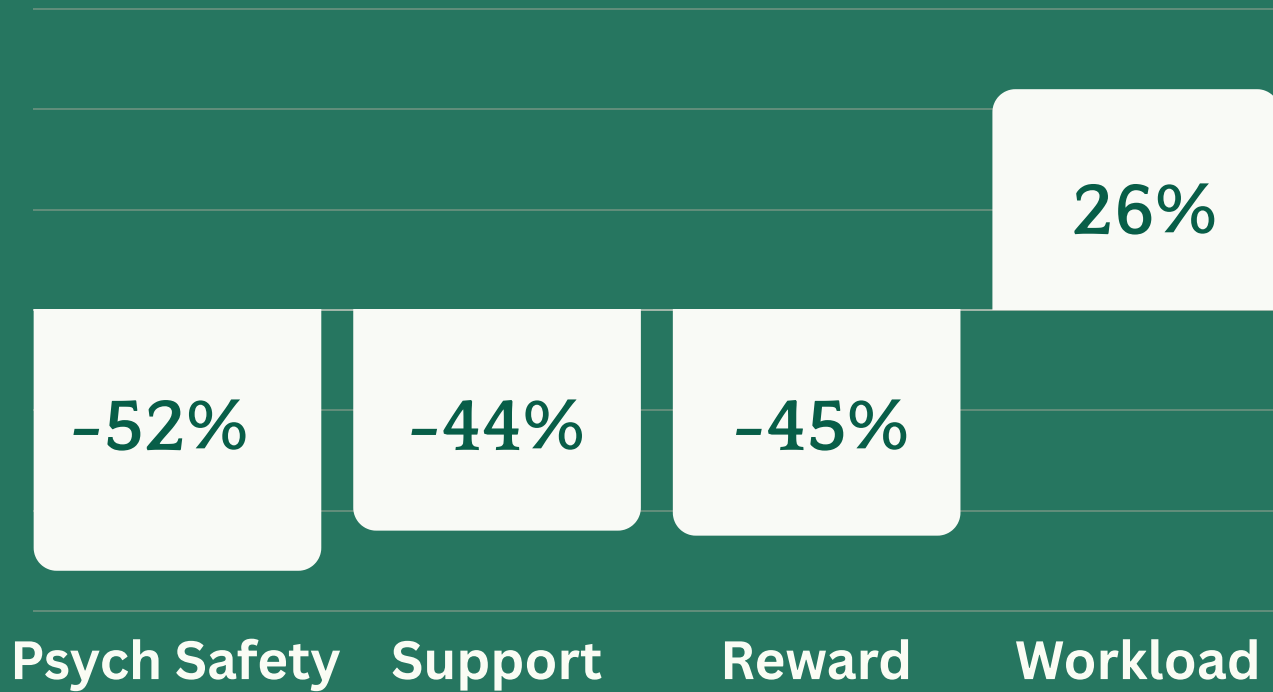


Burned out leaders wreak havoc on their team



5

HAZARDS

FOR WOMEN LEADERS



Inclusive leadership needs to be founded on authenticity, incorporating values like cultivating love and embracing humility, employing principle-based decision-making, and encouraging curiosity in the relentless pursuit of personal growth.



DR ILANA WISBY
CEO, Oxford Quantum
Circuits

#1 MASKING



MASKING

**HIDING YOUR AUTHENTIC SELF IN AN
EFFORT TO GAIN GREATER SOCIAL
ACCEPTANCE**

IMPACT OF MASKING



Emotional
Exhaustion
increases ~40% when
you hide imperfections
or try to be perfect

IMPACT OF MASKING

Perceived Stress

increases ~53% when
you try to attain social
perfection



“Rather than reducing exposure to sexual harassment, power in the workplace seems to put women at greater risk.”

