

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?

The background of the image is a teal color with a complex, repeating geometric pattern of gold lines. The pattern consists of interlocking, stepped shapes that resemble a stylized circuit board or a modern architectural design. The lines are thin and create a sense of depth and movement.

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.