

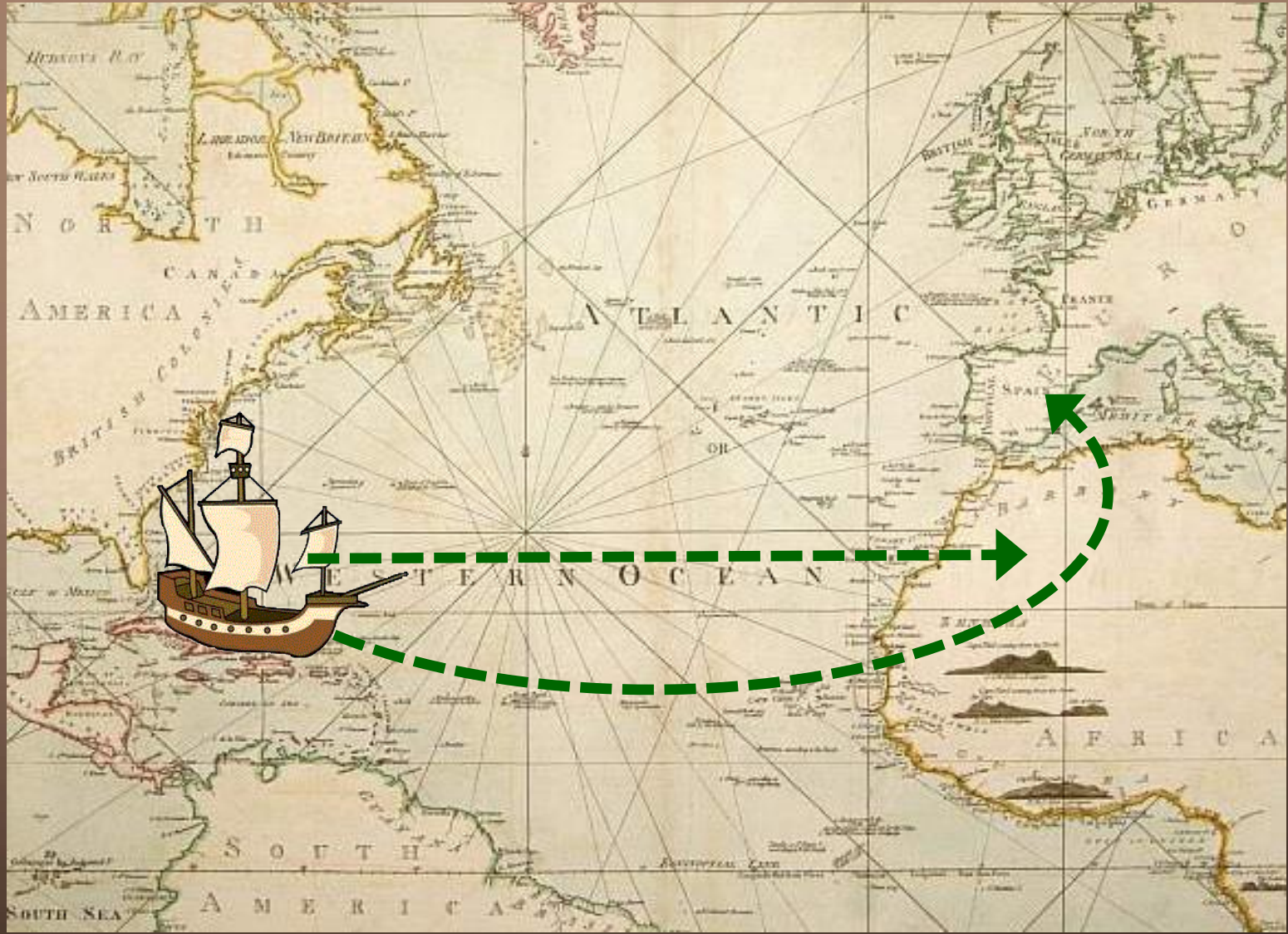


OWNING YOUR CAREER:

Strategies for Success

WOMEN IN PUBLIC SECTOR LEADERSHIP 2022

Kathryn Bishop



Three themes emerged from research with female CEOs about their careers:

- self-acceptance
- self-development
- self-management

Claiming the Corner Office: Female CEO Careers and Implications for Leadership Development

Dr Andromachi Athanasopoulou, Dr Amanda Moss-Cowan,

Dr Michael Smets,

Professor Tim Morris

Human Resource Management, 2018



Photo by Salomon Byuma Pexels



➤ **SELF-ACCEPTANCE:**

“...processes by which female CEOs came to recognize and accept their own leadership potential, and cope with their own and others’ expectations about their priorities on work and family. Overcoming confidence barriers emerged as key, alongside learning to cope with career and family challenges as they were taking on greater responsibilities...”

