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**EMPOWERED  
WOMEN  
LEAD.**

**WASA  
CONFERENCE**

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**“You’re going to  
wind up in the  
hospital!”**





**I WAS LIVING IN LEAKY LEADERSHIP**

**At that moment... I DECIDED  
I'M DONE**





*Sacrificing my family*

**Damaging my marriage**

*Sacrificing my sanity*

*Putting my health last*

**Putting myself last**

**Being an absentee parent**

**Being a doormat**



I'M DONE



**I WAS DONE WITH  
LEAKY LEADERSHIP**

**I VOWED TO BECOME AN  
EMPOWERED LEADER!**



# I HAD TO SOLVE THREE MAIN ISSUES...

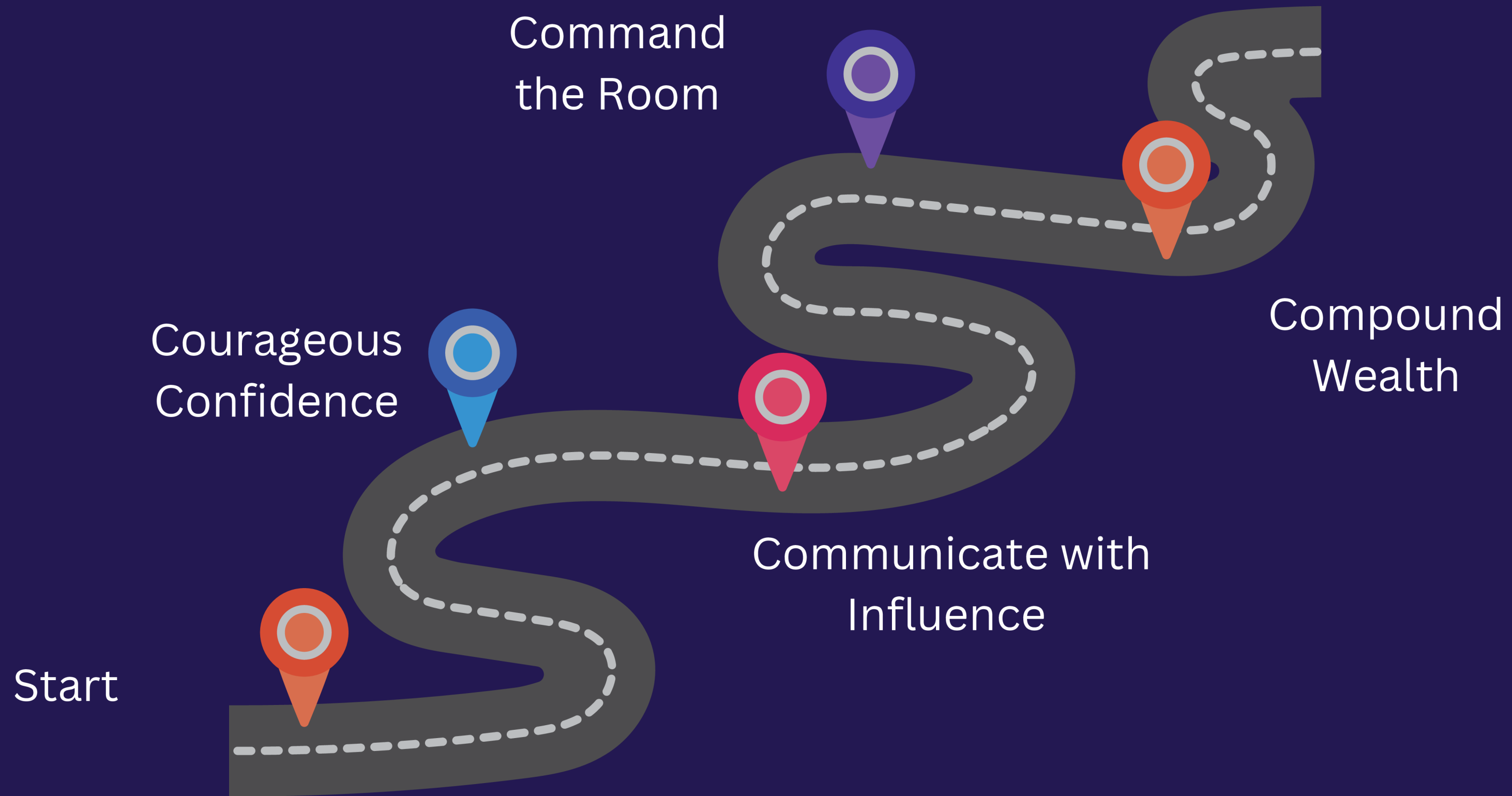
1. Get more done in less time
2. Stop bringing “stuff” home
3. Get my life and health back

