



# Power Profiles

Academy of Woman Leaders  
Networking Event

7 defining traits that characterize the members  
of the YW Academy of Women Leaders

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# Good Evening!

*Salute* welcomes new members and honors the achievement, leadership and contribution to their companies and communities.



# Good Evening!

How can we best extend their reach and  
let their experience empower you?



# Good Evening!

The women with whom I met came from a variety of fields including:

- Finance
- Fashion
- Publishing
- Utilities
- Medicine



# Good Evening!

7 traits emerged as  
descriptive of them...and  
what they say they look for  
in interviewing or promoting  
younger women.



# Good Evening!

Traits 1 – 3 are constant

- really being present in their lives
  - setting great expectations
    - stubborn streak



# Good Evening!

Traits 4-6 are “nurtured”

- keeping it moving
  - speaking up
- reaching for oxygen



# Good Evening

Finally, what these women leaders  
feel to be their calling –  
a way to give back – to pay it forward.



# Live and Learn

## Different childhoods

- first generation Americans
  - “blue collar”
- greater financial resources



# Live and Learn

## Different schooling

- public,
- private,
- parochial



# Live and Learn

Different source of inspiration

- father,
- mother,
- other family members
  - sibling rivalry



# Live and Learn

They all recalled that even as young girls they watched someone – closely enough – or were aware of their particular family circumstance enough – to, decades later, be able to describe the characteristics or circumstances that had made such a deep impression:



# Live and Learn

*I came from a modest middle-income family. My father passed away when I was 16 and maybe the fact that he was gone directed me more toward a career than if he had been there.*

*I'm a first generation American—my mom is Polish & my dad is Chinese. I knew what it was to “do without” and my parents made a huge point of being independent, being able to take care of yourself.*

*One of 5 girls in an Asian family...I was 2 years old when came to US...my father was engineer we all just knew we would go to college...so that we can support ourselves.*



# Live and Learn

Good News!

there is not one type of start that led to success....

It's within you to make the  
choice to live and learn



# Live and Learn

*Diversity is not just about race and gender- it's about diversity of thought...you have to be open to new thought – new learning.*



# Great Expectations

Expectations are felt early and are  
constantly renewed



# Great Expectations

Expectations clearly set :

*My Dad was a diplomat and my Mom was one of the few college educated Chinese women...expectations for us were set very high*



# Great Expectations

Or – more subtly...

*I was the eldest of 2 and my  
Grandfather really pushed education*



# Great Expectations

Or set based on living and learning and really knowing themselves:

*My father was a successful businessman - my Dad was so revved up about his business – I decided that was for me.*



# Great Expectations

*I always expected to go to college...not because it my family was accustomed to that but because I just assumed it. I saw my Mom take blue collar jobs and said: that's **NOT** for me*



# Great Expectations

It's a vision

*I started out in an art history program...it was actually a dare – a friend dared me to go on an interview in finance!*

*I always had a lot of interests! I started out wanting to be in drama*

*I always set my sights on something and then I went for it...*



# Stubborn Streak

Proud of the Stubborn Streak...

*Dare to be different*

*When people want you to fail or think you will fail but you simply stick to what you decided and keep going.*

*They wanted me to go into traditional career. Family was a little afraid ...what if you don't succeed in engineering – it is very hard...but I was not bothered by that thought.*



# Stubborn Streak

Stubborn = Self confident...

*I was always used to being different because of my parents being different. I kind of liked it!*

*I've always had a strong sense of self and didn't really need to be one of the crowd. Later, being one of a very few women among successful men was not so much daunting as it was exciting and interesting.*



# Stubborn Streak

Stubborn yes – but Performance counts!

*You need to feel it's OK to be the only woman in the room...that you can make your own way on your own terms. You need to be smart and competitive—performance really counts.*



# Keep it Moving

Move out of your comfort zone

*For men, mastering a job means they are ready for the next challenge...for women it is too often a destination.*

*You have to keep it moving Even if you can't move up, you can always look to join a team or volunteer for an assignment.*



# Keep it Moving

*Keep taking on different challenges and get involved in different things at work. Make sure people beyond your immediate circle know you.*

*Offer to help outside your own job and talk to people in other departments*



# Keep it Moving

And this movement never ends!

In the words of one:

*...to this day, I always feel like  
I am still evolving*



# Speak up

Doing a good job is not good enough

- develop your competencies
- build a great track record

make sure people know what you are capable of.



# Speak up

*You have to develop yourself as a brand  
– a way you are known*



# Speak up

Be clear

*I regret not having raised my hand sooner to go into management!*

*Men manage their careers differently...more willing to say, “What are you going to give me as a next step?”*

*Women don't ask the tough questions--- promotions, raises. They think if they work hard it will come...you need to express ambition.*



# Speak up

Be competent

*You have to speak up for yourself --you need to ask for things. It's better to be heard. You need to make sure you do your current job very well so you can say "here is my track record" Make sure senior execs know you – get exposure – do what it takes to get the positive exposure.*



# Speak Up

*You do need to “toot your own horn.”*



# Get Enough Oxygen

“Please be sure to place the mask on yourself before helping a child or anyone else who may be traveling with you.”



# Get Enough Oxygen

## Balance

- work and family
- sense of proportion for yourself



# Get Enough Oxygen

*You just can't take it so seriously ---have a little longer view – no one really cares about what happened to you – so move on...*

*Don't be afraid to make a mistake ...you can only study so long and then you have to hold your nose & jump...if you are 70% right you can always fix the 30%...so take a deep breath and “go.”*



# Get Enough Oxygen

Claim what you need:

Why is it that women try to hide what they consider an indulgence....I don't any more! I deserve the shoes  
...the clothes...and hey  
...when I go for a massage now, I say so  
– I figure I've earned it



# Paying it Forward

## Instruments of Change

- Volunteer
- Be a mentor



# Paying it Forward

*Say thank you*

*As you move through your career, you have got to say Thank You to everybody who touched you! And what better way to say thank you than to give someone else a reason to thank you!*

At the end of our interview, I asked each what the word “leadership” meant to them, many defined it as “being a role model” for other women. As a leader, whether you mean to or not, people watch what you do.



# Paying it Forward

*Be a role model*

*...they don't always listen to what you tell them,"  
said one. "But they do watch what you do."*

*Giving back is very important – it is a part of my  
faith...actions speak louder than words – if you  
feel strongly you must act.*



## In Conclusion

*In my career, most of the time, there were not women above or ahead of me ...I've always had men mentors, but now I'm in a place where I look to help other women*



# In Conclusion

An ability to live and learn,  
great expectations,  
some conviction...stubbornness,  
keep it moving,  
speak up,  
get enough oxygen,  
say thank you,

acknowledge the person who just lent you a hand and  
extend one to those who can benefit from your experience!