

Lead Like a Woman: Real Strategies from Women Who've Been There

Offering real-world strategies from women for women on how to lead, grow, and thrive in their careers.

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Women in Leadership



C-Suite Representation

Only 1 in 4 C-Suite leaders is a woman, and only 1 in 20 is a woman of color.



Training Opportunities

Companies are 18% more likely to send men on work-related training than women, and 22% more likely to offer men formal leadership development.



Career Advancement

Only 86 women are promoted for every 100 men at the manager level, and 30% less likely to be assigned people-management responsibilities.



Self-Advocacy & Owning Your Story



Speak Up

Use 'I' statements in meetings. Get credit for your work & contributions among the 'we'.



Track Wins

Document achievements. Schedule consistent 1:1s with key stakeholders.



Craft Your Narrative

Use the "Then-Now-Next" framework. Say what you want out loud.



Use Storytelling

Apply your narrative in interviews, networking, performance reviews & casual conversations.



Leading with Empathy and Resoluteness



Redefine Authority

Employ relational leadership.
Coach rather than command.

Set clear expectations while
understanding individual needs.



Have Hard Conversations

Leadership includes having
difficult discussions.

Empathetic leadership includes
accountability setting and creating
ownership.



Delegate to Empower

Delegate not to offload, but to
empower and grow others.

Ask: "What can only I do?"
everything else qualifies as
something to delegate.

Strategic Networking

Inner & Outer Circles

Build relationships of different layers of connection.

Personal Board of Directors

Gather mentors, sponsors, truth-tellers, champions.

Network Across

Don't just network up—connect across & diagonally too.

Future Planning

Build relationships now for opportunities later.



Mindset and Confidence Building

Watch Your Words

Remove "Just," "I'm sorry," "If it's ok," and "If you have time" from your vocabulary.

Reframe Imposter Syndrome

Name your inner critic.
Challenge negative thinking.

Take Up Space

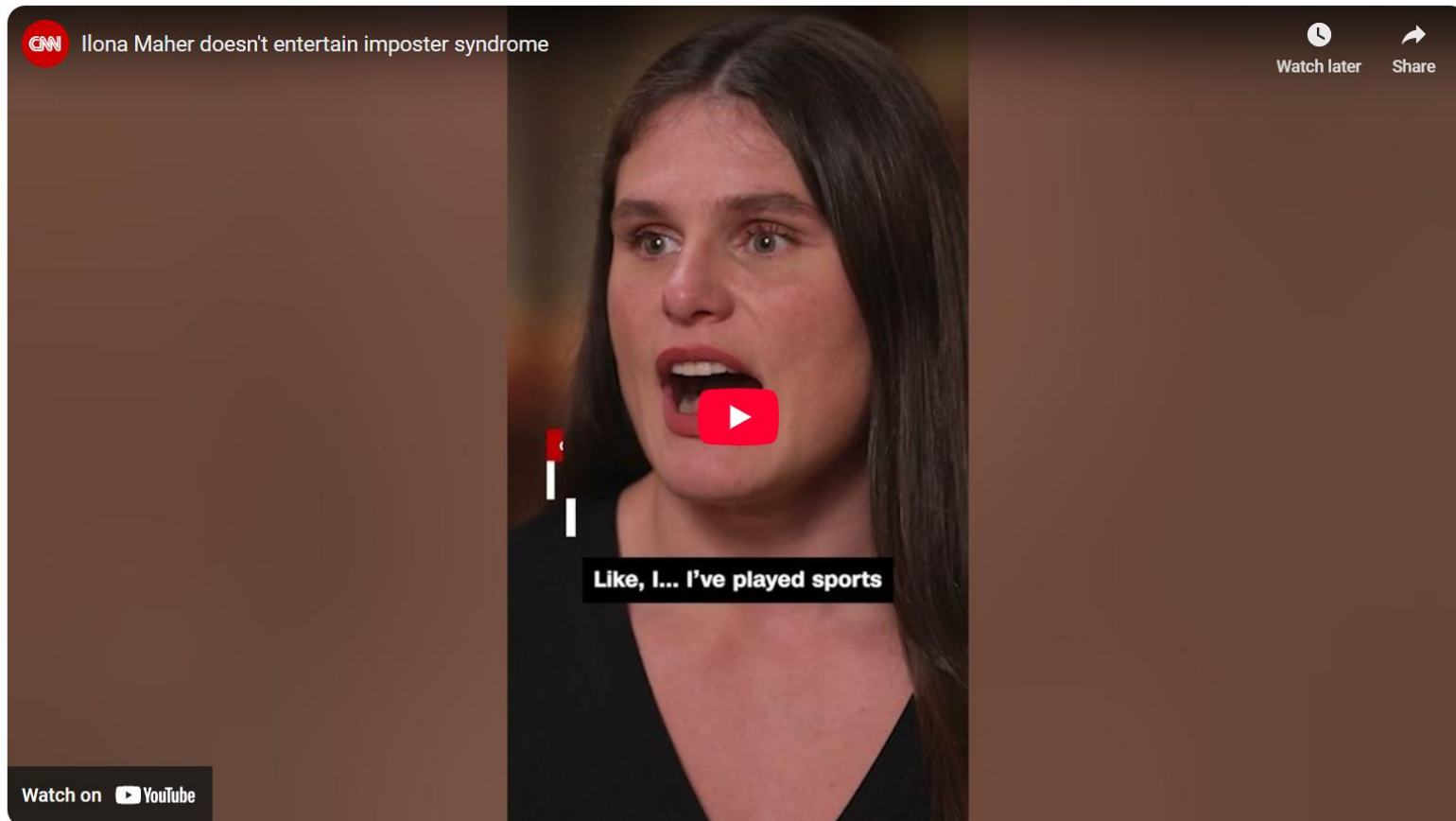
Speak with authority without apologizing or qualifying.

Action Cures Doubt

Do the thing before you feel ready. Progress builds confidence.



Video: Ilona Maher on Imposter Syndrome





Confidence Building



Done > Perfect

Completion beats perfection on trivial details



Celebrate Wins

Acknowledge progress, not just outcomes

Keep a win file to document successes; review & reflect



Use Your Voice

Use "I recommend" vs. "I think / maybe"

Be comfortable saying 'no' and setting boundaries

Word Cloud Activity: Audience Poll

Use **ONE** word to capture
ONE skill you want to grow in 2025



Display Word Cloud Results Here

Partner Discussion: Share your reflections and reactions with a partner.

Recap & Key Messages



Advocate

For yourself and others. You miss 100% of shots & calls not taken.



Build & Rely on Community

Invest in others & allow others to invest in you.



How Leaders Led

Coach, delegate, & provide constructive feedback.



Check Your Thinking & Speech

Counter imposter syndrome; don't apologize.



Your Next Steps



Take One Action This Week

Reach out to a mentor, speak up, go after the thing you want now!



Build Your Community

Connect with groups like CWCC, Bossed Up, Elevate Network, Lean In.



Continue Learning

Explore books & podcasts on women's leadership; attend workshops and PD offerings.



Celebrate Your Wins

Acknowledge & track all your successes, no matter how small.

Thank you for your time!

Now, let's get it!

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