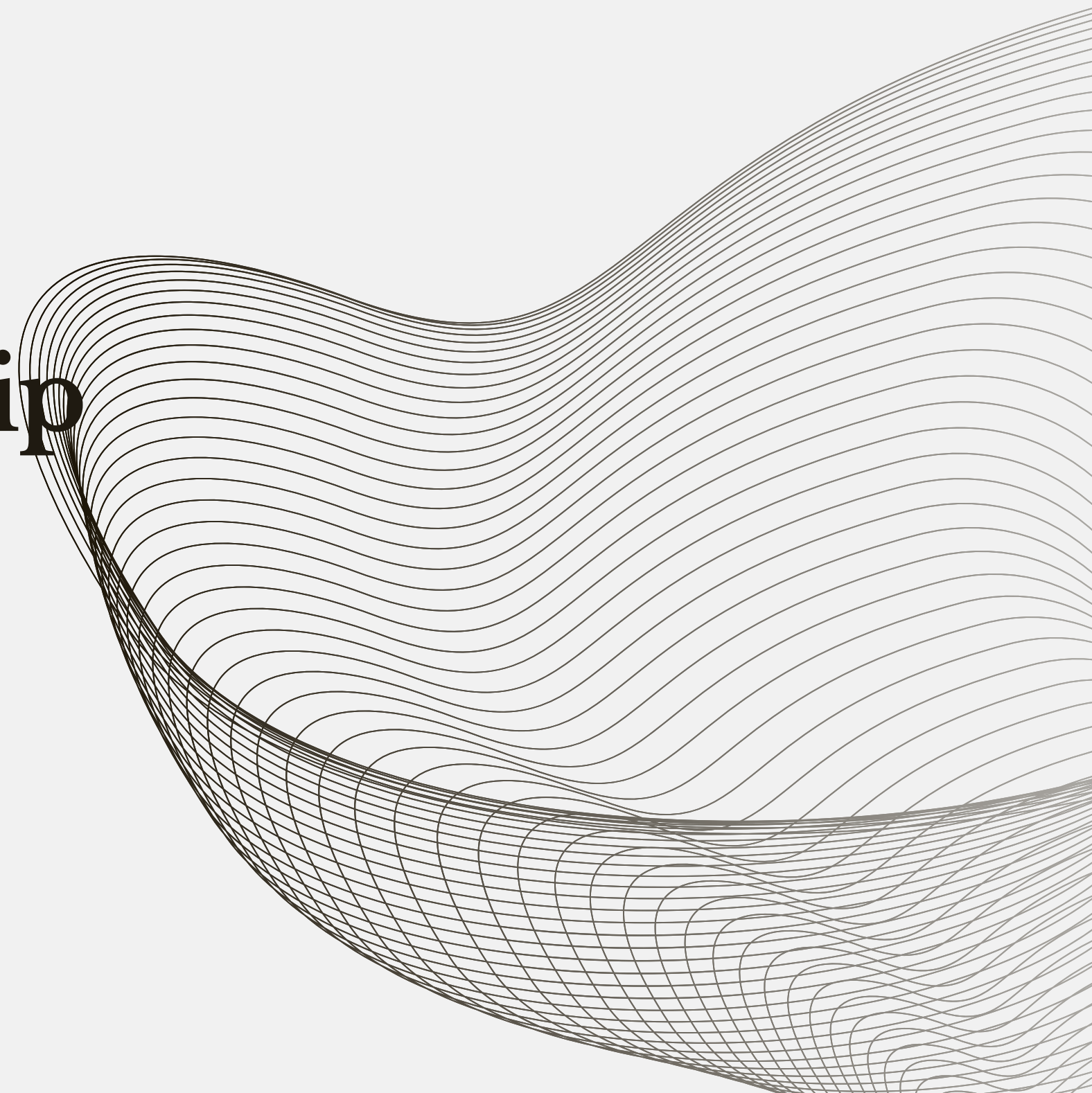# From Beliefs to Breakthroughs: Empowering Women in Tech with Self-Leadership

"Break free from limitations, embrace self-leadership, and empower yourself to shape the future of tech." RIM

Agenda

Introduction

"Within the depths of self-leadership lies the key to unlock boundless potential and shape a future that defies expectations. Embrace the fierce determination to chart your own course, for in the realm of self-leadership, you become the architect of your destiny, weaving a tapestry of greatness that leaves an indelible mark on the world."

