

Embrace Authenticity Leading Without a Title

Guest Lecturer

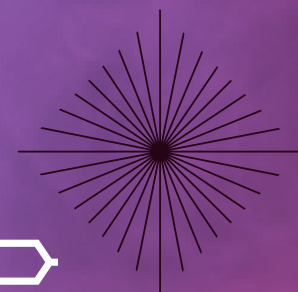
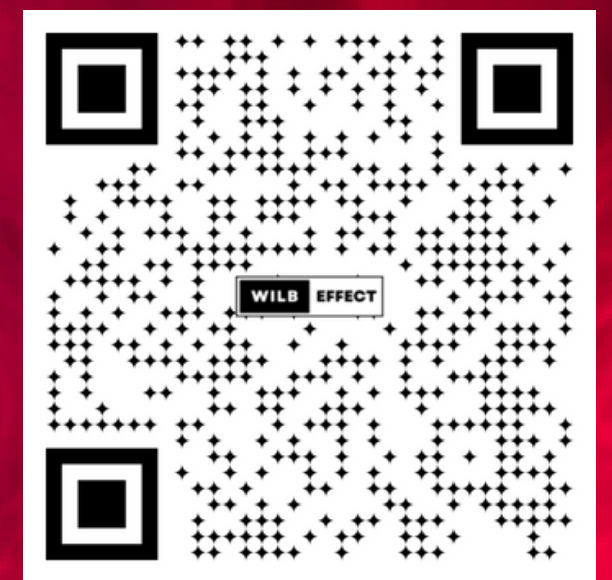
Jessica Atkinson PMP, CMP, CSM
Chief of Transformation



Meet Your Speaker



- Founder - WILB Effect
- 20+ years in Corporate America
 - Industry: Banking, Finance, FinTech, Healthcare, Logistics.....etc.
 - Leadership: Project Management, Operations, Technology, Finance
- Career Coach for Women in Consumer Finance
- Mentor in the Project Management Institute
- Speaker for Corporations & Universities
- Interesting facts:
 - Started People Leadership at age 22
 - Documentary with the Humans Rights Watch (HRW) & United Nations (UN)



OUR JOURNEY



- Embrace Compassion as the Spark for Action
- Embrace Core Values as a Subconscious Compass
- Leadership Style Misconceptions
- Misconceptions of Leading
- Why do Leaders bury their Heads?
- Excessive focus on deliverables
- Mental Health & Leadership
- Embrace Daily Affirmations as your Vocal Guide



Voice: Dr Brené Brown
Animation: Katy Davis (AKA Gobblyne) www.gobblyne.com
Production and Editing: Al Francis-Sears and Abi Stephensonading

BEYOND EMPATHY

Pity/Contempt

So sad.

Sympathy

I'm sorry you are sad and going through a difficult time.

Empathy

I can feel your sadness and understand why you feel that way.

Compassion

Action

I can feel your sadness, understand it, and want to help you fix it.

Personal Values vs. Workplace Values

The realm of shapeshifting and transforming to meet workplace dynamics
Its just a job mindset.

Possibility that there will not be complete fulfillment with hitting workplace goals.
Finding other places for purpose

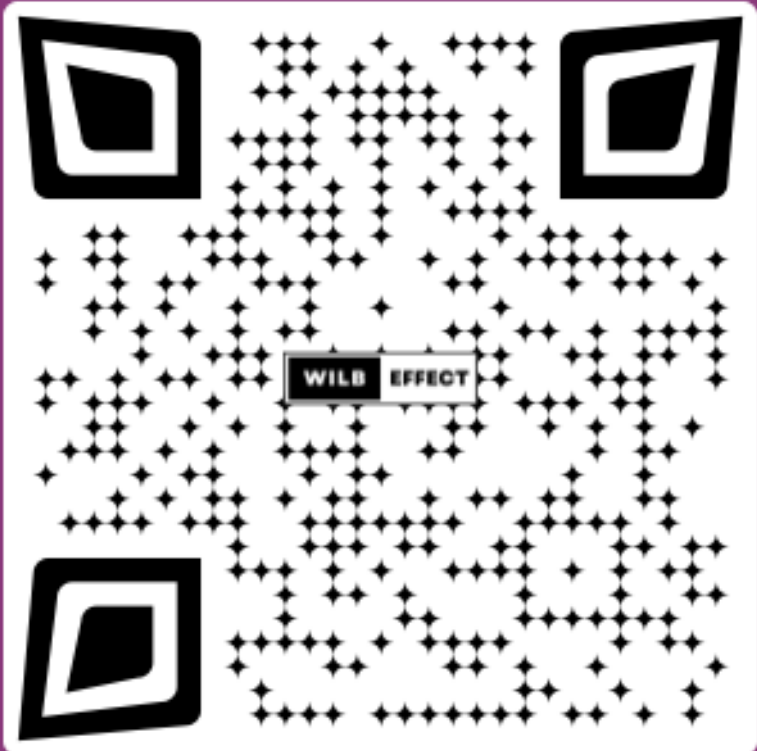
Working in your purpose.