And I had to figure out **MY WAY**  
It had to be **simple** and **sustainable!**

PROGRESS  
→ OVER →  
Perfection



# THE 4-STEP EMPOWERED LEADER ROADMAP



# An Empowered Leader....

- **Knows what she wants and knows how to get it**
- **Asks for what she needs and gets it every time**
- **Lives a life by design and not by default**
- **Is not a mere observer in her life but rather is the architect of her success**
- **Develops systems to be able to get more done in less time**
- **Does not sacrifice her goals, her family, or herself for her success**



ON A  
MISSION

What is your mission?

When you're living your mission it **doesn't feel like work.**

You're **on fire.**

You're doing exactly what you feel like **you're supposed to be doing.**

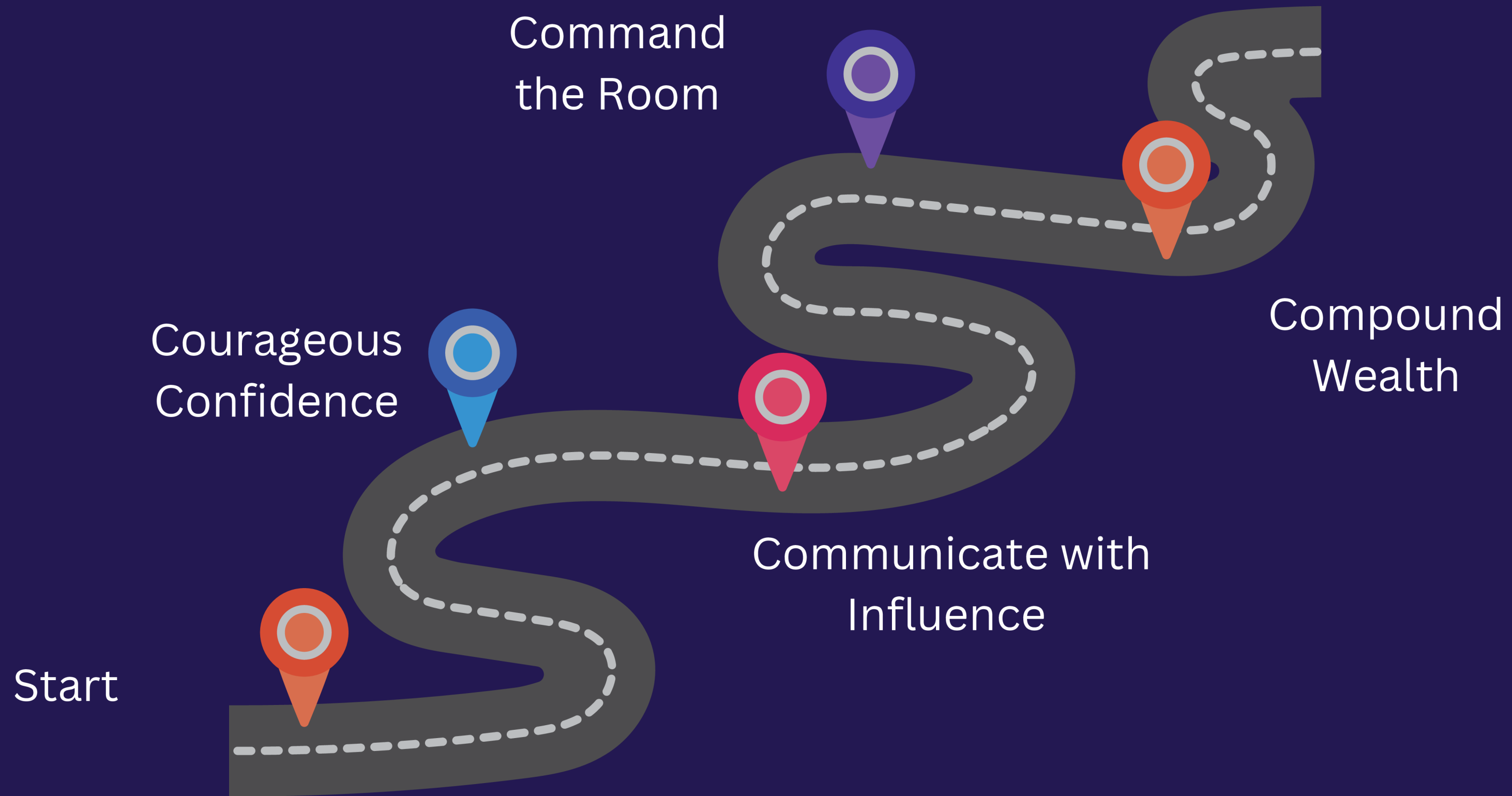
**Your Mission =**

**Your Leadership Message**

**Share your Leadership Message  
with a Neighbor**



# THE 4-STEP EMPOWERED LEADER ROADMAP





- Finished her master's (4 classes and a capstone project while working full-time)
- Created a wellness routine
- Built a social circle
- Began sleeping more than 3 hours a night
- Went on two trips
- Began getting state licensing....AND
- Was hired in her dream job....Elementary Principal immediately making \$20,000 more than her current salary with the possibility of a raise of \$8,000 in the next few months when she completes her state licensing