Understanding Self-Leadership

Self-leadership and its relevance in personal and professional growth

Self-leadership is essential for personal and professional growth. It involves taking ownership, aligning actions with goals, and continuously developing oneself. It empowers individuals to pursue aspirations, overcome obstacles, and achieve success in all areas of life.

The impact of self-leadership on women in the tech industry

Self-leadership has a profound impact on women in tech. It empowers them to overcome challenges, cultivate confidence, and excel in their careers. By practicing self-leadership, women assert their presence, challenge biases, and become influential leaders in the industry.

Tools and techniques for developing self-leadership skills

Self-reflection
Time management
Accountability
Positive self-talk
Emotional intelligence
Decision-making
Continuous learning
Resilience
Networking

Tools and techniques for developing self-leadership skills

Self-reflection

Journaling
Meditation and Mindfulness
Seeking Feedback and Perspective

Time management:

Prioritize and Set Goals
Create a Schedule or Routine
Practice Time Blocking and Time Chunking

Accountability

Set Clear and Measurable Goals
Establish an Accountability System
Regularly Reflect and Evaluate

Positive self-talk

Awareness and Mindfulness
Reframe Negative Thoughts
Practice Self-Compassion

Emotional intelligence

Self-Awareness
Empathy and Perspective-Taking
Emotional Regulation
Relationship Management

Decision-making

Gather Information and Analyze Options
Consider Your Values and Priorities
Trust Your Intuition and Gut Feelings
Evaluate and Learn from Past Decisions

Continuous learning

Curiosity and Open-Mindedness
Seek Learning Opportunities
Reflect and Apply Knowledge
Embrace Feedback and Collaboration

Resilience

Develop a Growth Mindset
Build a Supportive Network
Practice Self-Care
Learn from Adversity

Networking

Build Genuine Relationships
Attend Networking Events and Join Communities
Offer Value and Be Proactive
Maintain and Nurture Your Network

Limiting Beliefs & Confidence

Addressing challenges is paramount in empowering women and cultivating their success in the tech industry. By surmounting limiting beliefs, women can cultivate confidence and assert their presence in this field. This entails challenging negative thoughts, reframing self-doubt, and embracing a growth mindset. Strengthening confidence empowers women to navigate male-dominated environments, champion their ideas, and assume leadership roles. The development of resilience and self-assurance equips women in tech to seize opportunities, conquer imposter syndrome, and flourish in their professional endeavors.

Cognitive Restructuring

Employ cognitive restructuring techniques to challenge and reframe negative thoughts and self-limiting beliefs. Analyze the evidence supporting or refuting these beliefs and replace them with more realistic and empowering perspectives.

Skills Development

Focus on continuous skills development and competence building. Acquire new knowledge, enhance technical expertise, and engage in professional development opportunities. Expanding your skill set and expertise will naturally boost confidence and dispel self-doubt.

Support Network and Mentorship

Surround yourself with a supportive network of peers, mentors, and role models who can provide guidance, feedback, and encouragement. Seek out mentors who have successfully navigated the tech industry and can offer insights and strategies for overcoming barriers.

Exposure and Stretch Goals

Gradually expose yourself to situations or tasks that challenge your comfort zone. Set stretch goals that push you beyond your perceived limitations. By deliberately seeking out opportunities to take on new challenges and expand your capabilities, you can build confidence and overcome self-imposed restrictions.

Strategies for Boundary Setting

Clarify Your Values and Priorities

Take the time to clearly identify your core values and priorities in your professional life. Reflect on what matters most to you and align your boundaries accordingly. This will help you establish guidelines that are in line with your overarching goals and values.

