



**LC STATE PRESIDENT
Dr. Cynthia Pemberton**

THE DIFFERENCE

**DIFFERENCE MAKES
WOMEN IN LEADERSHIP**

Sponsored by:
LC State Center for Student Leadership

THE DIFFERENCE

**DIFFERENCE MAKES
WOMEN IN LEADERSHIP**

**LC STATE PRESIDENT
Dr. Cynthia Pemberton**

Our Presentation Roadmap

Perspective & Awareness
Leadership Fundamentals
Exemplary Leadership & Training



If a fish were an anthropologist....

- **Perspective & Awareness**
 - Pre-test / Intervention - *One Fine Day* / Post-test
 - Foucault: the Regime of Truth
 - Visualizations & Stereotypes (family, people in power)
 - Conditions when “not” stereotype conforming??
- **Equity does NOT mean the Same**
- **Difference makes a difference...now let's talk leadership...**



Leadership: *The ability to influence a situation*

5 Fundamentals of Leadership Practice (Kouzes & Posner)

- Challenge the Process
- Inspire a Shared Vision
- Enable Others to Act
- Model the Way
- Encourage the Heart

Challenge the Process

Venture out – Take risks

- Voyages of discovery – pioneering spirit
- Grab Opportunities that come along – avoid “but I’m not really or fully qualified yet”
- Don’t defer to others when you have something to say – speak up w/o apology

Adventures of a lifetime

- Catastrophe report

Innovate & Experiment -- *Leaders are Learners*

Inspire a Shared Vision

Dreams/Vision(s) of what could or might be

- Image of future that “pulls” people forward
- Seeing, planning and “doing” 10 steps ahead...

Cannot “command” commitment but can inspire it

- Confidence = knowing
 - iceberg (play to your strengths)
 - Master the art of thinking on your feet
 - And...be unafraid to say you don't know when you don't
 - Pick your battles (you only have so much energy and personal capital to spend)

Leadership: Discussion, Debate, Dialog

Enable Others to Act

Value & Valuing

- Say what you mean and mean what you say
- Know what you stand for and why
- Be consistent and fair
- Be able to explain your choices and decisions
 - Sunshine/Front page headline

The “right” people, in the “right” places (strengths, skills, abilities, aptitudes)

- Identify them, Get them “at the table” & onboard
- Empower them with information
 - Operational Plans, Planning & Teams



Model the Way

Leaders go first & Attitude matters

- Willing to do what asking others to do...

Hard work is essential (Tony's Tale: 9-5)

- Find, Make, Sustain Balance in your life

Team Effort / "we" (leaders as part of the team)

- Linfield team player story (connects to values)

Involvement & Buy-in / Leadership = Relational

- Trust Accounts (initial deposit, building, sustaining) & Confidence

Encourage the Heart

Intrinsic vs Extrinsic Motivation

Care and Caring

- Love of products, service, constituents & stakeholders, clients, customers, work, etc.



Exemplary Leaders = High Level Achievers

Characteristics of High Level Achievers

- Internal Focus (internal motivation)
- Willing to take purposeful risks
- Task orientation as opposed to result orientation – value the process not just the outcome
- High tolerance for chaos and ambiguity
- Ability to generate rather than just judge ideas
- Ability to relax and reflect
- Ability to handle insufficient challenge as well as excessive zeal
- Effectively relate imagination to reality and visa versa
- On-site commitment: Focus on here and now while also being able to see the forest and the future...



“Training” for Exemplary Leadership

Leaders are challenged & energized by difficult experiences

- Ask for a tough assignment / Find something that needs fixing
 - Assign people to opportunities – Renew, Join Teams
- Question the status quo
 - It’s always been this way & no doesn’t mean no...
- Shop for ideas (self and others)
 - Idea gathering as a mode of operation – *iceberg*
- Add adventure & fun to work
 - Take a class, learn a new skill, do something you aren’t good at...
- Build and maintain relationships
 - Establish a professional network & use it (who you know does matter)
 - Establish a personal network, use it and maintain it (friends & support matter)

Want to know what is
happening on campus?

Connect with Us!



Like us on: facebook.com/lcstatecsl

Follow us on: instagram.com/lcstatecsl

DO MORE through: lcsc.presence.io