Claiming the Corner Office: Female CEO Careers and Implications for Leadership Development






Photo by Min An from Pexels



➤ **SELF-DEVELOPMENT:**

“...Supporting the long game not only offers women the time and space to accept their potential as leaders, but also develop the requisite skills. Without access to formal development programs - due to lack of self-promotion or sponsorship - much of this development remains incumbent upon women. Hence, we discuss their self-development – in preparation for and on the job...”



Photo by Peter Fazekas from Pexels



➤ **SELF-MANAGEMENT:**

“... With “more and more pressure on CEOs to be more truthful and more genuine”, a recurring self-management theme was how they seek to be authentic and focused on their purpose. ...For women, their multiple life and work roles and identities mean they may be drawn to behave in ways that contradict each other and finding a balance can be challenging ...”

THE PROPOSITION

Using the same approaches which organisations use for planning and development.... on your own working life

THREE STAGES OF ORGANIZATIONAL STRATEGY

1. Where are you now? *The “as-is” state*
2. Where do you want to get to? *The “to-be” state*
3. How will you get there? *The journey of change*

When organizations plot their course:

Purpose



Resources

Opportunities

Making Your Own Map

Purpose



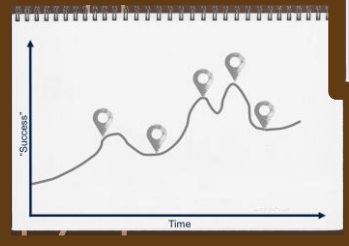
A template for writing stories, consisting of four sections labeled "Story 1", "Story 2", "Story 3", and "Story 4 - Final Version". Each section has a line for "Audience:" followed by a large blank space for writing.



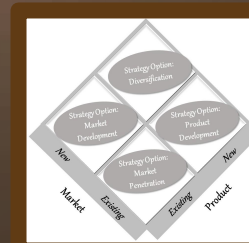
	STRENGTH	LIMITATION
PERSONALITY HELPS	Natural strengths <i>Work WITH</i>	Potential strengths <i>Work UP</i>
PERSONALITY HINDERS	Fragile strengths <i>Work ON</i>	Resistant limitations <i>Work AROUND</i>

Opportunities

A project management template with four quadrants: "Time Allocation: Week" (a circular chart), "Key Success Factors", "Energy and Well-Being", and a table for "Project/Task Status Notes".



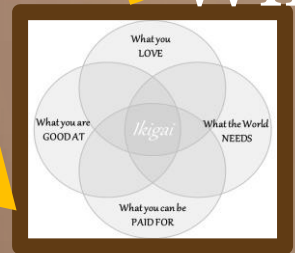
Resources



A complex planning template. It includes a "Your Purpose Statement" section, "ACTIONS: What to do" with a flow diagram, "EXPERIMENTS: What to explore", and a "PLAN PHASE" section with a vertical flow diagram. The plan phase includes boxes for "Priority Action", "Date", "PRIZE", and "POSTPRIORITY".

Making Your Own Map

Where do you want to be?

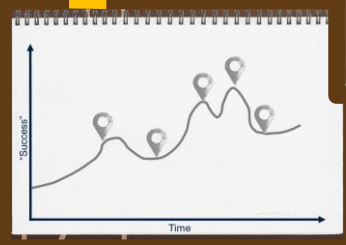


Audience: _____
Story 1 _____
Audience: _____
Story 2 _____
Audience: _____
Story 3 _____
Story 4 – Final Version _____

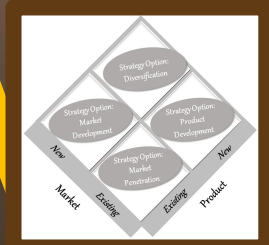


	STRENGTH	LIMITATION
PERSONALITY HELPS	Natural strengths <i>Work WITH</i>	Potential strengths <i>Work UP</i>
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How to get there?