Communicate Assertively

Practice assertive communication when setting and enforcing your boundaries. Clearly and respectfully express your limits, needs, and expectations to colleagues, clients, and stakeholders. Use "I" statements to convey your perspective and maintain a professional tone. Effective communication will ensure that others understand and respect your boundaries.

Learn to Say No

Develop the ability to say no to requests or tasks that do not align with your boundaries or overload your workload. Prioritize your time and commitments based on their importance and relevance to your professional objectives.
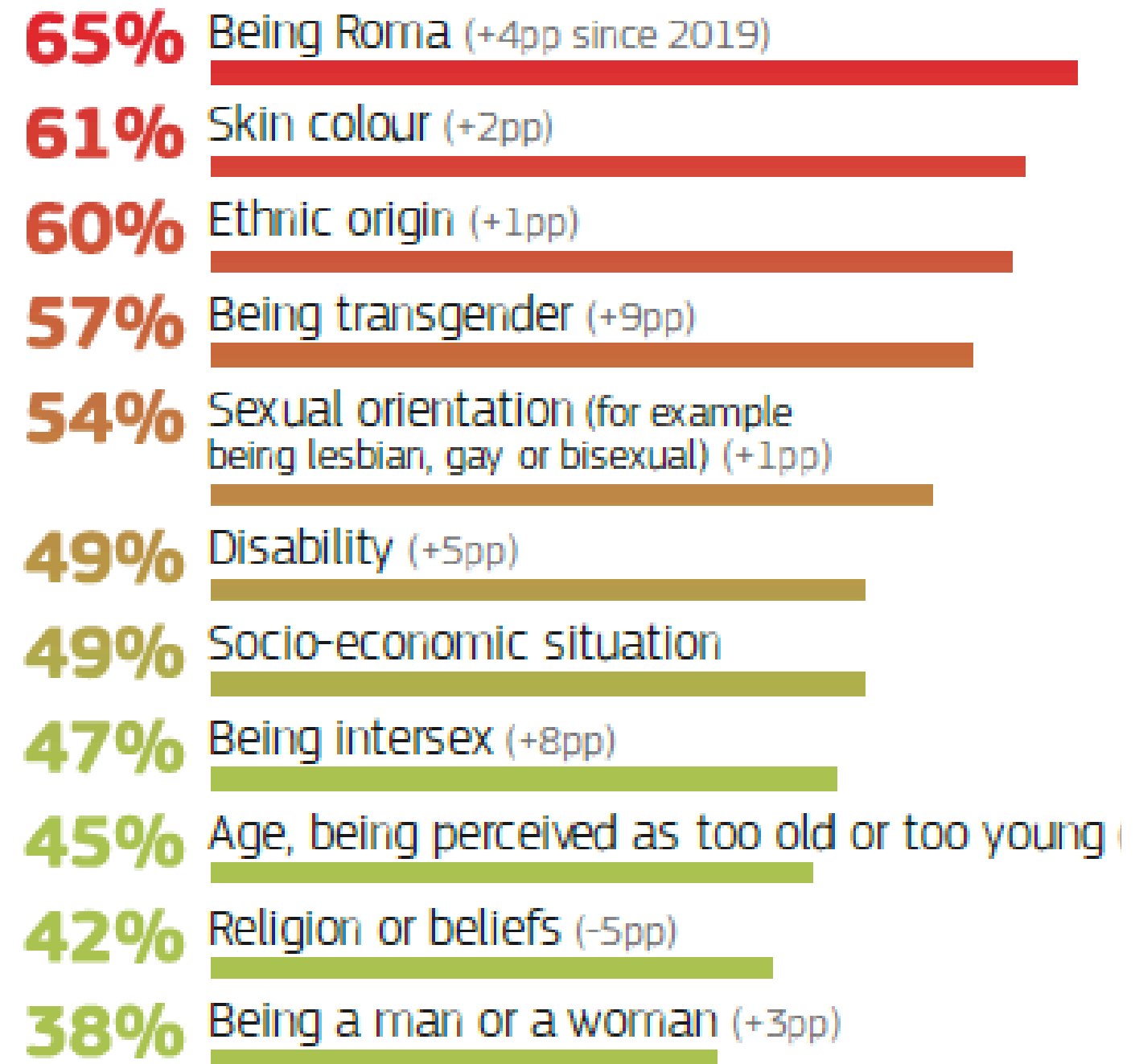
Some statistics

Key findings
Widespread discrimination in EU
Member States

Source:
https://europa.eu/eurobarometer/surveys/detail/2972

Over half of EU citizens say **discrimination is widespread** on the basis of being Roma, skin colour, ethnic origin, gender identity (being transgender) and sexual orientation

DISCRIMINATION ON THE BASIS OF...

