CAREER PATH & MAKING IT HAPPEN

✓ Pizza Hut Management
✓ Teaching at USQ
✓ Customer Service Representative in the General Insurance Call Centre.
✓ Outbound Sales for Private Banking High Net Worth Clients.
✓ Team Manager, Colonial Insurance (motor).
✓ Sales Manager within General Insurance.
✓ Manager, General Insurance.
✓ Executive Manager, Merchant Acquiring Operations Premium Banking Services
✓ General Manager, Merchant Services and Operations.
✓ General Manager, Premium Service Centre.
✓ General Manager, Business Service Centre.

Part Time
WHY SHOULD ANYONE BE LED BY YOU?

• If your boss had the opportunity to rehire you in your current position would he/she?

• If it was the people’s vote would you be Number 1?

• How well are you communicating the strategy/ direction / vision? are you doing it ? – are you doing it well? Are you doing it better than your peers?

• Jack Welch, former chairman and CEO of General Electric Co., said, "Good business leaders create a vision, articulate the vision, passionately own the vision and relentlessly drive it to completion." Is this you?
So here are the traits and qualities that a good leader should seek to develop within themselves, in order to be able to encourage these same characteristics in their team:

- Vision
- Dedication
- Integrity
- Magnanimity
- Assertiveness
- Openness and approachability
- Humility
- Creativity
- Fairness
MISTAKES I HAVE MADE ALONG THE WAY

- Being nice (cup of tea)
- Not being specific about what I want
- Thinking my results will speak for themselves
- Not calling the behavior
- Staying with a bad boss

Verbatim along the way (dialogue that shaped me)

- ‘Your opinion doesn’t count’
- ‘You aren’t good enough to run x,y,z’
- ‘No wonder you are divorced’
- ‘Do you work because you can’t keep a husband?’
- ‘Ball Breaker’
- ‘Get me a tea’
STRATEGIES OF GETTING, USING AND KEEPING POWER

- Get comfortable with the pursuit of power
- Be intentional about what you are seeking
- Face your fears
- Identify and build your strategic relationships
- Act with power
- Don’t cede the hill
PRACTICE

Until you practice it, until you really know that it is important and practice it, you can’t do it.

(Stephanie A. Streeter, Former CEO, United States Olympic Committee and Former Chairman and CEO, Banta Corporation)

If your going to transform yourself, you have to go out and practice. While reading about how to build and exercise power may be informative, it is not a substitute for actually getting out there and taking the steps necessary to build power. Pfeffer explained: ‘You can read the book about golf but your golf playing is not going to get any better. You can watch the golf video and it’s not going to get much better. You will learn what to do but you have to have practice doing it.’

(Jeffrey Pfeffer, Thomas D. Dee II Professor of Organizational Behavior, Stanford University Graduate School of Business and Author, Power: Why Some People Have It – and Others Don’t)
MOVING FORWARD – COMMITMENTS FOR THE FUTURE

General tips:

- Select a woman to be part of an (important) client team.
- Share origination credit with other women.
- Hire a woman as outside counsel or select a woman to be in charge of a client relationship.
- Promote achievements of a woman to a leader inside and/or outside your organisation.
- Refer a business and/or job opportunity to a woman.
- Recommend a woman to be a speaker at a conference or event.
- Mention a junior woman by name from the podium.
- Take a junior woman to a professional meeting or networking event.
- Engage in peer-to-peer mentoring.
HOW TO SEIZE THE OPPORTUNITY & MAKE IT WORK

Specific Tips

• Get a mentor
• Continuously ask yourself am I learning? growing? improving?
• Demand feedback – get specific
• Give feedback
• Have plans A, B & C – target different roles, ensure your boss and others know what you want, keep regular contact, excel in your current role before looking for something else
• Give it a deadline
• Get educated (external bodies)
• Volunteer (Safety/diversity)
• Examine the relationship with your line manager
  - should you file for divorce
Thank you for listening

REFERENCES FROM ‘POWER IN LAW: LESSONS FROM THE 2011 WOMEN’S POWER SUMMIT ON LAW AND LEADERSHIP – Linda Bray Chanow and Lauren Stiller Rkleen, January 2012