Core Values Alignment



Embrace Core Values as an subconscious compass

Identity & Purpose
Guidance & Direction
Consistency & Stability
Motivation & Engagement



Core Values





**DOUBT HAS KILLED MORE
CAREERS THAN FAILURE EVER
WILL**

LEADERSHIP STYLE MISCONCEPTIONS



01 MICROMANAGEMENT

02 VISIONARY

03 CHARISMATIC

04 GROUP DECISION-MAKING

05 COACH-MENTOR

06 TRANSACTIONAL-HANDS OFF

07 SERVANT LEADERSHIP

MISCONCEPTIONS ABOUT LEADING

01 SUBJECT MATTER EXPERT

Effective leadership can involve facilitating problem-solving and leveraging the team's collective knowledge

** Teachers

02 TITLE/POSITION

Influence and the ability to inspire is leadership. Leadership can be demonstrated at any level in an organization.

** Coaches

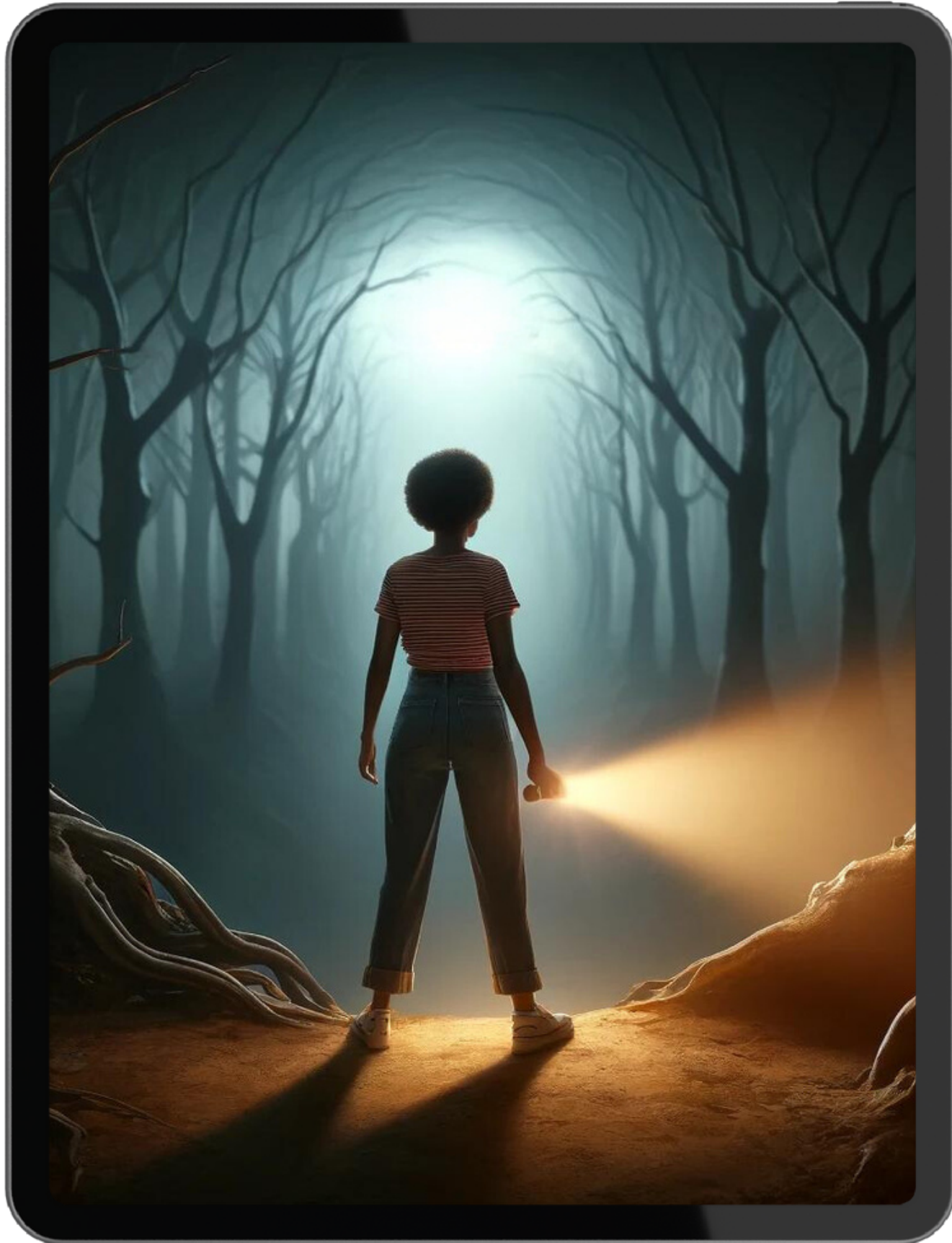
03 LOUDEST VOICE

Many effective leaders are quiet, thoughtful, and introspective. Using facts that focus on the best interest of everyone.