65% Being Roma (+4pp since 2019)

61% Skin colour (+2pp)

60% Ethnic origin (+1pp)

57% Being transgender (+9pp)

54% Sexual orientation (for example being lesbian, gay or bisexual) (+1pp)

49% Disability (+5pp)

49% Socio-economic situation

47% Being intersex (+8pp)

45% Age, being perceived as too old or too young

42% Religion or beliefs (-5pp)

38% Being a man or a woman (+3pp)

Some statistics

Key findings
Widespread discrimination in EU
Member States

Source:
https://europa.eu/eurobarometer/surveys/detail/
2972

EU citizens think that the **main criteria which could put a candidate at a disadvantage** when a company wants to hire someone are:

52% Age, if they are considered as too young or too old (+5pp since 2019)

50% Look (manner of dress or presentation) (+2pp)

44% General physical appearance (size, weight, face, etc.) (+3pp)

43% Disability (+2pp)

42% Being Roma (+4pp)

39% Skin colour (+2pp)

35% Way of speaking or their accent (+2pp)

34% Ethnic origin (+2pp)

31% Gender or sex (man or woman) (+3pp)

29% Gender identity (for example being transgender) (+5pp)

24% Sexual orientation (for example being lesbian, gay or bisexual) (+5pp)
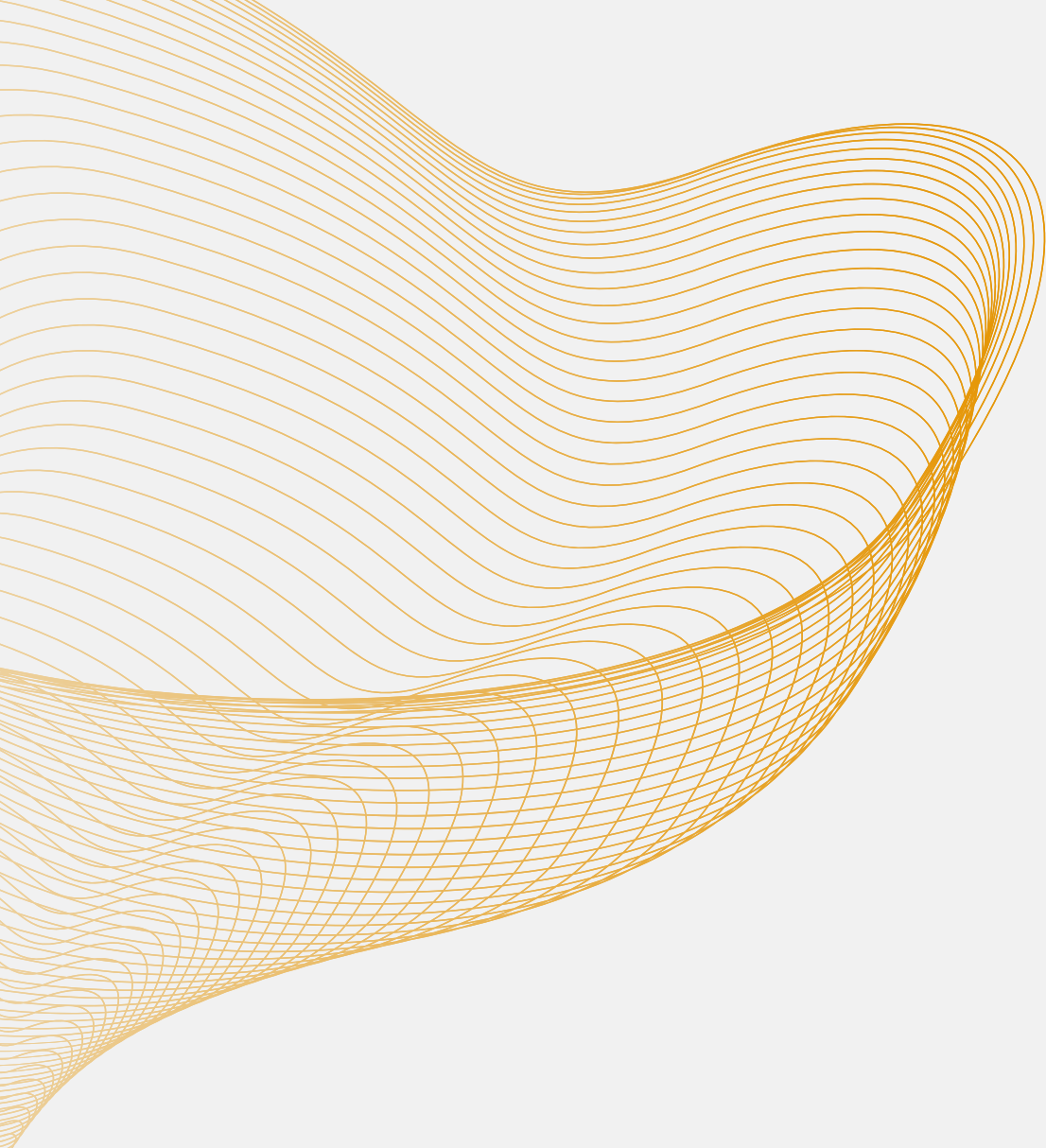
21% Name (+2pp)