Time Allocation: Week A circular chart with a key and a grid for tracking time.	Project/Task A table with columns for 'Task', 'Status', and 'Notes'.
Key Success Factors A list of factors with checkboxes.	Energy and Well-Being A grid for tracking energy levels and well-being.



Your Purpose Statement _____

Insights _____

ACTIONS: What to do

PLAN PHASE
Priority Action _____ Date _____
– PAUSE –
PHASE
Priority Action _____ Date _____
PRIZE
POSTPRIORITY

EXPERIMENTS: What to explore

(from any or all of the exercises)

Where are you now?

Making Your Own Map



A template for writing stories, consisting of four sections, each with a dashed line for writing and a label 'Audience:' above it.

Story 1
Audience:

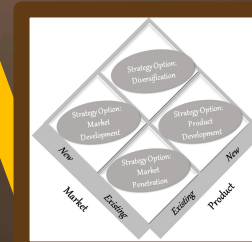
Story 2
Audience:

Story 3
Audience:

Story 4 – Final Version



	STRENGTH	LIMITATION
PERSONALITY HELPS	Natural strengths <i>Work WITH</i>	Potential strengths <i>Work UP</i>
PERSONALITY HINDERS	Fragile strengths <i>Work ON</i>	Resistant limitations <i>Work AROUND</i>



A template for planning and reflection, divided into several sections:

- Your Purpose Statement** (with a note: *(taken from your work in Chapter 2)*)
- Insights**
- EXPERIMENTS: What to explore**
- ACTIONS: What to do**
- PLAN PHASE** (with sub-sections: Priority Action, Date, - PAUSE - PHASE, Date, PRIZE, POSTPRIORITY)

(from any or all of the exercises)

A template for tracking time and well-being:

- Time Allocation: Week** (with a circular chart and a table for Project/Task, Status, and Notes)
- Key Success Factors** (with a table for Week 1 to Week 4)
- Energy and Well-Being** (with a table for Week 1 to Week 4)



Making Your Own Map



A notebook page with four sections for "Audience":

Audience:
Story 1

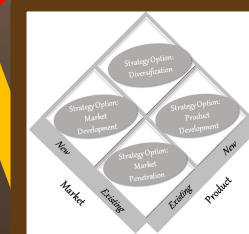
Audience:
Story 2

Audience:
Story 3

Story 4 – Final Version



	STRENGTH	LIMITATION
PERSONALITY HELPS	Natural strengths <i>Work WITH</i>	Potential strengths <i>Work UP</i>
PERSONALITY HINDERS	Fragile strengths <i>Work ON</i>	Resistant limitations <i>Work AROUND</i>



A notebook page for planning:

Your Purpose Statement

(taken from your mission Chapter)

Insights

EXPERIMENTS: What to explore

ACTIONS: What to do

PLAN PHASE	PHASE
Priority Action	Date
- PAUSE -	
Priority Action	Date
PRIZE	
POSTPRIORITY	

(from any or all of the exercises)



A notebook page with four sections:

Time Allocation: Week

Key Success Factors

Energy and Well-Being



<p>Time Allocation: Week</p>	<table border="1"> <thead> <tr> <th>Project/Task</th> <th>Status</th> <th>Notes</th> </tr> </thead> <tbody> <tr><td> </td><td> </td><td> </td></tr> <tr><td> </td><td> </td><td> </td></tr> <tr><td> </td><td> </td><td> </td></tr> <tr><td> </td><td> </td><td> </td></tr> <tr><td> </td><td> </td><td> </td></tr> <tr><td> </td><td> </td><td> </td></tr> <tr><td> </td><td> </td><td> </td></tr> <tr><td> </td><td> </td><td> </td></tr> <tr><td> </td><td> </td><td> </td></tr> <tr><td> </td><td> </td><td> </td></tr> </tbody> </table>	Project/Task	Status	Notes																														
Project/Task	Status	Notes																																
<p>Key Success Factors</p> <p>1. 2. 3. 4. 5. 6. 7. 8. 9. 10.</p>	<p>Energy and Well-Being</p> <p>1. 2. 3. 4. 5. 6. 7. 8. 9. 10.</p>																																	



Audience:

