Welcome!

• As you settle in, think and talk with others about:
  • What brought you to this conference?
  • What are you hoping to get out of the day?
WOMEN IN LEADERSHIP
Who is Here?

• We are a *diverse* group yet with *many* commonalities!
  • Eastside/Westside
    • Regions across state
  • Years in Education Profession
  • Large/Small District/Setting
  • Position
  • Native Washingtonians
  • Path to Leadership
Outcomes: Today

• Build capacity of women in leadership positions.
• Explore what you look for in a mentor.
• Explore ways to mentor other women.
• Consider challenges for women in leadership and strategies to overcome.
• Develop a plan for yourself!
• *Develop a network among women in or aspiring to leadership positions; make connections.*
  • Deepen relationships already in place.
  • Cultivate new relationships.
Outcomes: Longer-term

• Provide professional learning, mentoring, and continuous support for women leaders and aspiring leaders.
  • *Provide content, connection, continuation!*

• Increase the number of women in educational leadership positions.
Friendly Norms

• Be an active participant.
• Be an active listener.
• Assume positive intentions.
• Create a safe environment for self and others.
• Meet lots of other women!
• Have fun!
• Celebrate!
Getting to Know You!

• Take one of the blank table tents on your table and some markers.

• On the table tent, place your first name in large letters.

• Add three words/symbols that you think describe your path to a leadership position.

• Once complete, share with others at your table.
Welcome Julie!
As you settle back in, chat with others about something from the morning that resonated with you.
Strengths Finder: That’s Me!

• Based on book by Tim Roth, 2017.

• Read over the list of strengths and short descriptions.
  • Initial three boxes on your own board that you think best describe you.

• Get up and mingle!
  • Find at least one person who identifies with a strength.
  • Have that person sign off on a box for you.
  • Try to get a different person for each box.
KPMG Women’s Leadership Study: Moving Women Forward into Leadership Roles (2015)

- Form a base group of 5.
  - Different positions
  - Different regions of state
  - Different/same strengths from Strengths Finder
  - People you don’t know or haven’t worked with today

- Number off 1-5.
KPMG Women’s Leadership Study: Moving Women Forward into Leadership Roles (2015)

- Step 1: Jigsaw the study:
  - Person 1: Introduction
  - Person 2: Pages 4-8
  - Person 3: Pages 9-11
  - Person 4: Pages 12-15
  - Person 5: Pages 16-21

- Step 2: Get together with others who have the same number/section as you.
  - Read your section; highlighting key points.
  - Create a visual summarizing the points to use when you return to your base group.
KPMG Women’s Leadership Study: Moving Women Forward into Leadership Roles (2015)

- Step 3: Return to your base group.
  - In order of sections, share the key points of what you learned with your group.

- Step 4: Key questions to debrief:
  - How can you relate the learnings from the study to your own experience?
  - Are there commonalities among you?
Key Learnings

• Someone helped me to build confidence in myself.

• I challenged myself. I have a mindset of ownership and action.

• I was in the presence of a strong professional network.

• I was surrounded by strong role models.

• Someone put me in a leadership position.
Fishbowl/Save the Last Word for Me Protocols

- Question:
  - What was surprising to you as you considered/entered a leadership position?
Fishbowl/Save the Last Word for Me Protocols

• Question:

  • What are ways you have made your leadership position work for you?
Fishbowl/Save the Last Word for Me Protocols

• Question:

  • What challenges have you experienced or observed in organizations in which you have worked?
Fishbowl/Save the Last Word for Me Protocols

• Question:

• How does your organization support women in or aspiring to leadership positions?
Fishbowl/Save the Last Word for Me Protocols

• Question:

  • What guidance do you have for WASA in supporting women and/or other under-represented groups seeking leadership positions?
Table Discussion

• What strategies have you used or observed other women using that have helped to overcome challenges in achieving a leadership position?
Wrap-up: Letter to Self

• Goal setting...Identify something you would like to focus on.
  • What’s your goal?
  • What’s your timeline?
  • What are steps toward achieving your goal?
Wrap-up: What’s Next?

• What do you want/need?

• From whom?

• How should it be delivered?

• Other comments
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Give One, Get One!

• Find someone you spoke with in some depth earlier today.
  • Take out your cell phones and add each other to your contacts.
  • Make a commitment to stay in touch.

• Take the “doo-dads” out of your organza bag.
  • Choose a few and respond to the question: How is this object like a mentor?

• Give one to your partner.

• Get one from your partner.