



Women and Leadership

**Sarah Kemp
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Women and Leadership

- 13% of the population speaks an Asian language. - 4% speak English.
- Women influence 80% of consumer decisions
- Women hold 50% managerial or professional positions
- Women represent only 15.1 % of corporate board positions and only 3.2 % for women of color.

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Women's Leadership

- Different style than men
- IT and globalization changing what is important.
- New leadership model
 - From command and control to transparency and inclusion
 - Coach, emotional intelligence

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Women in General

- More participative leadership style
- Better at reading body language
- Express more emotion
- Show greater empathy
- Send non verbal signals of warmth and inclusion

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How to be a great leader

What great leaders do:

Great leaders see people as whole:

- Body
- Heart
- Mind
- Spirit

And work to unleash their full creative potential.

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Foundation

The 4 imperatives of Great Leaders:

- Core: Inspire Trust
- Clarify Purpose
- Align System
- Unleash Talent

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Imperative 1 Inspire Trust

Mediocre leader Vs Great leader

Trust: Core of leadership

- Where there is no trust, your ability to carry out the other imperatives is severely damaged
- 54, 000 surveyed and asked to identify the essential qualities of a leader – INTEGRITY was, by far the No. 1 response

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Imperative 1 Inspire Trust

Feedback:
A leader's life-support system!

- The higher up, the less feedback...
- How you respond determines:
 - 1) how willing people are to give feedback
 - 2) how people respond to yours
- When received: Acknowledge, thank

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Imperative 1 Inspire Trust

Speed of trust: Nothing is as fast as the speed of trust

- High trust = High speed + Low cost
- Low trust = Low speed + High cost

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Imperative 1 Inspire Trust

13 Behaviors of High-Trust Leaders

- Talk straight
- Create Transparency
- Show loyalty
- Get better
- Clarify expectations
- Listen first
- Extend trust
- Demonstrate respect
- Right Wrongs
- Deliver results
- Confront reality
- Practice accountability
- Keep commitments

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Imperative 2 Clarify Purpose

Clarify Team Purpose:

- Job to be done
- Strategic link

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Imperative 2 Clarify Purpose

Job to be done:

- Who - most important customer? (External or internal)
- What - their most important goals?
- What - specific job your customers hire you to do?

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Imperative 2 Clarify Purpose

Strategic link:

- Organization's mission strategy?
- Boss' most import goals?
- How does your team support above two?

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Imperative 3 Align System

Mediocre leader Vs Great leader

What is a great system?

- Is aligned to achieve your highest priorities
- Enables people to give their best
- Operates independently of the leader
- Endures beyond the leader

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Imperative 3 Align System

Execution

- Discipline 1: Focus on the wildly important
- Discipline 2: Act on the lead measures
- Discipline 3: Keep a compelling scoreboard
- Discipline 4: create a culture of accountability

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Imperative 3 Align System

Talent :

- Attract
- Position
- Develop
- Reward

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Imperative 4 Unleash Talent

Performance: clarify expectations and accountability

- Great leader: help people translate their talents and passion into specific results and objectives in their work

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Imperative 4 Unleash Talent

- How to make Win-Win Performance Agreements
 - Desired results: Goal, measures, deadline, weight
 - Guidelines: criteria, standards, policies or procedures to follow
 - Resources: people, budget and tools to use
 - Accountability: feedback how, how often?
 - Consequences: rewards if fulfilled, consequences if not

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Imperative 4 Unleash Talent

Clear the path – be a source to help

– Great leaders:
After the performance objectives are clear, become a source of help, making it possible for people to succeed in their jobs.

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Imperative 4 Unleash Talent

Clear the path – be a source to help

– Neither micromanages (constantly hover over and check up, never giving full control or ownership to another person) nor abandons (give people responsibility without support) , but runs alongside and supports people as they achieve mutually agreed-upon goals

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IN SHORT

The 4 Imperatives Make Great Leaders:

- Core: Inspire Trust
- Clarify Purpose
- Align system
- Unleash Talent

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Advice for women

- Find a mentor and mentor those below you.
- Develop a “ Kitchen Cabinet” outside of your organization
- Take risks/ take command of your own career

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Performance 12 Questions

1. Do I know what is expected of me at work?
2. Do I have the materials I need to do my job right?
3. Do I have the opportunity to do what I do best everyday?
4. In the last 7 days have I received praise for doing good work?
5. Does my supervisor or someone at work care about me as a person?
6. Is there someone who encourages my development?

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Performance 12 Questions

7. Do my opinions count?
8. Does the mission of my organization make me feel my job is important?
9. Are my co-workers committed to doing quality work?
10. Do I have a best friend at work?
11. In the last 6 months has someone talked to me about my progress?
12. In the last year did I have an opportunity to learn and grow?

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