Self-Awareness & Education

Assertive Communication Advocacy

Seek Support & Create Allies

Navigating Bias & Discrimination

Active Listening and Empathetic Communication

Practice active listening skills to truly understand and empathize with others. Create a safe and open environment for individuals to express themselves, and genuinely listen to their perspectives without judgment. Engage in empathetic communication by validating emotions, seeking to understand different viewpoints, and responding with empathy and understanding.

Seek Diverse Perspectives

Actively seek out diverse perspectives and experiences to broaden your understanding of different viewpoints. Surround yourself with a diverse network of individuals from various backgrounds, cultures, and disciplines. Engage in inclusive decision-making processes that invite input from different voices. Embracing diversity and actively seeking diverse perspectives enhances intuitive decision-making and promotes empathy by considering a wide range of experiences and viewpoints.

Practice Empathy through Perspective-Taking

Actively engage in perspective-taking to understand the experiences and viewpoints of others. Put yourself in their shoes and try to see the world from their perspective. This requires setting aside personal biases and judgments, and genuinely attempting to understand their feelings, needs, and challenges.

Intuition & Empathy in Leadership

Intuition and empathy are essential qualities in effective leadership. Intuition enables leaders to make insightful decisions and embrace innovation, while empathy fosters inclusivity, collaboration, and strong relationships within the organization. By combining these qualities, leaders can navigate challenges, inspire teams, and create a positive work environment.

Building Support Networks & Mentorship

In business, support networks and mentorship are vital for growth. Networks offer guidance and connections, while mentors provide tailored advice. Both accelerate career development and provide valuable support and opportunities.

"A strong support network is the cornerstone of professional success, providing the framework to elevate your career to new heights."

Attend Industry Events and Conferences

Actively participate in industry events, conferences, and networking opportunities specifically focused on women founders and tech startups. Engage in conversations, share insights, and exchange ideas to build valuable connections that can offer support, guidance, and potential collaborations.

Join Women-Focused Entrepreneurial Communities

Join Women-Focused Entrepreneurial Communities: Seek out and join women-focused entrepreneurial communities and organizations. Participate in online forums, discussion groups, or membership platforms that foster connections with other women founders and provide access to mentorship programs designed to support female entrepreneurs.