Story 1

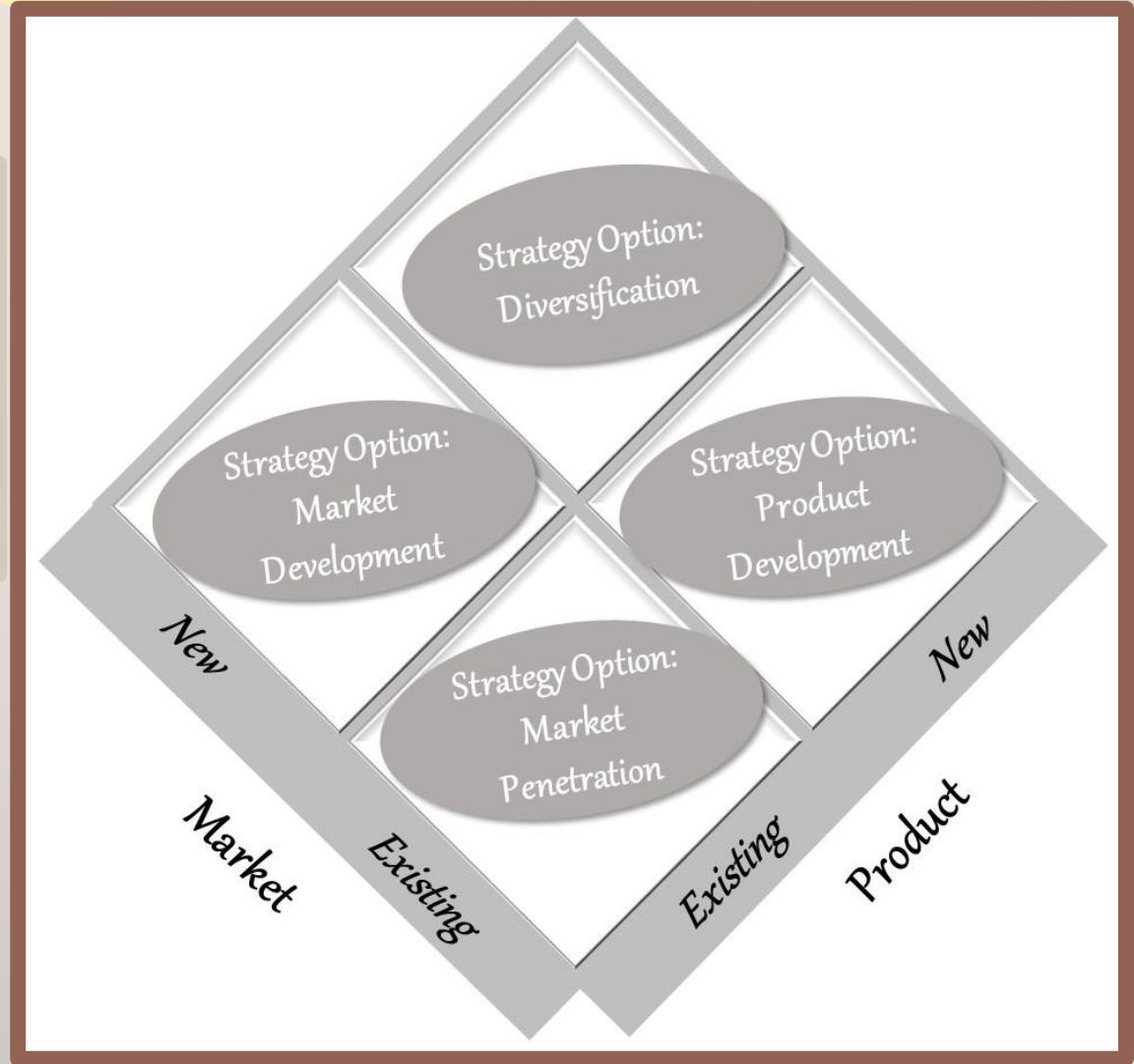
Audience:

Story 2

Audience:

Story 3

Story 4 - Final Version



PHASE

Action Date

- PAUSE -

PHASE

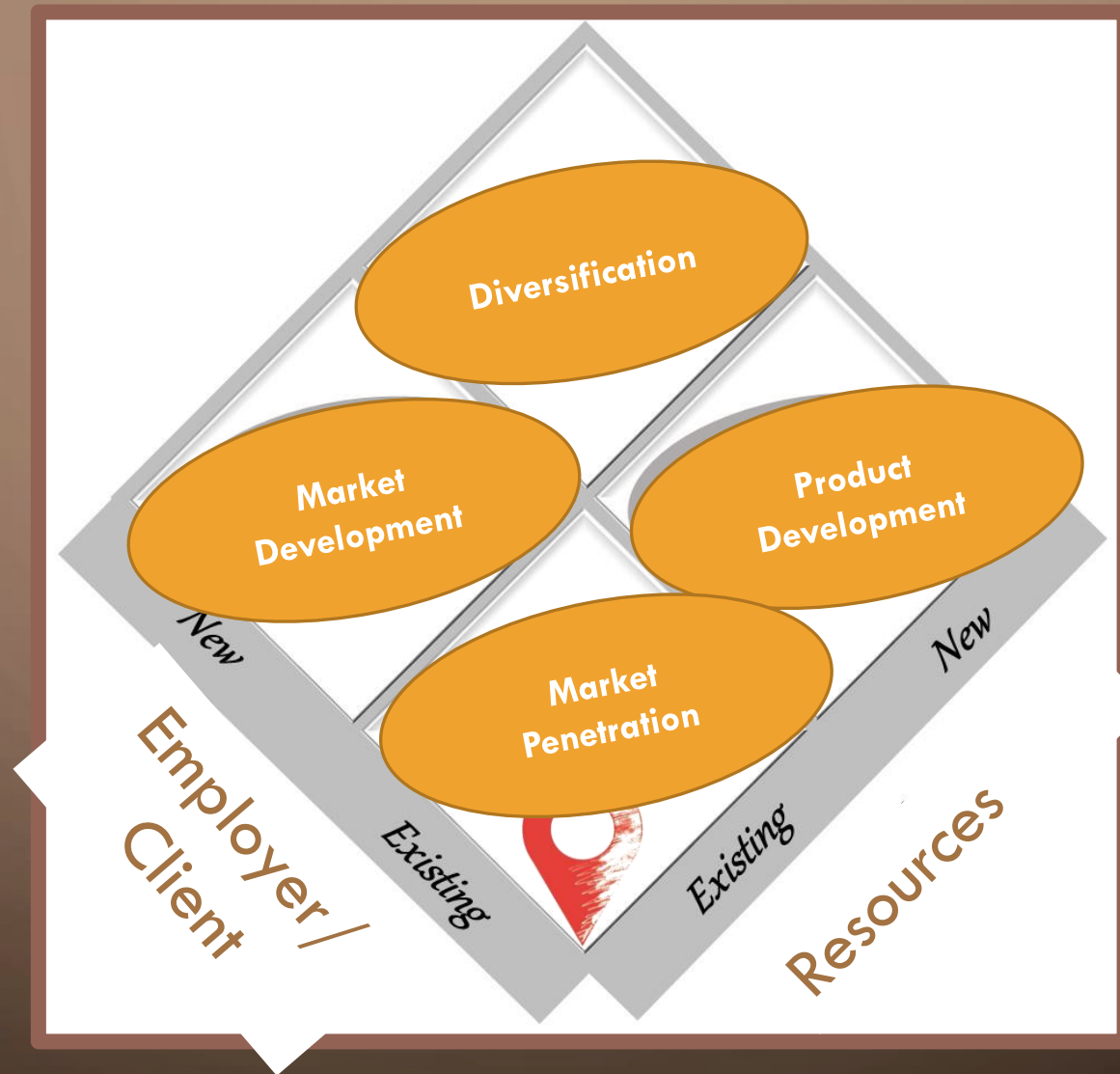
Action Date

PRIZE