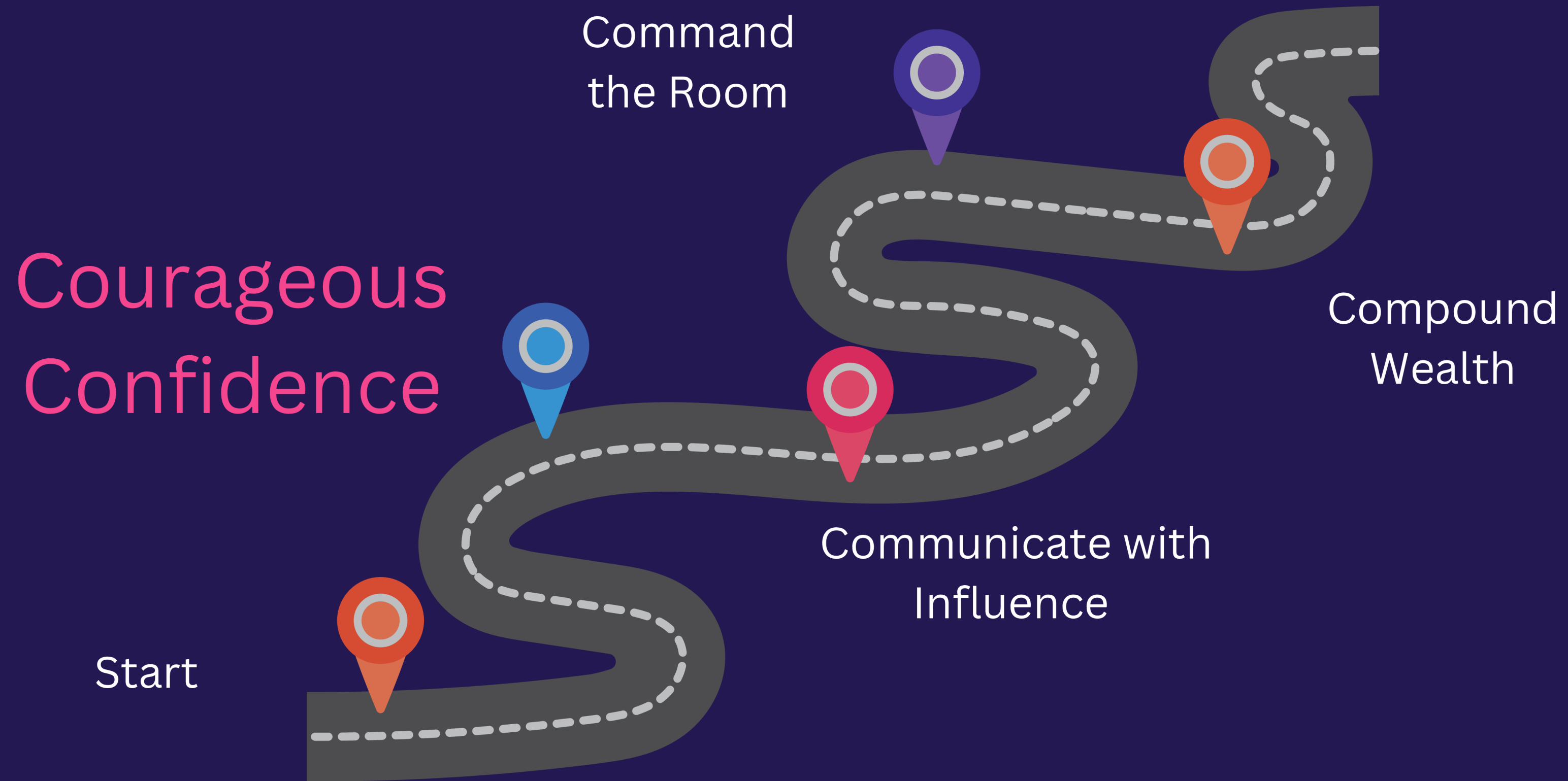
**Heidi**



By following the  
**Empowered Leaders's Roadmap**

We figured out what **SHE** needed to  
do, we made a plan **INDIVIDUALIZED**  
to her needs, and **EXECUTED** them!

# THE 4-STEP EMPOWERED LEADER ROADMAP



# Acting without Courageous Confidence

## Leaky Leadership

- Stakeholders, bosses, or peers overstep your boundaries
- Team members don't follow through with tasks
- People disregard you in general
- Hiding in the back of the room or even online instead of taking up space
- When the pressure is on & you feel fear, you lean out or hide
- You experience Imposter Syndrome
- Changing who you are to “get ahead” or work or in business instead of being fully expressed

