Finding Your Voice
With Monali Jain, Stephanie Matthews, and Jacobia Solomon.
Jo Miller
CEO
Women’s Leadership Coaching, Inc.

• Founding Editor of BeLeaderly.com
• Specializes in helping women break into leadership in industries that have been traditionally considered ‘a man’s world’, such as technology, finance and energy.
• Delivers over 60 speaking presentations annually to audiences of up to 1,200 women for women’s conferences and corporate women’s initiatives.
• Resides in Iowa with her husband Chris and two cats. Taking beginner figure skating lessons.
Monali Jain
Angel Investor

• An angel investor focused on software, mobile and cloud technologies.
• 16 years of experience in developing and launching highly scalable, highly profitable internet software products and services.
• Held leadership positions with global responsibilities at Paypal, eBay, Interwoven, Good Technology and GE.
• Loves to travel. Has visited 17 countries and climbed Mount Kilimanjaro.
Jacobia Solomon
Vice President of Engineering
Mimeo

• Responsible for engineering, quality, project management, maintenance, and operations leadership program (OLP) for new graduates.

• Over 17 years of experience in engineering, continuous improvement and global project management experience with an emphasis in Six-Sigma and Lean methodologies.

• Happily married to Harold “Alex” Solomon, with two wonderful children Akinde and Ayane.
Stephanie Matthews  
Executive Director, The Bridge Connector Community Leader  
Golin

- Joined Golin to help build the agency’s global network of newsrooms, The Bridge. Helps brands such as PetSmart, Purina, Patrón Tequila, RedBull, Unilever and Cisco analyze business and cultural trends to create engaging storytelling opportunities spanning digital & traditional media.
- 15 years as an award-winning journalist and news producer prior to joining Golin.
- A scuba diver since age 12.
#WLCWebinar

@TheMonaliJain

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Tweet us your team pic!
In this webinar

I. Finding your voice
II. Having a voice of authority
III. Speaking up when the stakes are high
Finding Your Voice
“If you do not express your own original ideas, if you do not listen to your own being, you will have betrayed yourself. Also, you will have betrayed our community in failing to make your contribution to the whole.”

— Rollo May
What prevents us from speaking up?
• You don't want to appear too aggressive
• You don't want to appear unknowledgeable
• You work in a hyper-competitive team
• You are soft-spoken
• It's hard to get a word in edgewise
• You need to stand up to a difficult colleague
• You are new to the role
• Speaking in front of a group
• Speaking to senior leaders
• Your opinion is unpopular
• Speaking up might be risky.
“Silencing ourselves exacts a huge price.”

— Linda Adams
Tell us a story about “finding your voice” in your career.
• As a newscaster, my stories were my voice.
• When I moved into marketing and PR that changed.
• I had to figure out what I stood for.
• Became an advocate for myself and my team.
Why is it important for emerging women leaders to find their own voice?
• It’s your voice, so OWN it.
• If you don’t use your voice, you are standing in your own way.
• We are powerful!
• Understand what matters to you.
How do you keep yourself from second guessing yourself, especially around those with more experience?
• Look inside yourself: find your passion.
• Have confidence to know you’re contributing.
• If you don’t contribute, your team won’t be performing at its best.
• If you don’t contribute you won’t get feedback and you can’t improve.
You have said, “Part of finding your voice is actually using your voice.” Tell us more about that.
• I’m an introvert. My style is deliberative.
• I had to train myself to not wait to jump into conversations.
• Speak 1:1 to people: you can’t read tone in an email.
What are your tips for being authentic at work?
• Find clarity, confidence and direction to find your voice and make it count.
• Don’t wait for permission to lead.
• Listen to your inner voice: *it’s your leadership compass.*
• Let your light shine!
What suggestions do you have for introverts who want to find their voice?
• Be prepared.
• Know who’s going to be in the room.
• Know their styles and their goals.
Poll:
How did you find your voice?
Having a voice of authority
“If you don’t have a seat at the table, Bring your own chair.”

— @Midy Aponte
What are some tips for making sure you are heard in meetings?
• Speak less and listen more.
• But don’t overdo the listening! Find the balance.

30% 70%

• Leverage follow-up communications, too.
• Prep your leaders ahead of time to support you.
You do public relations for companies that are household names. What can you tell us about doing personal PR for ourselves at work?
• Learn how to “brag” in a tactful way.
• Brag about what your team is doing.
• Build up your people and help them find their voice.
Tell us how you go about creating a team culture where others can have a voice.
• Celebrate other women and support one another!
• Sit, talk, listen with other women.
• Call other women into leadership with you.
How does having a voice change when a person transitions from doing to leading?
• Leading requires taking risks and being uncomfortable with uncertainty.
• It’s not about you any more.
• You need to provide direction and stability to your team.
• Being a leader doesn’t have to mean changing who you are.
What tips can you share for becoming a sought after voice and expert in your industry?
At Golin, we are creating a company of specialists.

- Identify your passion. Become an expert in your area.
- Be proactive about sharing your expertise.
Speaking up when the stakes are high
“Once you’ve got a seat at the table, use it.”

— Janet Langford Kelly
How should an individual speak up when there are known risks to doing so?
• Be prepared and acknowledge the risk
• Highlight the opportunities
• Be actionable: what can mitigate the risks?
What does it take to have a voice in a highly competitive team?
• I am driven by competition, but more so by team success.
• Competitive people are driven by wanting to be better than before.
• So learn from them!
• Differentiate yourself and you will complement others, not compete with them.
What recommendations do you have for selling ideas to senior leaders and decision-makers?
• Know who their audience is.
• Think beyond who is in the room.
• How can you help them be successful?
How do you speak up if you are not sure if your answer or question is correct?
• Speak up to make a difference, not just to be right.
• Share your goals, and think about the outcome you expect.
• End with “what do you think?”
What suggestions do you have for speaking up with a difficult colleague?
1. Set boundaries.
2. Be assertive
3. Be direct, honest and fair.
4. Don’t take it personally.
5. Focus on what you can do to make things better.
6. Don’t give up your voice or your power.
7. Go outside the office for coffee or lunch.
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Poll:
What is your next step to take?
Recommended

Finding Your Voice by Joel Boggess.

“4 Ways To Lead In A Meeting When You’re Not The Meeting Leader” by Jo Miller at BeLeaderly.com

“Dealing with Difficult Conversations at Work” by Jo Miller at BeLeaderly.com
Closing thoughts
Stretch Assignments and High Profile Projects

Tuesday, June 23

- Angie Gels, Vice President, Human Resources, The Nielsen Company
- Tara Jaye Frank, Vice President - Multicultural Strategy, Hallmark Cards.