04 BORN LEADER

Effective leading skills can be developed and honed over time.

Leadership is unlocking people's potential to become better.



Embrace the Journey Beyond Fear

"When I dare to be powerful – to use my strength in the service of my vision, then it becomes less and less important whether I am afraid."

Audre Lorde

Why do some leaders bury their heads?

Fear of Failure

Inferiority

Self Doubt

Limiting Belief

Comparison to others

Negative Self Talk

Microaggressions

Trauma

Experiences





**PEOPLE UNDER PRESSURE DONT
WORK BETTER; THEY JUST WORK
FASTER**

EXCESSIVE FOCUS ON DELIVERY

01 BURNOUT AND HIGH TURNOVER

Call in sick to rest, loss of tribal knowledge, increase external vendor support

02 POOR MORALE

Disengagement, Negativity, erosion of trust

03 IMPAIRED PROBLEM-SOLVING

Loss in value-add solutions

04 COMMUNICATION BREAK DOWN

Not reporting risk and issues real time, overly optimistic

05 LOSS OF CORE VALUES

New Mental Health issues, misalign on ESG objectives, impact to NPS surveys, recruiting efforts impacted by community reputation

06 DECREASE QUALITY OF WORK

Short cuts, errors, excessive Hypercare, increase manual efforts

07 SCALABILITY ISSUES

No increase core skill and growth development, impact to long term goals

Role of Communication

- 43% of business leaders say that poor communication decreases productivity. Additionally, 42% cite missed deadlines and extended timelines as significant consequences of miscommunication
- Ineffective communication can lead to a failure to complete projects (44% of survey participants), low employee morale (31%), missed performance goals (25%), and lost sales (18%)



- Poor communication in the workplace costs US businesses \$2 trillion annually. On an individual level, it costs companies over \$15,000 per employee.
- Poor communication can increase stress and employee attrition, with 50% of respondents admitting it has increased their overall stress levels and 34% claiming it has decreased their job satisfaction



**THE SINGLE BIGGEST PROBLEM IN
COMMUNICATION IS THE ILLUSION
THAT IT HAS TAKEN PLACE**

STRATEGIES TO PROMOTE PROJECT MENTAL HEALTH

1. Advocate to remove the “At Will” Fear. “At Will” is only for the contract, not the culture
2. Assessment of Workloads - Business Capacity Planning
3. Emails that communicate a deliverable should include a deadline (Avoid false urgencies)
4. Buddy System - Proactive Time-off Planning
5. Attempt to have the backup name or escalation point for project team members
6. Attempt to incorporate recognition into the project process
7. Advocate that the team experience is a critical success factor
8. Centralize all project documents
9. Personalized Recognition and Appreciation
10. Lead by Example (after hours & day off) - Off-hour Emails and Chats
11. Misconception that salary means 24 hours
12. Check email and chat tone – use Grammarly or just call (if necessary send a follow-up after the conversation) – avoid using email for difficult conversations

Embrace Daily Affirmations as your Vocal Guide



I **WILB** Me
I **WILB** Grateful
I **WILB** Unstoppable
I **WILB** Determined
I **WILB** Confident
I **WILB** Passionate
I **WILB** Me

I **AM** and I **WILB**



CALL TO ACTION - TAKEAWAYS

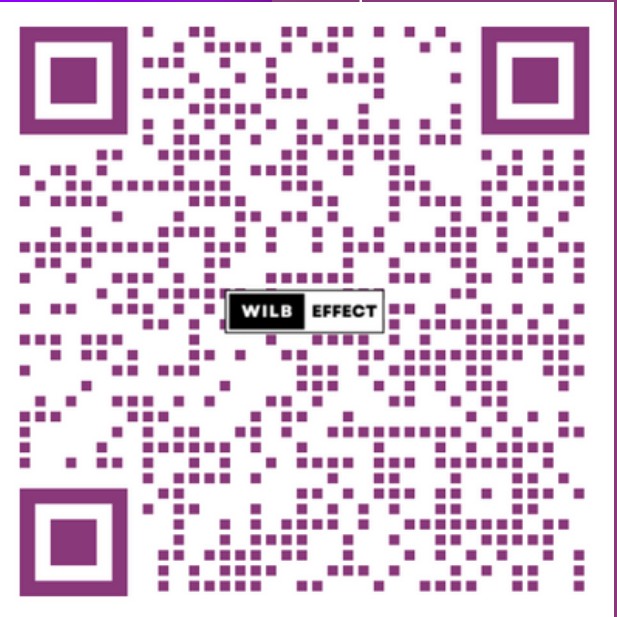
- Compassion is the Actionable Influence on the Project Team Experiences
- Leverage core values to guide future decisions
- People First Leadership requires utilizing all styles
- Leverage your Leadership strengths and seek mentorship to enhance your leadership action plan
- Embrace Your Unique Value in Leadership
 - Each of us brings a voice and perspective that adds value

Comments & Questions

EMBRACE
AUTHENTICITY
**AWAKEN
GREATNESS**



Thank You!



Submit your experience