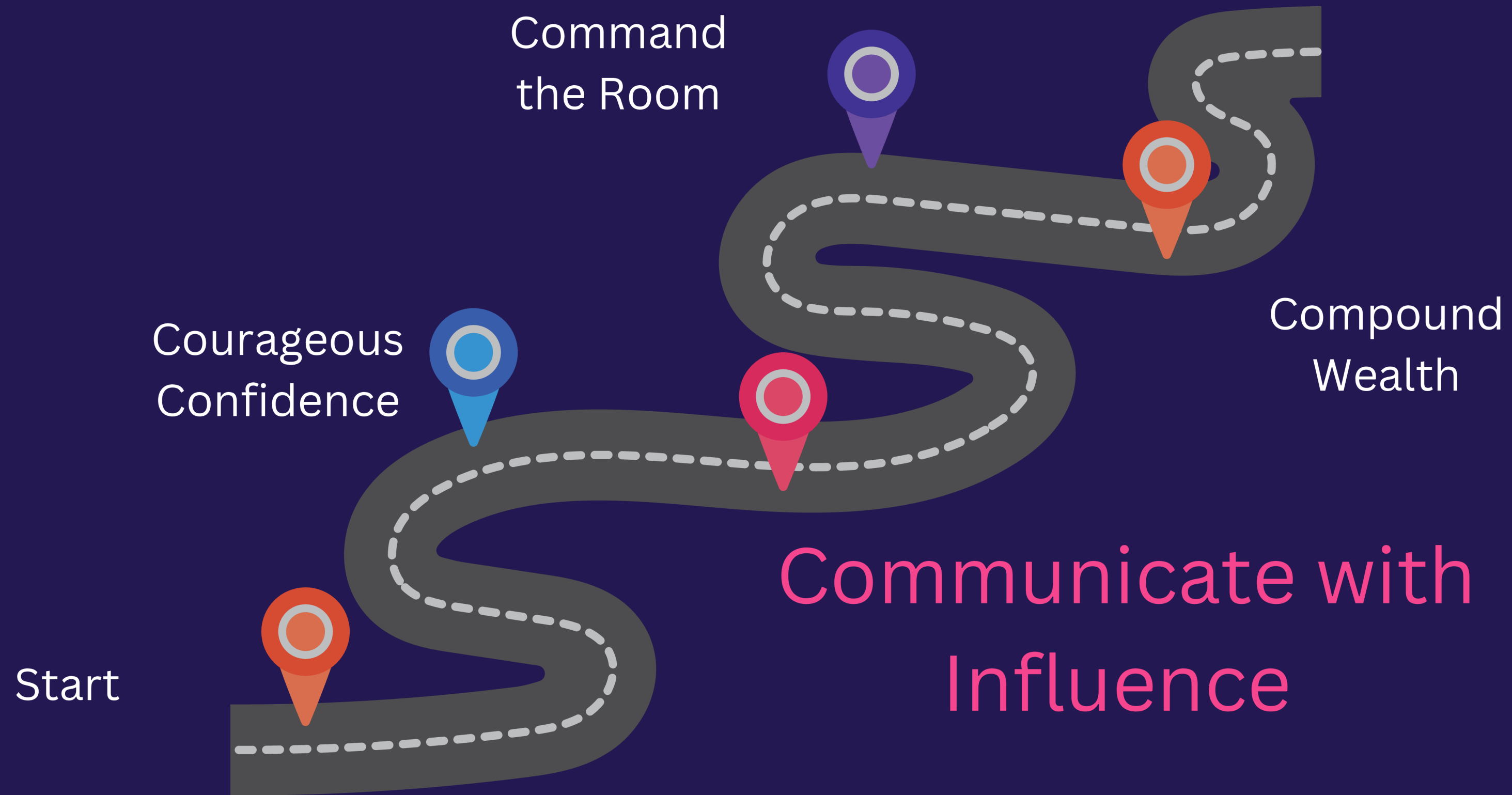


# Acting with Courageous Confidence

## Empowered Leadership

- Healthy boundaries that are respected by others
- Able to delegate, things getting done on time- excited to do the work
- Asking for what you want & need -Getting loud, taking up space, using your voice
- When you feel fear, you go even bigger, double down, full-throttle
- Knowing you are your personal best right now, so why wouldn't you OWN that
- Being expressed, true to yourself, your mission, your expression
- Audaciously asking for what you want

# THE 4-STEP EMPOWERED LEADER ROADMAP



# Not Communicating with Confidence

## Leaky Leadership

- You're a leader but no one is following you
- You're unclear on what you want to accomplish
- You lack confidence
- People question your ability
- Come across as "Weak"
- Beg for people to move
- Start & stop mentality
- Fear knocks you out



# Communicating with Confidence

## Empowered Leadership

- Seen as THE ONE
- Acting with conviction
- People LOVE to follow you
- Quickly build trust & certainty
- You exude the magnetism of a leader who knows where she's going
- Inbound opportunities, jobs & clients
- Sought out
- Move no matter what
- Vision outweighs the fear

# THE 4-STEP EMPOWERED LEADER ROADMAP



# Not Commanding the Room

## Leaky Leadership

- You feel unfulfilled.
- You know that you are meant to make a bigger impact
- There is a message inside you that you need to go out into the world
- You are wondering if the 9 to 5 “is it
- You may be struggling with figuring out what your “more” is

