WHILE YOU ARE WAITING FOR
THE WEBINAR TO START

Please think about:

• What did you do to get to where you are today?
• What are the elements of an effective career advancement plan?
Poised for Leadership

Nov. 19 workshop in Orlando, Florida

Register now at womensleadershipcoaching.com/pfl
TAKE CHARGE OF YOUR CAREER TRAJECTORY
With Donnell Green of BlackRock and Caroline Simard of Stanford School of Medicine
CORPORATE SUBSCRIBERS

Bank of America L.E.A.D. for Women
Northrop Grumman

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Jo Miller  
CEO,  
Women’s Leadership Coaching

- Specializes in helping women break into leadership in industries that have been traditionally considered 'a man's world', such as technology, finance and energy.
- Since 1998, has developed and implemented leadership development programs that have benefited women worldwide.
- Delivers over 60 speaking presentations annually to audiences of up to 1200.
- Has travelled widely in Europe, North America, Asia Pacific and the Middle East to deliver programs for women’s conferences and corporate women’s initiatives.
Donnell Green
Global Head of Talent Management and Development, BlackRock

• Holds global responsibility for talent pipeline, succession planning, executive and leadership development and global talent development, including programs for senior women and high-potentials.
• Goal: “To change the landscape of leadership globally.” Passionate about unleashing and inspiring the potential in people.
• Has held previous roles in organization development, leadership development and HR consulting with 24 Hour Fitness, PeopleSoft, and Personnel Decisions International.
• BA, Psychology from California State University-Northridge.
• Lives in the San Francisco Bay area with her husband and standard red poodle, Zeus. Enjoys wine and running (though not in that order) as well as adventure scuba diving.
Caroline Simard, PhD
Associate Director of Diversity and Leadership, Stanford School of Medicine

• Tests and implements new models for increasing work-life integration to increase faculty satisfaction and retention.
• Passionate about building better workplaces for women and underrepresented minority talent in STEM fields through evidence-based solutions.
• Previously roles include VP of Research and Executive Programs at the Anita Borg Institute and Researcher at the Center for Social Innovation at the Stanford Graduate School of Business.
• PhD from Stanford University.
• Lives in Menlo Park, CA with her husband and daughter, 3 cats, and a dog!
#WLCwebinar

@csimard

@blackrock

@jo_miller
MAKE A PLAN…

or someone else will make one for you!

Don’t wait for permission or an invitation to become a leader.

Don’t wait for someone to develop you or promote you.

Take charge of your career trajectory.

Create your own career advancement plan.
IN THIS WEBINAR

I. How women advance: Lessons learned
II. Your career advancement plan: The essential elements
I. How women advance: Lessons learned
What have been some key factors in your own career advancement?
Push yourself beyond what you think you are capable of

Get a good boss

Work for people you respect
“I have built great relationships with my bosses and created value for them. Having a good boss and the support of your manager can make or break a career.”

- Donnell Green
Flexibility

Anything can feel like learning

Entrepreneurial mindset

Connecting people and ideas

Risk-taking on behalf of others

Anything can feel like learning
“I love connecting people and ideas – being a network connector has been key to opening doors for others and ultimately for me.”

- Caroline Simard
Give us some background about your work as it relates to women and their career advancement.
Advancing women into “seats of power” at BlackRock

• Firm-wide processes to identify diverse high potential talent.
• 12-month women’s leadership forum, consisting of:
  ✓ Firm-wide commitment, including the CEO
  ✓ Encouragement to see themselves in seats of power
  ✓ Bringing out natural capabilities
  ✓ Executive sponsorship
Pilot program to increase work-life fit for faculty at the Medical School

- Really innovative approach.
- View it as intrapreneurship, creating small but measurable bright spots.
- It’s about long-term culture change, iterative learning.
- I get to work with some of the brightest minds in the world.
- Also work as a consultant on STEM diversity – consulting keeps you current.
What are some key things you have discovered that you think all women need to know about advancing their careers?
What women need to know about advancing

**Enjoy what you do:**
Have a deep sense of purpose.

**Know your audience:**
Learn how to articulate what you care about.

**Self-acceptance:**
Be a friend to yourself.

**Be proud and confident:**
Know what you are good at.
What women need to know about advancing

Researching Gender issues = Aha: Negotiation, Work-life, Visibility, and Implicit Biases.

Value creation: What is the value currency? Put myself in others’ shoes.

My own imposter syndrome: A barrier and driver.

Lead with your strengths: It’s not about changing who you are.
What are some key things you have discovered that companies need to know about advancing their women?
What companies need to know about advancing their women

• Needs to be treated as a strategic priority.
• Accountability is key.
• Culture looms large – macro and micro.
• If you don’t do it they will leave.
• Flex is core issues to figure out.
• Retention is not the same as advancement.
What companies need to know about advancing their women

Organizations need to ask:
• Are we having the right conversation?
• Are we creating the best, most inclusive environment for people to be their best self?

It takes all of us being thoughtful about people rather than being mechanical.
II. Your career advancement plan: The essential elements
Can you recommend a set of essential steps or principles for women to include in their career advancement plans?
CAROLINE’S
essential elements for a career advancement plan
Articulate your vision.

Draw strength from who you are: for me - being generous and assuming good intentions.

Keep your eye on the goal – don’t stand in the way of the end result.

Don’t ignore your work-life fit!!! Every day and every week.

Don’t take yourself and others too seriously.

Adapt and learn – continuously.

Keep advisors handy.
DONNELL’S
essential elements for a career advancement plan
Be on purpose: be clear what you are committed to.

Check your ego at the door.

Commitment to learning – reflecting on own leadership and impact.

Purpose, passion and polish – the 3 things that make a difference especially on a bad day.

Network of support: Coaches, mentors and sponsors – don’t go it alone.

Laughter – mind the seriousness and intensity.

Digging deep to advance – training for a marathon can make the difference.

Get physically fit and healthy.
What are some quick tips for women on how to negotiate for the role or development opportunities they want?
“Find your negotiation driver. For me, keeping in mind my mission to improve others’ lives makes me a better negotiator. It’s not about me.”

- Caroline Simard
“Timing is everything.”

- Donnell Green
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Recommended Resources

Harvard Business Review
September 2013 issue

Leadership Dojo
by Richard Strozzi-Heckler

Through the Labyrinth: The Truth About How Women Become Leaders
by Alice Eagly and Linda Carli
Q&A

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What is a closing thought you would like to leave us with?
ASK A MALE EXECUTIVE

Tuesday, December 3, 2013

Is there something you’ve always wanted to ask a male leader but were afraid to ask? This hour-long Q&A forum gives you access to that male perspective without any of the awkwardness. A panel of executive men will candidly address a wide range of career issues and leadership challenges specific to women. Submit your questions for consideration!

Guest speakers: Kieth Cockrell, Sr. Initiative Portfolio Executive at Bank of America and John L. Hall, Senior Vice President, Oracle University.
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www.womensleadershipcoaching.com

Click Member Log-in
DISCUSSION QUESTIONS

1. What have been some key factors in your career advancement to date?

2. What will you include in your career advancement plan going forward?

3. What will be your next step to put your plan into action?