Introductions

- Select a meme that resonates with you and share why you chose it.
- Share the leadership roles you currently fulfill.
- Explain why you chose this session.
- Does your district / organization currently support a women in leadership development program?
Objectives:

Reflect on ways to empower and support women through leadership development

- Share Insights
- Explore Resources
- Inspire Action
Take Action
The Importance of Networking

As recently as 2016, women made up only 4.4% of fortune 500 CEOs in the US.

Networking is the most effective way to find people and opportunities to advance and develop your career.

- Don’t be afraid to ask.
- Diversify your network.
- Create a networking strategy.
- Show up.
- Commit the time.
Your Turn!

Erica Mason

#LearnFWD19 #womeninleadership Building my PLN! Excited to connect with women here in St. Louis at the Learning Forward Conference. Likes, share or comment if you want to connect.
When the music’s playing, you’re moving (or dancing!).
When the music stops, you stop—then pair up with one or two people close to you.
Respond: **How might you benefit from or diversify your networking?**
When you hear the music, it’s time to return to your seat.
Imposter Syndrome
60% vs 100%
1) Diversify your pool
2) Establish and implement objective criteria
3) Limit referral hiring
4) Structure interviews
5) Ask skills-based questions

Although bias itself is devilishly hard to eliminate, it is not as difficult to interrupt. ~Joan Williams and Sky Mihaylo University of California Hastings College of the Law
Power Poses
Our Role as Listeners
Erica Mason (dcsdk12.org)

Checking In

Hi Erica,
I'm sorry to bother you, but I just wanted to check in and see if you needed me to bring anything else for our Learning Forward presentation tomorrow.
Amber

Amber Dawn Whetstine

District 49
Executive Director
Learning Services
Office: 719.494.8991
Mix and Mingle

- When the music’s playing, you’re moving (or dancing!).
- When the music stops, you stop—then pair up with one or two people close to you.
- Respond: **Which of these strategies appeals to you to boost your confidence?**
- When you hear the music, it’s time to return to your seat.
Balance and Self-Care

You wouldn’t let this happen to your phone. Don’t let it happen to you either.

Self care is a priority, not a luxury.
How often have you...

- Sent an email requesting work after 6:00 p.m. when not necessary?
- Missed your child’s soccer meeting or musical performance to fulfil a work duty?
- Pulled an all-nighter to meet a deadline?
- Skipped happy hour with friends to catch up on paperwork?
- Put your relationships on hold to pursue a promotion?
- Skipped the gym to send off one last email?

How are your actions impacting you & others?
Self-Care Survey

Dr. Tina Boogren
Table Talk: Why is self-care important? What are some things you’ve done to prioritize self-care?

You are not required to set yourself on fire to keep other people warm.
20 for 20 List

Set yourself up for success

Make it manageable

Set mini-goals

Start by doing 1 push up.
Start by drinking 1 cup of water.
Start by paying toward 1 debt. Start by reading 1 page. Start by making 1 sale. Start by deleting 1 old contact. Start by walking 1 lap. Start by attending 1 event. Start by writing 1 paragraph. Start today. Repeat tomorrow.
Know yourself better:

https://quiz.gretchenrubin.com/

If I pretend to myself that I'm different from the way I truly am, I'm going to make choices that won't make me happy.

— Gretchen Rubin —

4 Coners: Knowing what I know about myself, here are some things I need to be mindful of to be successful with self-care.
The POWER of Positivity

“ When people experience positive emotions their thinking tends to become more creative, inclusive, flexible, and integrative.”

Southwick and Charney, 2012
Gratitude and Joy at Work

“I never talk about gratitude and joy separately, for this reason. In 12 years, I’ve never interviewed a single person who would describe their lives as joyful, who would describe themselves as joyous, who was not actively practicing gratitude.”

~Brené Brown
Tips for Women Leaders

- Know your value.
- Share the success.
- Nominate yourself.
- Don’t speak negatively about other women leaders.
- Seek out “up and coming” women leaders to mentor.
- Invest in yourself.
- Find mentors to develop yourself and provide you with honest feedback.
- Practice gratitude.
- Don’t apologize unnecessarily.
Leverage Internal Experts
Book Study
Podcast Series
Networking
Guest Presenters
Social Media
Mentorship
Panel Discussions
Take Action
Mix and Mingle

- When the music’s playing, you’re moving (or dancing!).
- When the music stops, you stop—then pair up with one or two people close to you.
- Respond: What will you implement from today’s session?
- When you hear the music, it’s time to return to your seat.
Remember...
You’re Good Enough.
You’re Smart Enough.
And, doggone it,
YOU ARE AWESOME!
Thank you!

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Dr. Kathy Pickering, Coordinator of Professional Learning
El Paso County, Colorado School District 49
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Follow me on twitter @kapickster
Take our 3 minute survey!

Your responses power our kickup report

Session ID: 3208

NOTE: Session ID should be in all CAPS and is case-sensitive.
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<td>What’s <em>your</em> “Why” for bringing this back to your school, district, tribe?</td>
<td>Who needs you to lead this action?</td>
<td>What might you envision your group looking like?</td>
<td>How will you get started?</td>
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<td>Why is this important for others you might be thinking of?</td>
<td>Who are your champions?</td>
<td>What resources do you need?</td>
<td>How will you involve others?</td>
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<td>Who will you start with?</td>
<td>What support can your offer others?</td>
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What are you committed to doing after you leave here today?