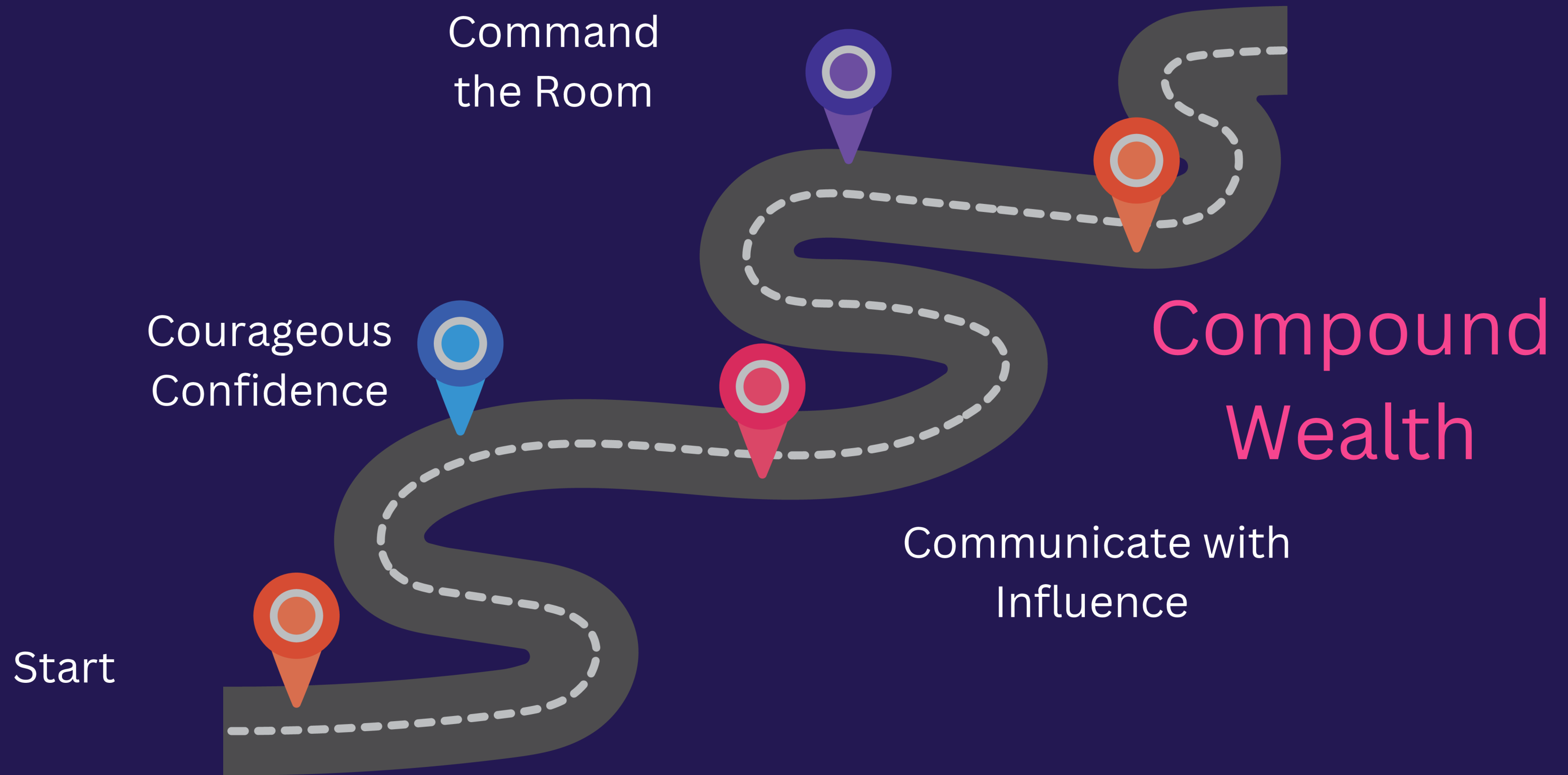


# Commanding the Room

## Empowered Leadership

- People associate you with your leadership message.
- You are clear on what your “more” is.
- You are impacting others outside the four walls of your 9 to 5 or your family.
- People are benefiting from your message.

# THE 4-STEP EMPOWERED LEADER ROADMAP



# Compounding Wealth

## Leaky Leadership

- You may be making the money you want, but your health is terrible
- You are putting yourself on the back burner
- There is no time in your day to exercise or focus on your wellness
- Not spending quality time with your family, spouse, or friends
- Always feel “too busy”
- Working all the time
- Always trading time for money
- Working harder to make more money



# Compounding Wealth

## Empowered Leadership

- Abundance in love
- Abundance in health
- Abundance in wellness
- Abundance in relationships
- Abundance in family
- Abundance in experiences

**Where are you on  
the journey to**

**Empowered  
Leadership**

# An Empowered Leader....

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# Commit to Yourself!

**Empowered  
Women Lead.**

SISTER *Leader* MOVEMENT

*Winning at Work  
Crushing it at Home*

Work- Life Harmony  
for Female Leaders



DONNA MARIE COZINE, ED.D.

How to get twice as much  
work done in half the time

(Without Sacrificing Your  
Family or Your Sanity!