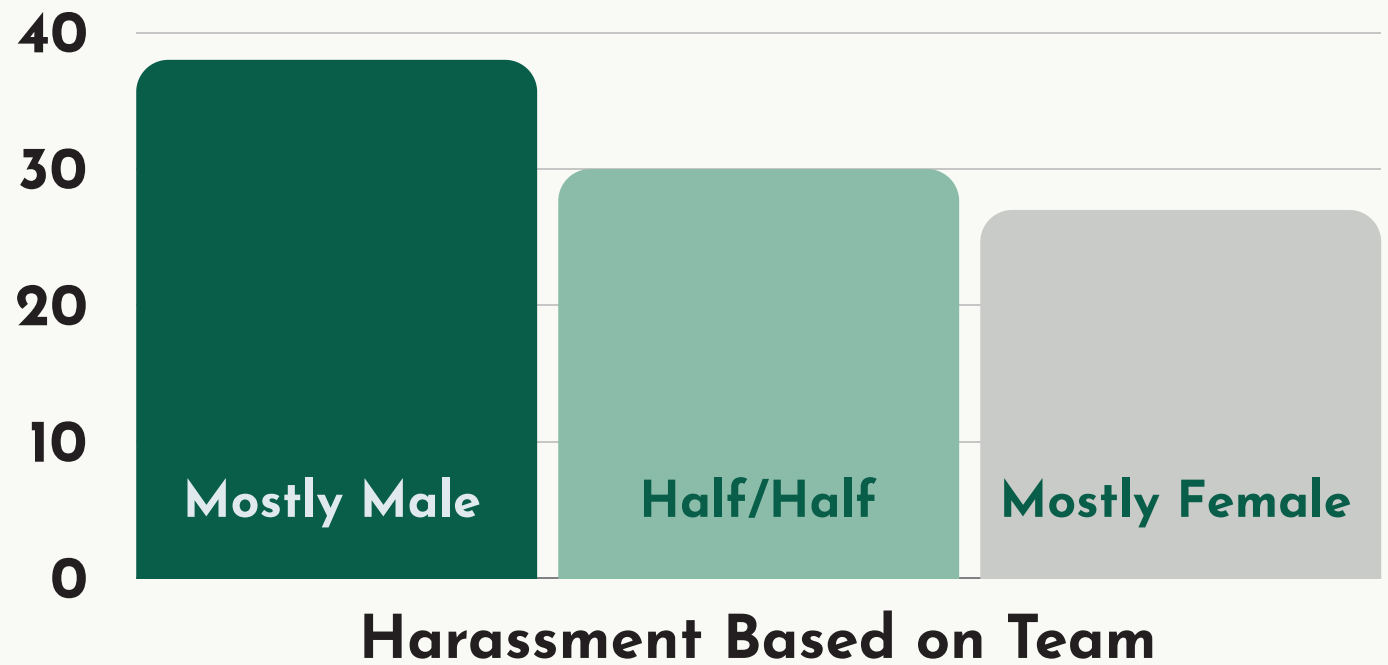
● ● ● **#2 HARASSMENT**

Academy of Arts & Sciences 2024





Experienced Harassment Last 12 Months



THINK ABOUT IT...

HAVE YOU EXPERIENCED INSULTS OR
SEXUALLY-ORIENTED BEHAVIORS?



"It's disheartening to be part of an organization for as many years as I have been and still not see a person like me in senior leadership. Until I see somebody like me in the C-suite, I'm never going to really feel like I belong."

–Latina, manager, former executive director

● ● ● #3 REPRESENTATION



1 in 4 women in the c-suite

#3 REPRESENTATION



1 in 4 women in the c-suite



1 in 16 women of color in the c-suite

#3 REPRESENTATION

THINK ABOUT IT

DO YOU SEE ROLE MODELS IN
YOUR BUSINESS?

#3 REPRESENTATION

“I want to succeed. I want to be here. I am working really hard, and I am driving results. Yet every day, I receive signals that I can’t break that ceiling. So maybe I should take the risk and go somewhere else.”

#4 DEPARTURES

Women leaders are

1.5X

**more likely to leave a
company to grow
their careers**

DDI 2023



THINK ABOUT IT

WHAT HAPPENS TO THE CULTURE
WHEN WOMEN LEADERS LEAVE?

