

# Women and Leadership

## *An Engaging Discussion*

May 2018

# Presenters:

Andrea Steinberg, CEO JFS Atlantic & Cape May Counties

Danielle Hartman, CEO Ruth & Norman Rales JFS

June Gutterman, CEO JFS Columbus

# Introductions and Personal Reflections

## External Barriers





## Bias:

Prejudice in favor of or against one thing, person, or group compared with another. Bias can occur subconsciously based on ingrained perceptions, attitudes and beliefs

## Performance/Gender Bias

- 2011 McKinsey report noted that men are promoted based on potential, while women are promoted based on past accomplishments
- June 15, 2017 Forbes Article: Gender Bias at Work – Why Men Call Forceful Women Hysterical and Try to Silence Them
- Harvard Business Review Study on Gender Bias – Case Study

## Video of a Social Experiment in Norway for International Women's Day 2018



## Lack of mentors and advocates

- Purpose
- How to find

## Family Friendly Workplace

- Identify needs
- Create the environment

“Excel and you will get a mentor.”

-Sheryl Sandberg

(Lean In)

# Interactive Discussion

## Internal Barriers



This psychological phenomenon, known as **IMPOSTER SYNDROME**, reflects a belief that you're an inadequate and incompetent failure, despite evidence that indicates you're skilled and quite successful. It's secretly feeling like complete frauds and that your accomplishments are the result of serendipitous luck.



## The Five Types of Imposter Syndrome and How to Beat Them

Fast Company – May 2017– Melody Wilding

## Being Assertive/Making Decisions

- Quality of a good leader is being decisive. Sometimes women get messaging that it's wrong for us to be outspoken (aggressive)
- Conversely, women can be perceived as “weak” if they don't speak up.
- Professional ambition is expected of men but optional for women. Hearing someone say, “She is very ambitious” is not always a compliment in our society.

“You have enemies? Good. That means you stood up  
for something in your life.”  
- Winston Churchill

## Feeling Pressure To Do It All

- Delegation
- Working Smart



The best way to make room for both life and careers is to make choices deliberately – to set limits and stick to them.  
– Sheryl Sandberg, (Lean In)

# Interactive Discussion

Now That You Are at the Table, What Next?



Do you Know:  
TAMMI JO SHULTZ





Do you Know:  
**SULLY SULLENBERGER**



# Interactive Discussion



## Strategies for Success

“Women belong in all places where decisions are being made. . . It shouldn’t be that woman are the exception.”

- Ruth Bader Ginsburg

- Become Aware and Pay Attention to Sub-conscious Bias
- Use Mentors
- Promote Women into C-Level Positions
- Equal Pay for Equal Work within your Organizations

- Don't be afraid to speak up!
- Don't be the first to compromise to avoid conflict. Stand your ground!
- Recognize that your desire to please everyone will hold you back. When you want to make change you can not please everyone



*If you do not aspire to great things, you will  
not achieve even little ones.*

– Imre Binah

# Contact Us:

[asteinberg@jfsatlantic.org](mailto:asteinberg@jfsatlantic.org)

[danielleh@ralesjfs.org](mailto:danielleh@ralesjfs.org)

[jgutterman@jfscolumbus.org](mailto:jgutterman@jfscolumbus.org)