



Hyatt Regency
San Francisco, CA
April 23, 2019

GWIC

**GROUNDBREAKING
WOMEN IN CONSTRUCTION**

Collaborate, Mentor, Lead — SUCCEED!

Make leaders better

- Prepare people to be officers
- Learning is the

Why I am here

- Range of experience
- Many different industries

Key Factors to Gain Top Leadership Positions

- What you should consider doing

ADVANCING LEADERSHIP EXCELLENCE

- We understand leadership excellence
- We teach
- We consult
- We coach
- We mentor
- We provide leadership development

- Technical background
- Higher educational foundation

- Making the difference is within reach
- You are future top executives

Advancing Leadership Excellence

Why I am here

- Range of experience
- Many different industries
- Value different perspectives
- Technical background

Making leaders better

Preparing talented people to be officers

- Learning is the difference-maker
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Building Leadership Excellence

Why I am here?

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- Many different industries
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Key Factors to Gain Top Leadership Positions

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Advancing Leadership Excellence

Make leaders better

- Prepare people to be

Key factors to gain top leadership positions

- What you should consider doing
- Share and answer questions
- Making a difference is within reach
- You are future top executives

Why I am here

Range of experience

Many different industries

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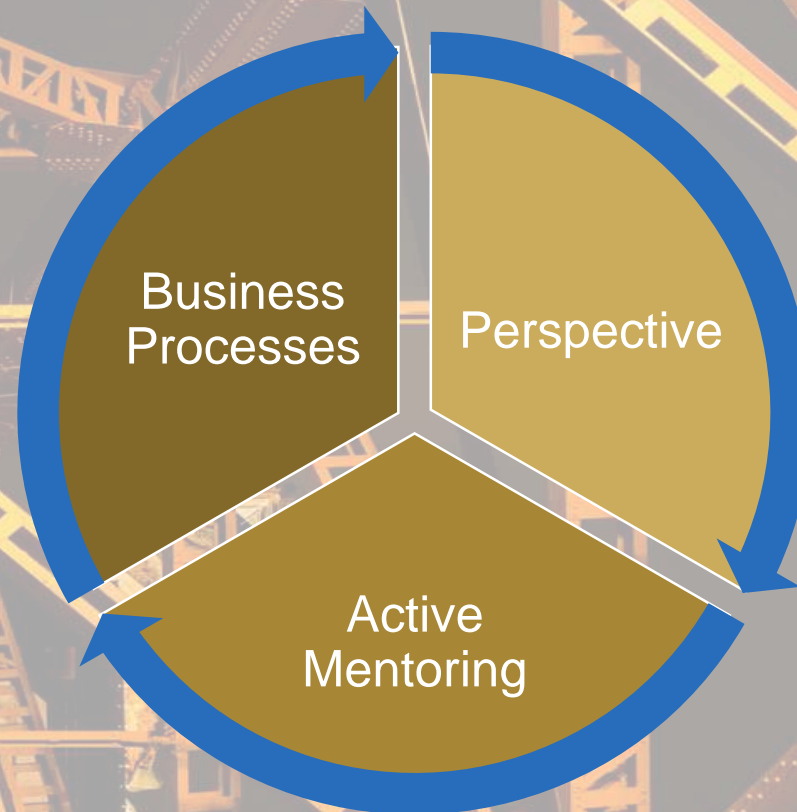


Career Success

- Gender Equality
 - Fairness
- Advancement

CAREER SUCCESS FACTORS

LEADERSHIP IS LEARNED



The background of the slide features a light gray grid with various financial charts, including candlestick and bar charts. Overlaid on this is a large, semi-transparent circle. Inside the circle, on the left, is a white female gender icon, and on the right is a white male gender icon. The text "GENDER ADVANCEMENT SUCCESS" is centered in a dark blue horizontal band.

GENDER ADVANCEMENT SUCCESS

GENDER ADVANCEMENT SUCCESS

Maturity is key

- Time
- Family
- Health
- Safety

GENDER ADVANCEMENT SUCCESS

Maturity is key

Learning is never ending

Relationships always matter

- Time
- Family
- Health
- Safety

WHAT YOU SHOULD DO

Collectively – change the culture

Yourself with others – at work and outside

Yourself, alone



AT THE CORE: LEADERSHIP IS LEARNED



LEADERSHIP IS LEARNED

What support do you have?

- who helps you?
- who do you emulate?
- do you have a coach?



LEADERSHIP IS LEARNED

Have you been through a credible leadership program?

- supervisory?
- managerial
- executive?



LEADERSHIP IS LEARNED

Can you make key differentiations?

- groups from teams
- strategy from tactics from operations?
- sustainable from transitory?
- cultural from organizational from individual?

LEADERSHIP IS LEARNED

What characterizes your current outreach?

-How much do you write/edit?

-How do you prepare presentations?



LEADERSHIP IS LEARNED

Your education and certifications

- courses
- certifications
- formal programs

LEADERSHIP IS LEARNED



Do you project leadership?

- in your actions?
- in the company you keep?
- in your appearance and the way you carry yourself?
- in the people you listen to?

PERSPECTIVES REALLY MATTER

Can you put things into context?

- facts?
- analyses?
- findings?



PERSPECTIVES REALLY MATTER

What is your leadership horizon?

- geographically?
- subject matter?
- are you a futurist?



PERSPECTIVES REALLY MATTER



What is your affinity to languages?

-can you speak other languages?

-do you see the connectivity?

PERSPECTIVES REALLY MATTER

Do you have variety in colleagues, friends, contacts and families?

- people from other continents?
- people from other states?
- people with different backgrounds?

PERSPECTIVES REALLY MATTER

Are you well read?

