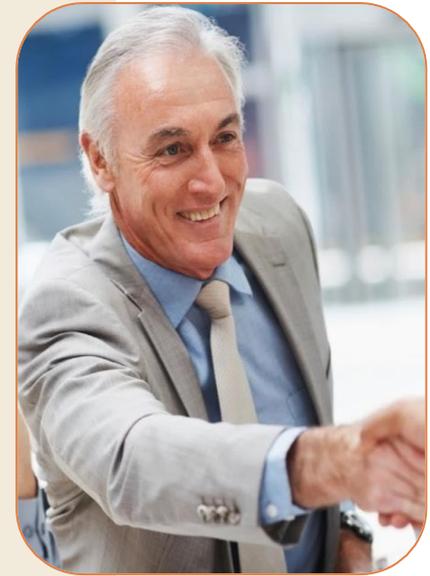
Women, Leadership and Success

*The most effective leadership is when
men and women work together in top
leadership positions*

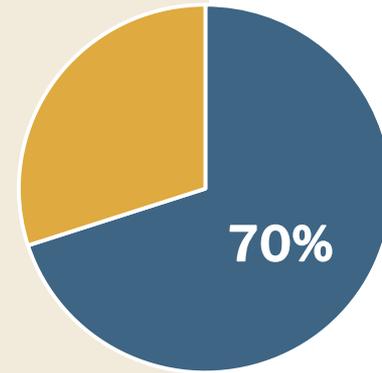
ATD
November 4, 2014
John Keyser,
Common Sense Leadership

In our hyper competitive business world, we need the strongest, most effective leadership – the **full array** of leadership **skills** and **competencies**

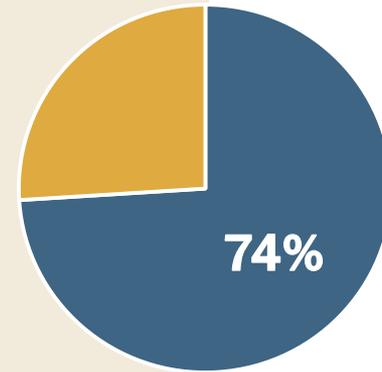
In general, men and women have different natural leadership skills



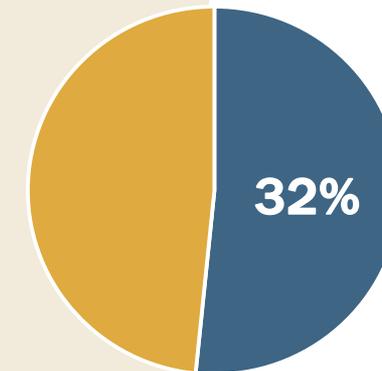
70% do not feel they are fully engaged



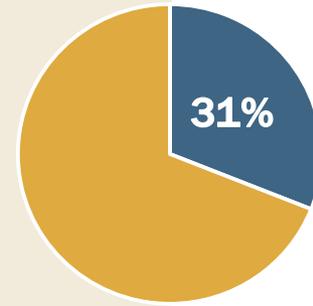
74% would accept an attractive job offer



