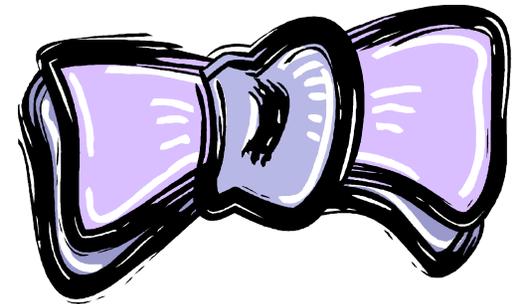


# Women in Business

Natural Servant Leaders

# In the 1980's we tried to fit in and be "One of the Guys"

- Dress like men
- Cuss
- Pound on the table
- Loudly proclaim our position
- "Fight" to "hold our ground"



"We were trying not just to be as good as men, but to be men. I have the neckties to prove it. It turns out that women make lousy men, a fact for which we should be grateful rather than apologetic. As a group, we are worse at some things, but better at others – the very "others," it also turns out, that happen to be driving today's economy and that of the future." Kathleen Parker *Newsweek* 3/14/2011

# Stereotypical Woman

- Non-assertive, quiet, shy
- Catty, manipulative, gossipy
- Caring, empathetic, maternal
- Good at “soft skills” – communication, consensus building, supportiveness, mediation
- Great at multi-tasking, tracking details, follow-up
- Overachiever



**Why do we fight against ALL of our stereotypes, both good and bad?**



# Alpha Males vs. Women Leaders

- Left brained
- Aggressive
- Arrogant
- Narcissistic
- Love games, fights, risk, winning
- Impatient
- Right-brained
- Thoughtful
- Forward-thinking
- Sense of long-term benefits and consequences
- Peace-makers

\* Paul B. Farrell July 27, 2010 MarketWatch – behavioral economics



# Embrace Your Skills

Proposal: Women must stop trying to escape stereotypes by minimizing some of their most valuable skills

- Susan Cunningham (VP of Exploration at Noble Energy) said “I’ve had to learn it’s OK to be female. There’s strength in it. There’s something I can bring to the company because of it. I’m starting to appreciate that it’s not bad.”\*

\*Houston Chronicle August 1, 2010

# Leader

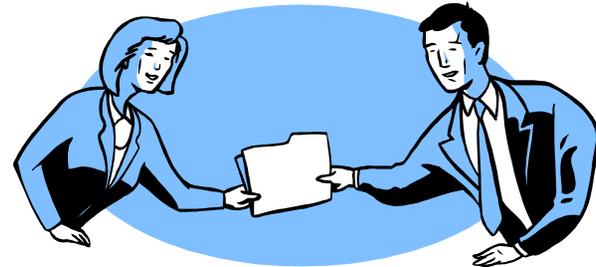
- Isn't necessarily the manager
- Out in front, showing the way
- Credible (We'll follow those who are effective and technically capable)
- Forward-looking. . .Going somewhere
- Passionate
- Inspirational



# Servant Leaders

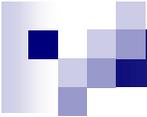
(Serve first, Lead second)

- Place others first, humble
- Give, never take
- Encourage, empower
- Empathize
- Build consensus
- \*Act out of authenticity (compelling force leading to/from trust and respect)
- \*Ask the right questions (instead of having the answers) and encourage reflection
- \*Create power by sharing it



**Wouldn't we all enjoy working for this person?**

\* Charles A. Parker "Christ-like leadership in a postmodern world" 8/2010



# Servant Leaders ⇔ Women Leaders

Where is the hidden talent in your organization?

- Place others first
- Give, never take
- Encourage
- Empathize
- Build consensus
- Are Authentic
- Ask the right questions
- Share power
- Take care of others
- Share
- Cheerlead
- Listen actively
- Actively collaborate
- ??????
- Are involved 'teachers'
- Let actions speak for themselves

**Can women (or men) be strong, servant leaders without being effective, technically capable, passionate, and demanding?**



## How can we (Men and Women) begin to act as Servant Leaders?

- See the possibility, experience the value
- Hone the correct skills - practice
- Recognize strengths: don't mis-categorize strengths as weaknesses
  - Embrace natural skills
- Have the conviction to be authentic and to encourage authenticity