Make leaders better

• Prepare people to be officers
• Learning is the difference-maker
• We understand leadership excellence
• We teach
• We consult
• We coach
• We mentor
• We provide leadership development

Why I am here

• Range of experience
• Many different industries
• Perspectives
• Technical background
• Higher educational foundation

Key Factors to Gain Top Leadership Positions

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

ADVANCING LEADERSHIP EXCELLENCE
Advancing Leadership Excellence

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https://lvnv-group.com/
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Career Success

- Gender Equality
  - Fairness
  - Advancement
CAREER SUCCESS FACTORS
LEADERSHIP IS LEARNED

- Business Processes
- Perspective
- Active Mentoring
GENDER ADVANCEMENT SUCCESS
Maturity is key

- Time
- Family
- Health
- Safety
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

Business Processes

Perspective

Active Mentoring
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?
Can you make key differentiations?
- groups from teams
- strategy from tactics from operations?
- sustainable from transitory?
- cultural from organizational from individual?
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
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?
Can you put things into context?
- facts?
- analyses?
- findings?
What is your leadership horizon?
- geographically?
- subject matter?
- are you a futurist?
What is your affinity to languages?
- can you speak other languages?
- do you see the connectivity?
Do you have variety in colleagues, friends, contacts and families?
- people from other continents?
- people from other states?
- people with different backgrounds?
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?
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
Healthy Mentoring

- you are the recipient
- you are the provider
- 15-45 minutes in length
- question, opinions, guidance
What is the secret of mentoring?
Training

-basic technical and supervisory
-project and program management
-negotiating skills, alliance development
-financial understanding
-transaction acumen
Leadership Development
- importance & differentiation of leadership excellence
- heterogeneity fuels innovation
- your industry and markets
- financial sensitivities
- measuring success in many dimensions
Case Studies

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

Special assignments

Transfers and relocations
MYTH: Woman are advanced as tokens
MYTH: Women are advanced as tokens

Do not accept!

Me too issues are real
MYTH: Women are advanced as tokens
Do not accept!

Me too issues are real
Don’t allow!
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.
Pathways

Collectively
With Others

Yourself

Alone
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
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 COLLECTIVELY IN YOUR ORGANIZATION
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
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