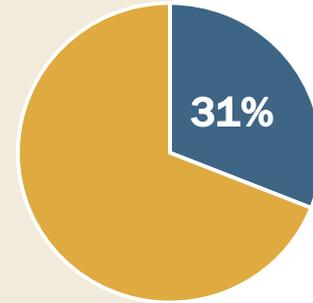
32% are actively looking for a new job



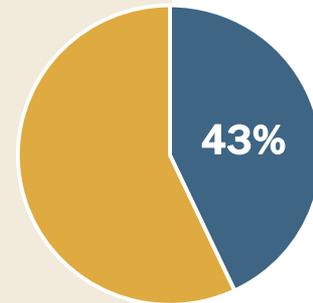
31% do not like their boss



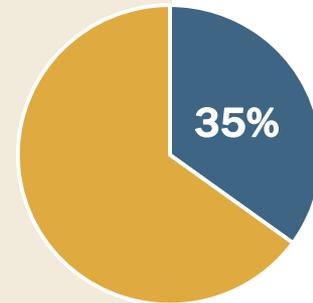
31% do not feel empowered



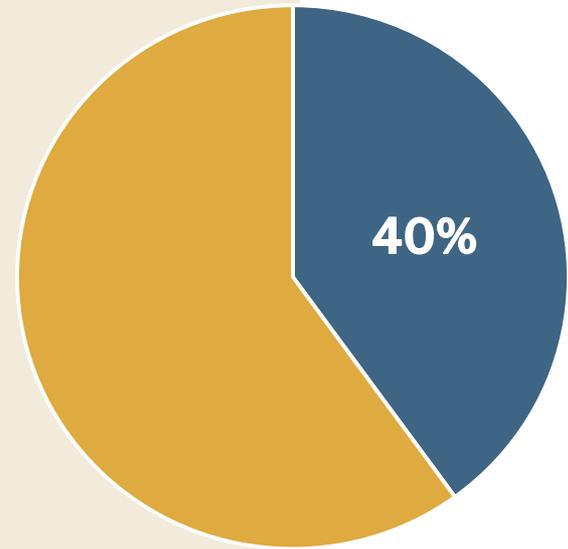
43% do not feel appreciated and recognized



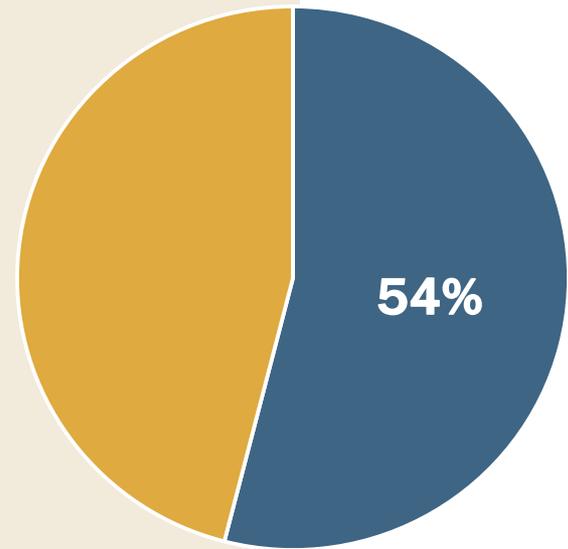
35% do not like internal politics



Millennials will be 40% of
work force



54% of Millennials want
to be their own boss



To thrive in today's world,
we need the **strongest,**
most effective leadership
in business

Relationships matter, relationships with our internal clients, our team members!

They must feel:

Appreciated & valued

Heard and their ideas matter

Important member of the team

They are being helped to advance

Managers focus on
numbers

Leaders focus on people

My goal today is for you to take away that:

We need the best possible leadership

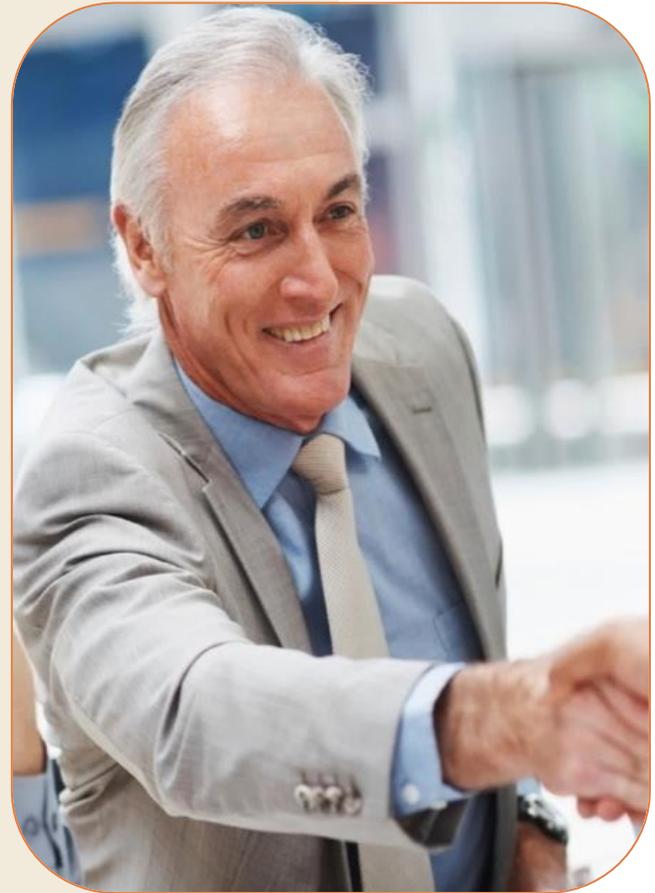
Men and women tend to have different leadership strengths