**Why Women Burnout**

**The Current System  
is Not Built to Support Women**

# The Problems With our Current System

- Traditional leadership preparation don't actually prepare women for the dual roles we play at work and at home.
- During and after COVID female principals and superintendents left their positions and in 51% of those instances they were replaced by men.
- As women we tend to put the needs of everyone else before our own. We act as if we are going to get a medal of honor for the work that we do.





**The Secrets to Becoming an  
Empowered Leader**

**and**

**Breaking Up with Leadership  
Burnout Forever**



***"I have too much work and not enough time.."***

**Proven systems to reduce workload  
and get your time back**

**Leadership Systems Syllabus**

# Questions about the process?



# Stress Trigger Point Activity

To reduce stress in your life both at home and at work you need to identify those stress trigger points. Reflect upon what causes you stress and write them down and write them in the chat so we can all help each other.

## **Home Stress Trigger Points**

Ex: The morning rush~ getting the family ready and getting out of the house  
Dinner time ~ making it and getting everyone around the table

Your *home* stress trigger points:

## **Work Stress Trigger Points**

Ex: When staff members don't follow through on commitments.  
When I can't do my tasks because someone else has not done what they needed to do

Your *work* stress trigger points:



# Stress Trigger Point Activity

Now that you've identified these trigger points what can you do to lessen the likelihood that they will happen. If you're not sure type not sure and we'll all help you brainstorm 🧐

Ex: The morning rush~ getting the family ready and getting out of the house

- Make lunches the night before
- Pack all bags the night before and have them near the door
- Lay clothes out the night before
- Shower at night

# Healthy Boundaries are a Must

Think of the last time that you felt someone disregarded your boundaries in any part of your life. Answer the questions below.

1. What happened just before?
2. Have you had problems with this person not respecting your boundaries before?
3. If yes, what have you done about it?
4. How did you contribute to this person's ability to disregard your boundaries?
5. Could you have done anything differently that would have avoided this situation?
6. How did you follow up with the person?

# Determining Priorities

Take a few minutes to identify your top 3 priorities in the following areas:

Family:

Organization:

Yourself:

# Conduct a Time Audit over 3 Consecutive Days



Consult DMC, Inc.

## Time Audit

Date	Time	Category	Description of Activity	Lead or Supported	Who can assist?
8.22	12-3	Academic	Ran PD	Lead	Lead teachers?
8.24	8-11	Academic	Put together welcome kits for staff	Supported Admin. Assistant	Building leader? Parent liaison?
8.23	12-3	Board	Board meeting	Lead	Administrative Assistant
8.23	8-9	Food Service	automatic payments to vendors	Lead	Food Service l3ad
8.22	9-10	Operations	made edits	Lead	or the Chief of Operations
8.22	10-11	Operations	Reviewed invoices	Lead	Not sure
8.23	10-11	Operations	checkes	Supported Admin. Assistant	Operations? Board?
8.24	12-3	Operations	Delivered classroom materials	Supported Admin. Assistant	?
8.23	9-10	Parents	Met with parent over concerns	Lead	Bulding leader? counselor?



# Conducting a Time Audit

- Conduct a Time Audit over 3 Consecutive Days :
  - For three days record the tasks you do
  - Identify the amount of time you spend on the tasks
  - Classify the category the task falls into
  - Differentiate if you led or supported the task and who can assist.
  - Sort the categories and calculate how much time you spend leading or supporting in each category.

# Reflecting on your Time Audit

1. What is taking up most of my time?
2. Are these tasks my responsibility?
3. If not, why am I involving myself in them?
4. Does this data show that I am living by my priorities?
5. If the data doesn't show that why?
6. Brainstorm what you can do to ensure that what you say are your priorities are the things you spend your valuable time doing.

# Group Share-Out

- What results surprised you?
- What results affirmed what you already knew?
- What problem do you need to solve based on your time audit?
- What ideas do you have for solving them?

# Questions?





***HOT***SEAT<sup>TM</sup>



# Self Reflection

Rank yourself on a scale of 1-10 on the following three areas:

1: I'm burned out beyond recognition

10: I'm an expert and can teach others how to do this

3-2-1

3 Things You Learned

2 Commitments You are Making  
to Yourself

1 “Aha” moment

# Let's Stay Connected

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