- about your industry?
- about your client sectors and markets?
- about career interests?
- about society?
- about topics that fuel perspective?



PERSPECTIVES REALLY MATTER

How do you view yourself?

- are you defined by your current job?
- what defines who you are?
- what defines what you will be?

ACTIVE MENTORING

Are you in mentoring connections now?

-if yes, its value?

-if no, why not?

ACTIVE MENTORING

Mentors will be invaluable to your career

- getting in and out of mentorships
- internal and external mentorships
- remote mentorships



ACTIVE MENTORING

“Safe” Mentoring

- outside of your organization
- others who are in this room

ACTIVE MENTORING

Healthy Mentoring

- you are the recipient
- you are the provider
- 15-45 minutes in length
- question, opinions, guidance



ACTIVE MENTORING

What is the secret of mentoring?

BUSINESS PROCESSES & DEVELOPMENTAL OPPORTUNITIES

Training

- basic technical and supervisory
- project and program management
- negotiating skills, alliance development
- financial understanding
- transaction acumen



BUSINESS PROCESSES & DEVELOPMENTAL OPPORTUNITIES

Leadership Development

- importance & differentiation of leadership excellence
- heterogeneity fuels innovation
- your industry and markets
- financial sensitivities
- measuring success in many dimensions



BUSINESS PROCESSES & DEVELOPMENTAL OPPORTUNITIES

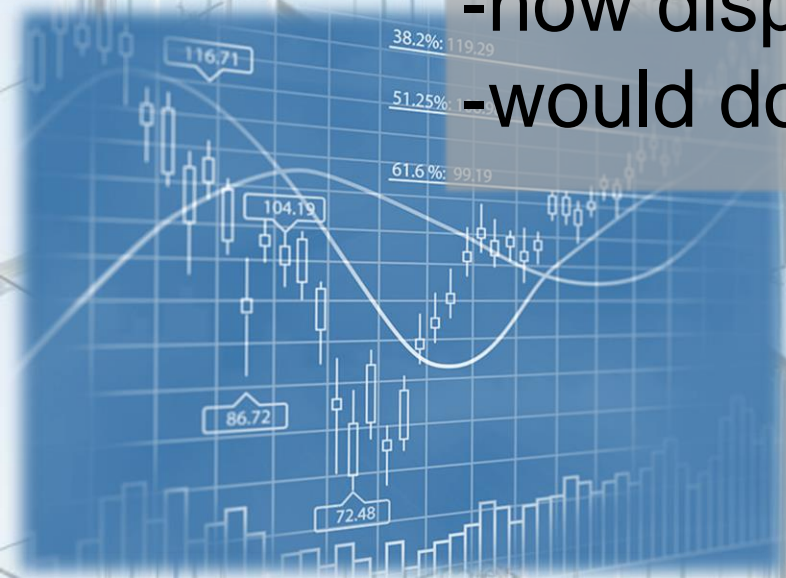
Case Studies

- HBS, or otherwise
- do you function well with others?

BUSINESS PROCESSES & DEVELOPMENTAL OPPORTUNITIES

Culture and challenges of your organizations

- could you provide analysis & recommendations?
- what stops you from doing so now?
- how dispassionately can you present your organization?
- would doing so provide you questions to ask?



BUSINESS PROCESSES & DEVELOPMENTAL OPPORTUNITIES

Special projects

Special assignments

Transfers and relocations

COMPLEXITIES

MYTH: Women are advanced as tokens



COMPLEXITIES

~~MYTH: Women are advanced as tokens~~

Do not accept!

Me too issues are real



COMPLEXITIES

~~MYTH: Women are advanced as tokens~~

Do not accept!

Me too issues are real

Don't allow!



COMPLEXITIES

Most men are passive about gender advancement

Most boards and CEOs are satisfied by platitudes

Advance yourself. Gain leadership development.

Gain greater respect and power.





WHAT YOU SHOULD DO COLLECTIVELY IN YOUR ORGANIZATION

Do your best to change the culture

- Establish alliances with others who are change-oriented
 - Influence the organization by embracing learning
 - Request access to programs
 - Volunteer for special assignments
 - Dedicate one hour each quarter
 - Suggest potential change
 - Identify “good partner” organizations



WHAT YOU SHOULD DO COLLECTIVELY IN YOUR ORGANIZATION

How you can do your best to change the culture

- Spend time with people you don't see often
- Establish & conduct mentoring relationships
- Request speakers



WHAT YOU SHOULD DO YOURSELF AT WORK AND OUTSIDE

Involve others in your actions

- Exchange Information
- Study social issues
- Use car time or non-work hours for personal growth



WHAT YOU SHOULD DO YOURSELF AT WORK AND OUTSIDE

Take Action

- Develop and practice presentations
- Relationships really matter
 - Seek contacts
- Don't allow life's opportunities to pass you

What You Should Do Yourself, Alone

Channel your time in a developmental manner

- Reconsider your leadership orientation and skills
- Spend time wisely
 - What are you reading?
 - What are your writing and editing?
 - How much TV time do you spend?
 - How inquisitive, creative and innovative are you?
 - Focus on your passions



WHAT YOU SHOULD DO YOURSELF, ALONE

Exude confidence and show who you are

- Show your leadership confidence and dedication to growth
- Self-characterization
- Gaining, extending and maintaining relationships
- Certifications & additional education



IN CONCLUSION

You are talented, and deserving

You are motivated

Your organizations support you

You need to capitalize on your presence

Don't hesitate to reach out

CONTACT US

001.702.528.7638

ted.lower@lvnv-group.com

ted@gettingmail.com

tod.lower@lvnv-group.com



<https://lvnv-group.com>