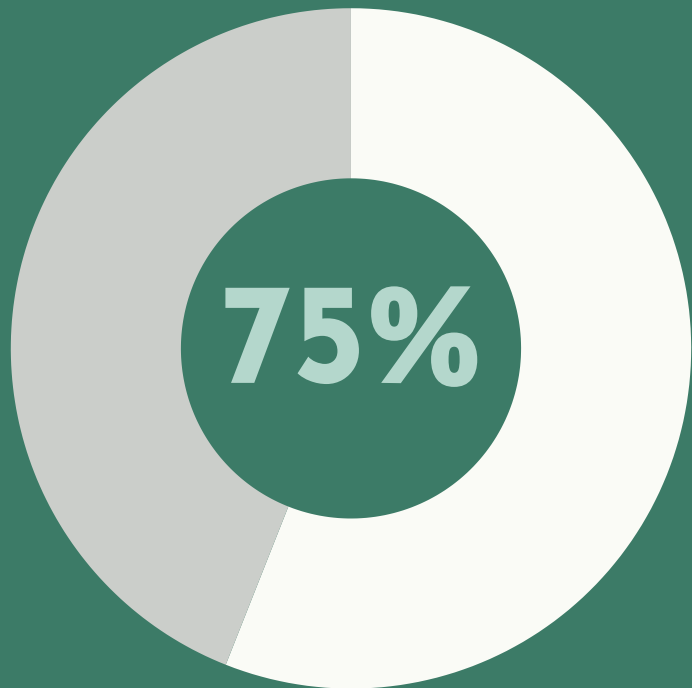
#4 DEPARTURES

"For me I've found that it is the little negative voices in my head that start getting louder until you're consumed by self-doubt".

Taylor McCaslin, Sr. PM at GitLab



#5 IMPOSTER SYNDROME



**of women leaders experience
imposter syndrome**

KPMG 2023



THINK ABOUT IT

WHAT CAN HAPPEN WHEN WE
EXPERIENCE IMPOSTER
SYNDROME?

#5 IMPOSTER SYNDROME

WHAT CAN
YOU DO?



RESILIENCY



RESILIENCY

PSYCHOLOGICAL STRENGTH TO COPE WITH
STRESS & HARDSHIP, AND THE MENTAL
RESERVOIR OF STRENGTH THAT CARRIES YOU
THROUGH CHALLENGES WITHOUT FALLING
APART