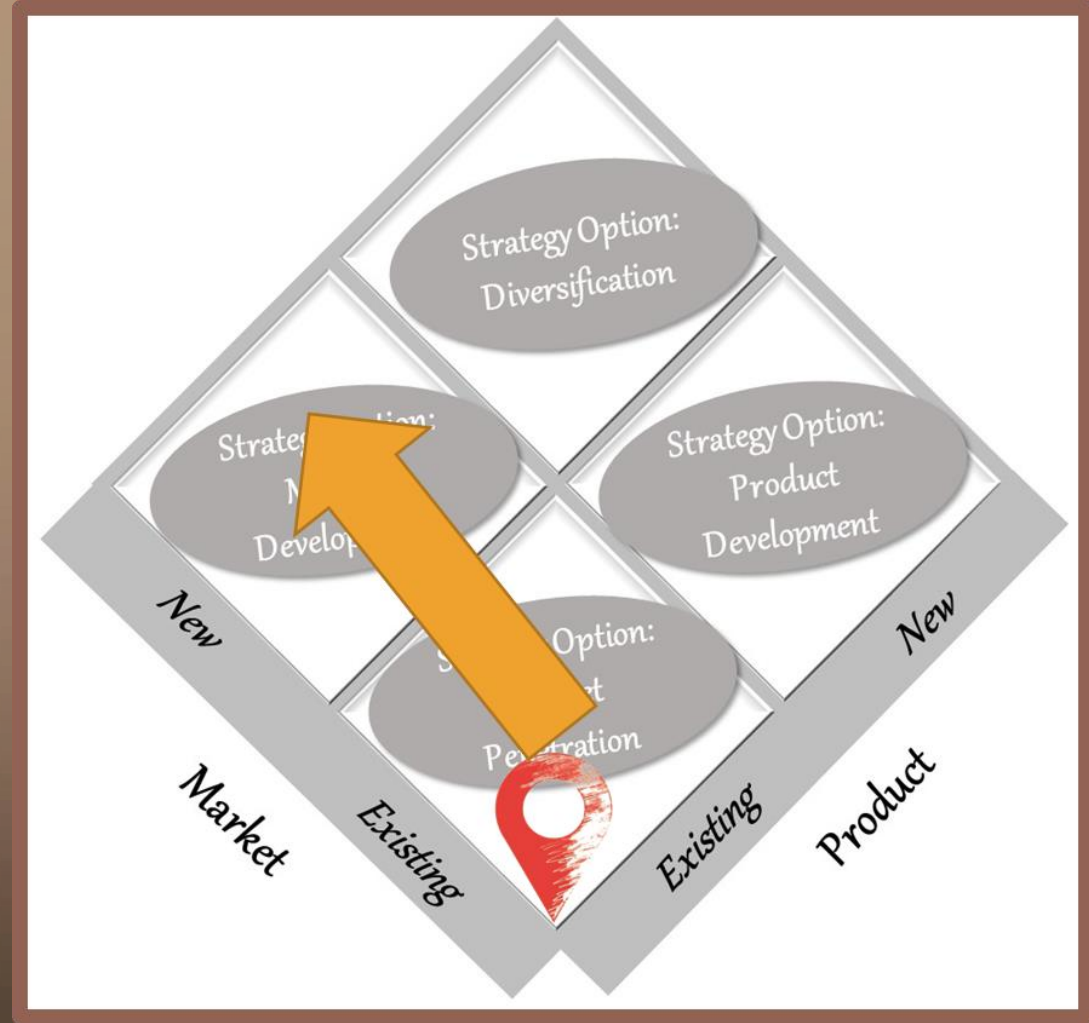
POSTPRIORITY

(from any or all of the exercises)

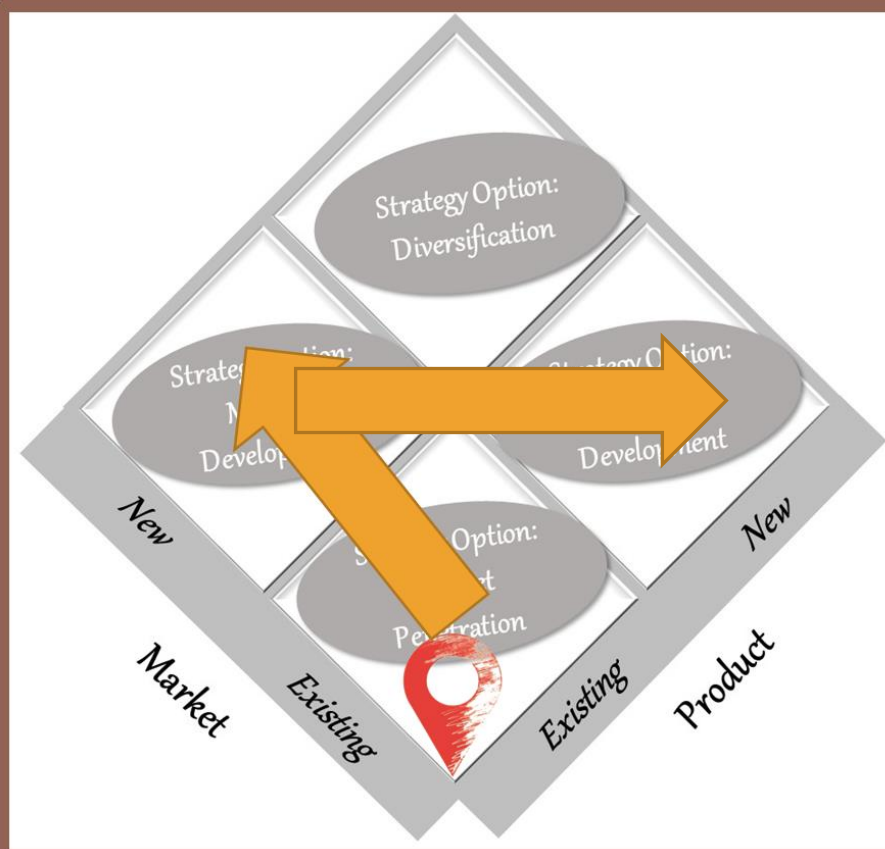
The Ansoff Matrix (adapted)