Seek Out Female Role Models and Mentors

Actively seek out female role models and mentors who have experience and success in the tech startup industry. Look for individuals who align with your goals and values, and who can offer guidance and support. Don't be afraid to reach out to them. Their insights, advice, and connections can be invaluable.

Engage in Peer-to-Peer Learning

Seek out opportunities for peer-to-peer learning and collaboration with fellow women founders. Join or create peer groups or mastermind circles where you can connect with other entrepreneurs facing similar challenges and opportunities. Through peer-to-peer learning, you can gain valuable insights, receive feedback, and build a strong network of peers who understand the unique journey of being a woman founder .

GOAL SETTING & ACTION PLANNING

Goal setting and action planning are crucial for success in personal and professional endeavors. Clear goals provide direction, focus efforts, and measure progress. Action planning breaks down goals into actionable steps, ensuring organization, motivation, and progress tracking. These processes bring clarity, accountability, and prioritize resources, leading to enhanced productivity and desired outcomes.
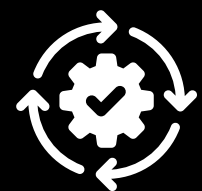
RELEVANT
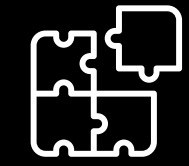
SPECIFIC

EMPOWERING

VALUE-BASED

EFFECTIVE

NOTABLE

SOME OF OUR BRANDS

RSEVEN LTD

RALUCA IOANA MAN

BRANDNESS

BSA

BUSINESS SOCIETY ACCELERATOR

Reach out to us!

Empowering brands and individuals, fostering your success!

Recommended Tests to Consider

Leadership Type Assessment

Discover your unique leadership style with our Leadership Type Assessment. Uncover your strengths and unlock your potential.
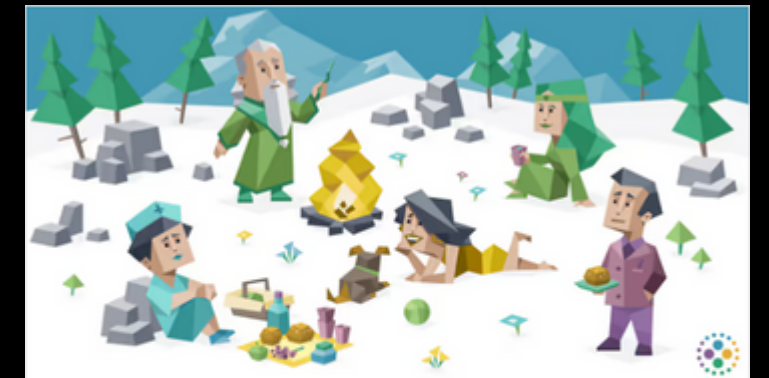
13Leaders /

EQ Emotional Intelligence Test

This free EQ quiz measures your emotional intelligence in five key areas so you can understand how well you manage your own emotions, communicate your experiences, and relate to others.

Truity / Nov 27, 2023

Free personality test

Free personality test - take it to find out why our readers say that this personality test is so accurate, "it's a little bit creepy." No registration required!

16Personalities

Self Awareness Test

Do you know your level of experiencing & manifesting life? Higher Awareness provides you the self-awareness test that will help in understanding and raising your level of awareness. Our self-awareness...

Higher Awareness

Book recommendations

Start with Why: How Great Leaders Inspire Everyone to Take Action ,by Simon Sinek

Thinking, Fast and Slow , by Daniel Kahneman

The 7 Habits of Highly Effective People: Powerful Lessons in Personal Change, by Stephen R. Covey

Emotional Intelligence: Why It Can Matter More Than IQ – Daniel Goleman

Insight: The Power of Self-Awareness in a Self-Deluded World – Tasha Eurich

Eat That Frog!: 21 Great Ways to Stop Procrastinating and Get More Done in Less Time, by Brian Tracy

Organize Tomorrow Today: 8 Ways to Retrain Your Mind to Optimize Performance at Work and in Life, by Dr. Jason Selk and Tom Bartow

Deep Work: Rules for Focused Success in a Distracted World, by Cal Newport