Women's leadership strengths are every bit as important, perhaps even more

The strongest leadership is men and women working together at the highest level of our companies

Men tend to be:

- Decisive
- Confident
- Bold
- Risk Takers
- Charismatic



Women tend to:

- Value relationships - at all levels!
- Have conversations
- Listen consciously
- Care about the team
- Be inclusive in decision making
- Be risk aware
- Ask for help, opinions, input
- Be collaborative



We need **ALL** of these
leadership competencies –
especially as female
leadership helps morale
and organizational
culture!

Our emotional intelligence is key to our business and leadership success!

Being **aware of and managing** our own emotions, e.g., our tendencies under stress and anger

Being aware of the emotions of others **so we may effectively manage our relationships**

Our soft skills



Putting people
at ease



Showing our
appreciation of
others



Establishing
solid
relationships,
confidence
and trust

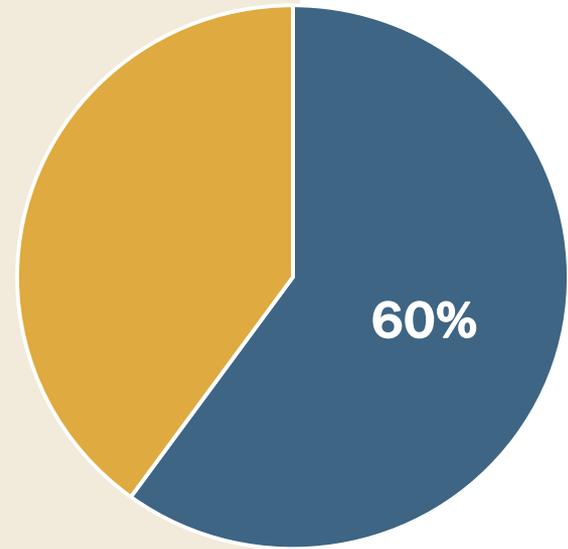


Being likeable

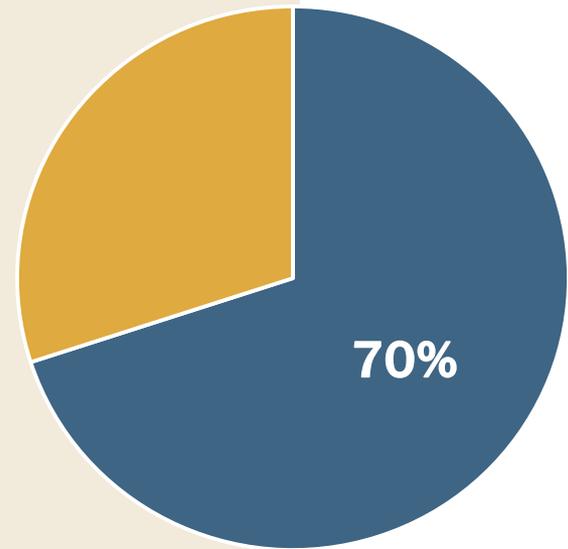
Studies show that
employees
(team members) follow
people not companies



