



“Emerging Women Leaders”

Session 5 - Preparation Material



Our Purpose: *‘To inspire, engage, support and create resilience in our next gen. leaders’*

“Emerging Women Leaders” - Pre-reading and Session 5 Preparation

Session 5 – EMPOWERMENT Empowered at Work, Empowered at Home

- **What does empowerment look like for you at work and at home; do they differ?**
- How well do you execute your power?
- How good are you at the hard conversations?
- How important is financial independence?
- How do leadership, empowerment and financial independence inter-relate?

Food for thought

‘When you help other people feel powerful, in tangible and/or intangible ways, you are demonstrating profound trust in and respect for their abilities. Such actions also serve to reinforce people accepting accountability for both their actions and results..’

Source: Kouzes and Posner Everyday People, Extraordinary Leadership, p 137

Sheryl Sandberg – Why we have too few women leaders

https://www.ted.com/talks/sheryl_sandberg_why_we_have_too_few_women_leaders

Facebook COO Sheryl Sandberg looks at why a smaller percentage of women than men reach the top of their professions -- and offers 3 powerful pieces of advice to women aiming for the C-suite. She invites women to use some essential strategies that lead to empowerment.

Think about how you can respond to her message that emphasises that we need to

- Sit at the table
- Make your partner a real partner
- Don't leave before you leave
- Re-frame your thinking

Oprah Winfrey – The Power of Women

<https://www.youtube.com/watch?v=6Rfn94k717U>

Oprah speaks about the way she changed her view of empowerment in the 80's and began to seek authentic power. She sums up the alignment between who you are with what you have come to do in the world. She shares her experience of staying with Nelson Mandela for 10 days and how she found a new opportunity to let her personality serve her soul.

She explains how she began to translate her key learnings into action.

Think about - How you can empower others using your personal values and what you do in the world.

Why Your Most Empowering Career Move Isn't About You – Lynn Taylor, Psychology today.

<https://www.psychologytoday.com/us/blog/tame-your-terrible-office-tyrant/201803/why-your-most-empowering-career-move-isn-t-about-you>

Lynn Taylor speaks about the power of mentoring and its positive impact on the mentor and the mentee. It reveals how being a mentor can benefit your career as well as the person with whom you have developed a mentoring relationship.

Think about – The opportunities that you have to mentor other women

Financial Empowerment - Gender and Money

<https://www.womenandmoney.org.au/gender-and-money/>

Women, Relationships and Money

This clip explores how women can approach talking about money with their life partners.

These links are Australian and are funded by Financial Literacy Australia.

<https://www.moneysmart.gov.au/life-events-and-you/women/womens-money-goals-infographic>

This infographic shows Australian women's money goals and the steps you can take to reach them. This infographic is a simple yet useful tool that you can use to reflect upon your current approach to financial empowerment.

Podcast

<https://www.hpbank.com.au/accounts/resources/podcasts-empowerment>

For those who like to listen, here is a link to a series of 8 short podcasts that can help you explore ways to achieve financial independence. You can choose to listen to the topics that interest you, and they cover areas like Money and Relationships, Superannuation, and Investing.

Think About – All the things you do or could do to be financially independent and empowered

Having Difficult Conversations with Employees

Knowing that 70% of leaders avoid difficult conversations reminds us that we are not alone. This article provides useful strategies for leaders to navigate difficult conversations with their team members.

<https://online.hbs.edu/blog/post/how-to-have-difficult-conversations-with-employees>