NEUROPLASTICITY



NEUROPLASTICITY

THE ABILITY OF THE BRAIN TO FORM AND
REORGANIZE SYNAPTIC CONNECTIONS

4 TIPS TO APPLY TODAY





Y

M

C

A



Y **your**

M **mindfulness**

C **compassion**

A **acceptance**

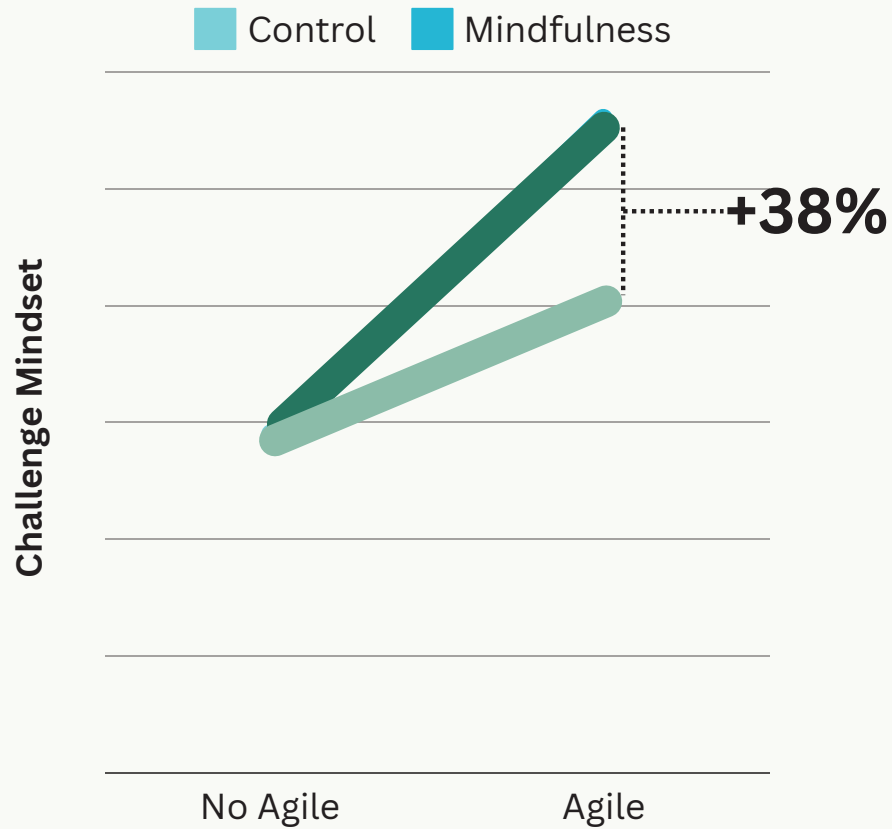


Reflection





Mindfulness

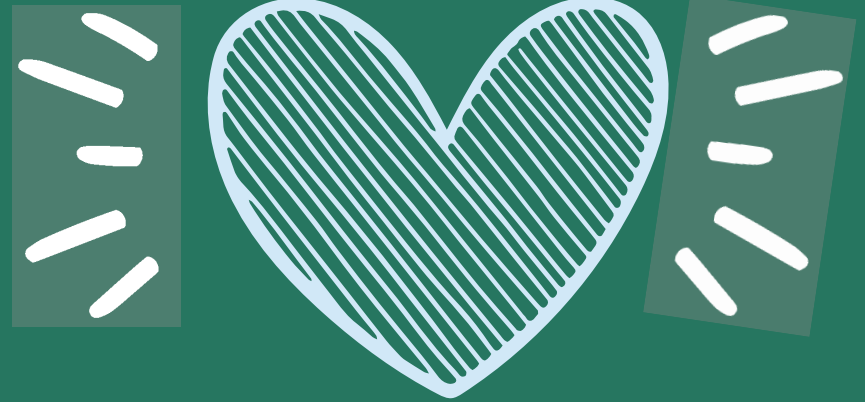


Mindset Shift

MINDFULNESS PRACTICES INCREASE "CHALLENGE" MINDSET, ESPECIALLY WHEN COMBINED WITH AGILE PRACTICES