Women are 60% of college graduates

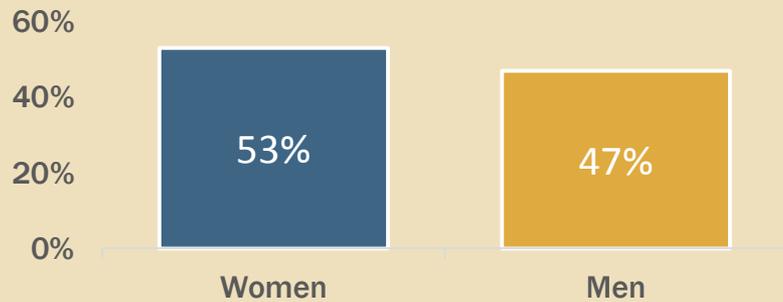


Women are 70% of valedictorians

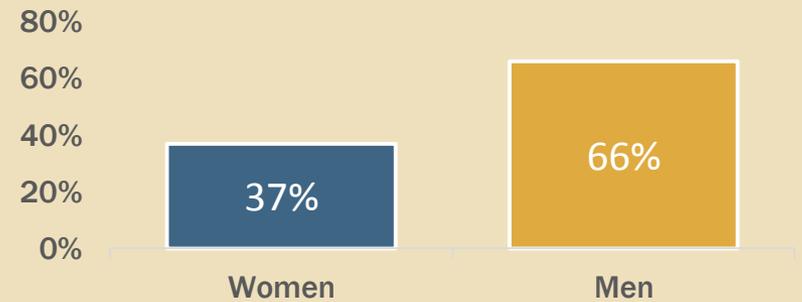


Today's business landscape

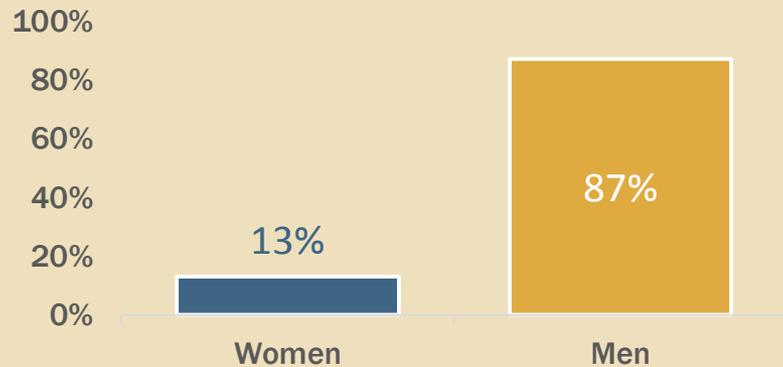
Workforce



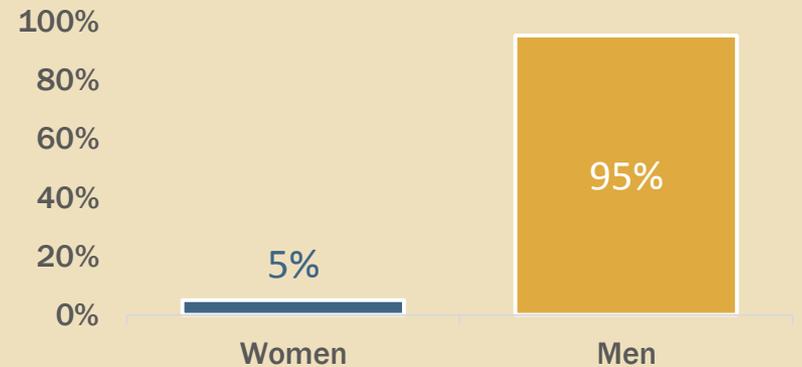
Middle Management



Executive Committees



CEOs



*Men are promoted based
on their potential, women
must earn a promotion
over and over again*

Stop making assumptions...

“That is a difficult client, we cannot assign a woman.”

“That job requires a lot of travel, we cannot give it to a woman.”

ASK WOMEN!

Empower our people!

Focus on their **results**, not
hours at their desks!

Recognize the importance
of our **organizational
culture** – the spirit of our
people, and that

**Quality internal
relationships** matter
greatly

My goal today is for you to take away that:

We need the best possible leadership

Men and women tend to have different leadership strengths

Women's leadership strengths are every bit as important, perhaps even more

The strongest leadership is men and women working together at the highest level of our companies

Thank you for participating in this important discussion.

I hope it is helpful.

Please share your ideas, comments and additional questions.

JOHN KEYSER

JOHN@JOHNKEYSERCOACH.COM

202-236-2800

Common Sense Leadership