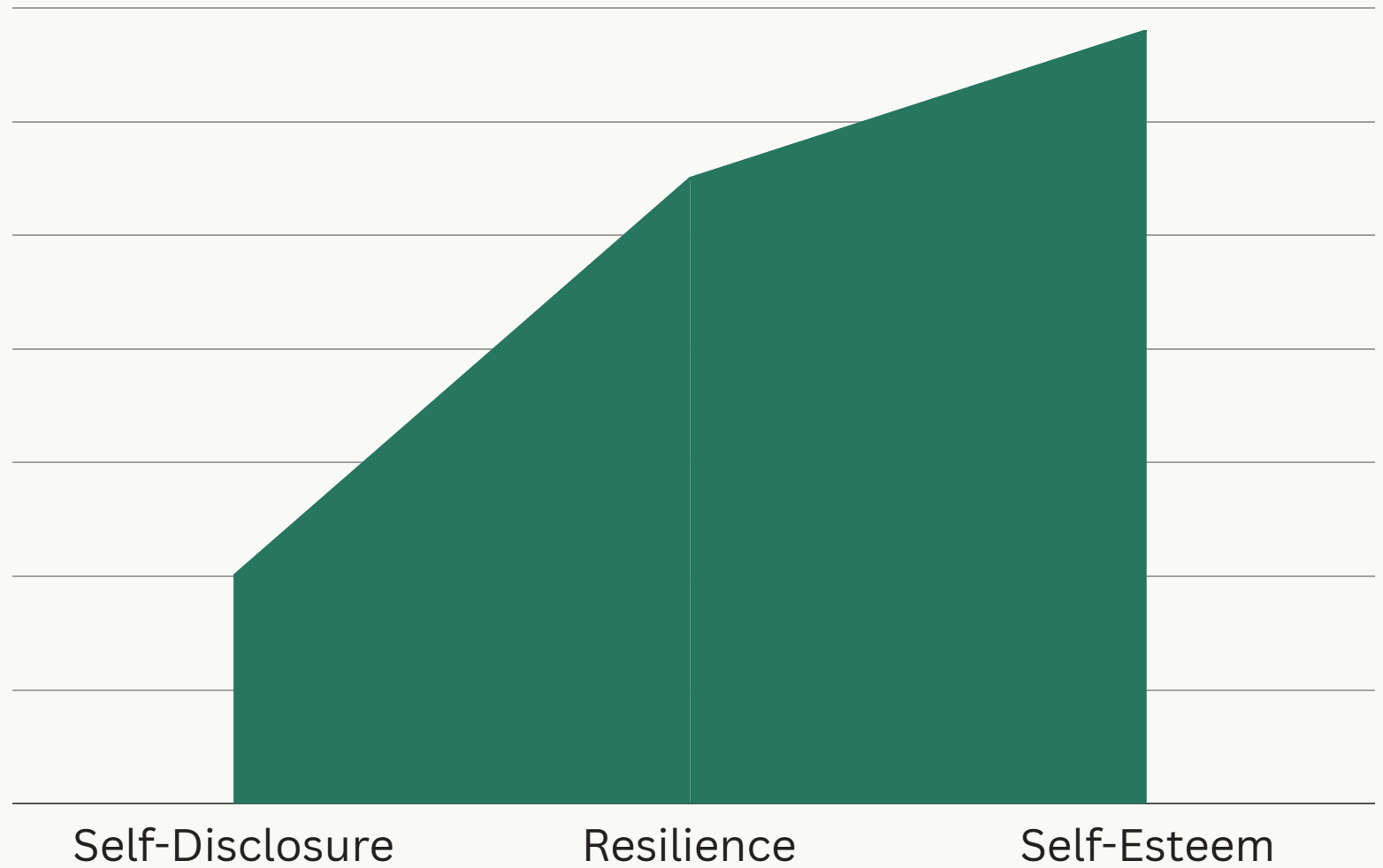
WHAT DOES
MINDFULNESS
MEAN TO YOU?





Compassion

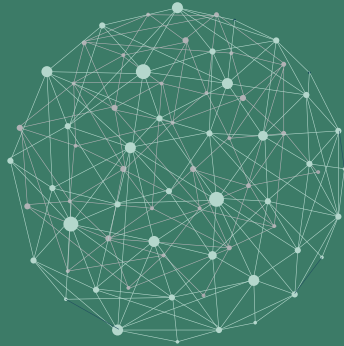
SELF-COMPASSION



SELF-COMPASSION



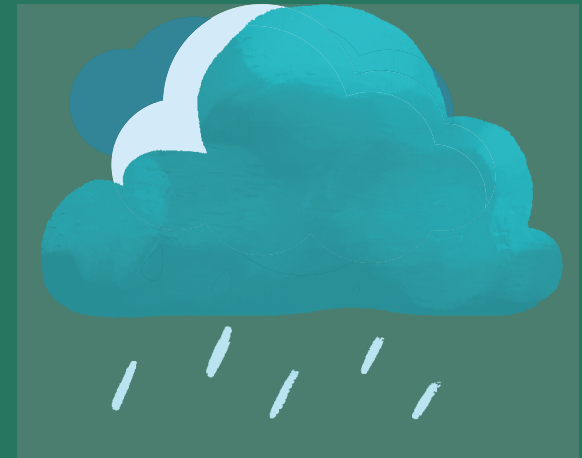
Kindness vs Judgement



Human Connection



Mindfulness



Acceptance

Practicing Acceptance





Y your

M mindfulness

C compassion

A acceptance

Let's Connect:



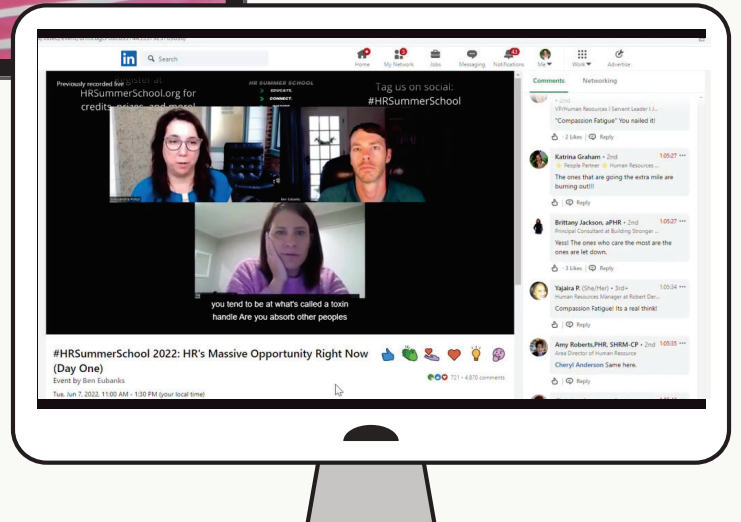
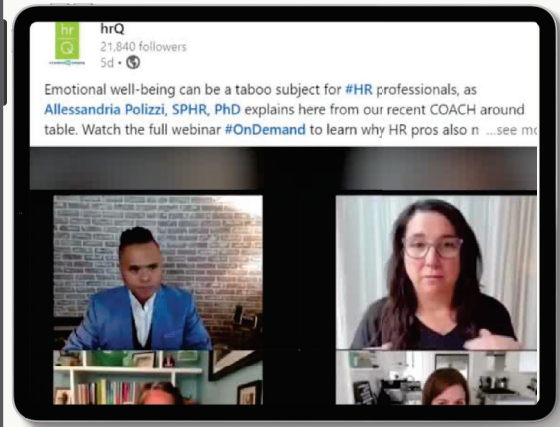
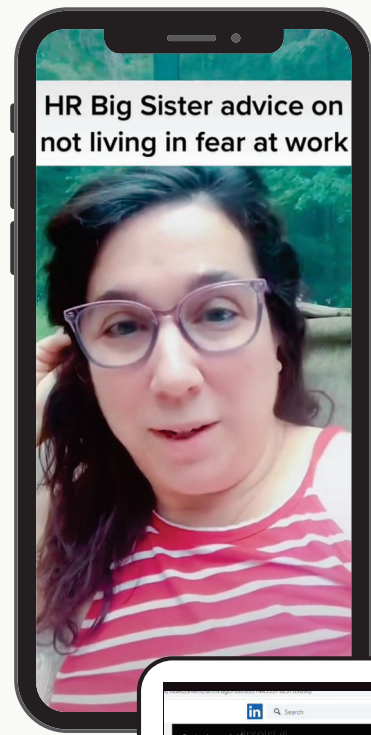
Valued

- Are contributions acknowledged and recognized?
- Do you receive guidance and support?
- Is your opinion valued, even if it is different?
- Are you excluded from decisions that could benefit from your expertise?

Workload

overwhelming or
long hours or
excess metrics
resources to

Clarity

A photograph of three people sitting around a table in a meeting, engaged in discussion.

Control

● Do you have autonomy and decision-making power over your work processes and methods?

● Is there a fair and transparent system for workload allocation and task distribution?

● Are you involved in decision-making processes that directly impact your work?

● Is there a fair and transparent methodology for evaluating success?



Clarity

- Are goals ambiguous?
- Do you understand the direction of the company and how your role supports it?
- Do you receive adequate feedback to learn ways to improve?
- Is there timely, clear, and comprehensive communication for you to be successful?