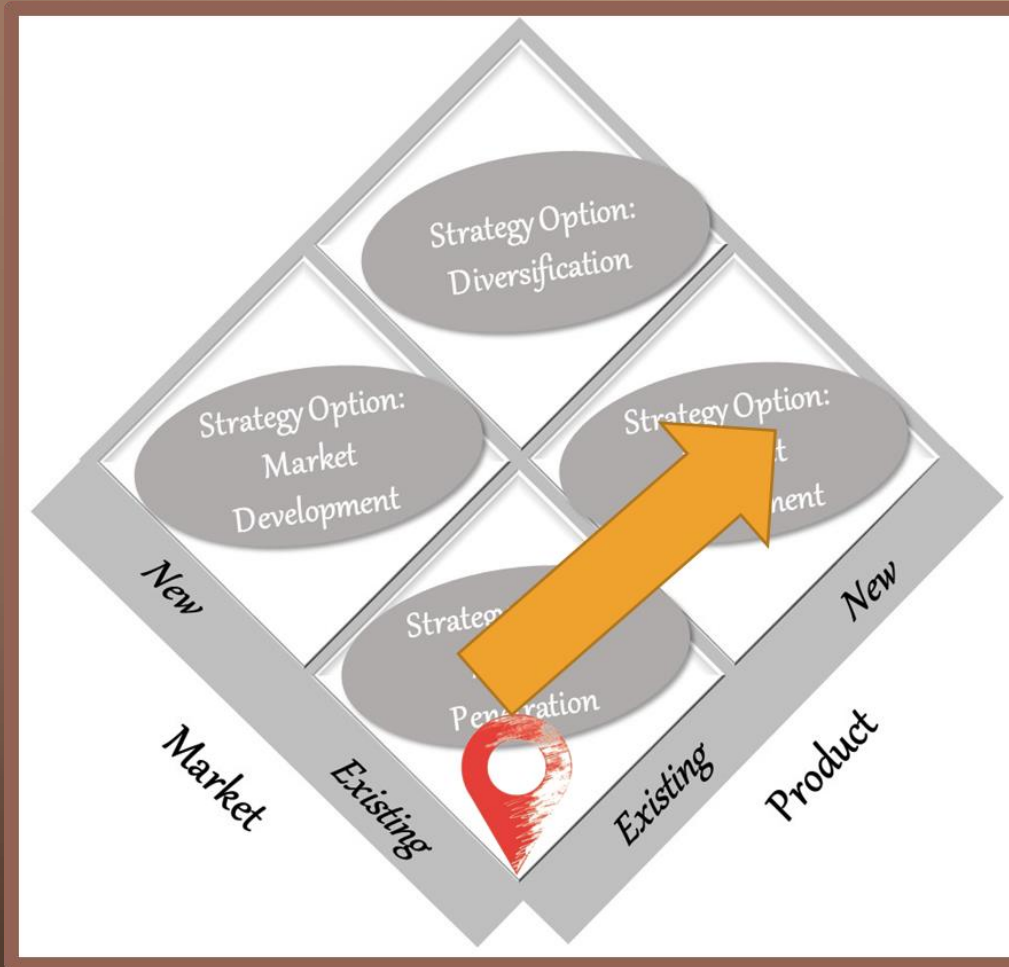
Dame Kate Bingham, formerly Chair, UK Government's Vaccine Task Force



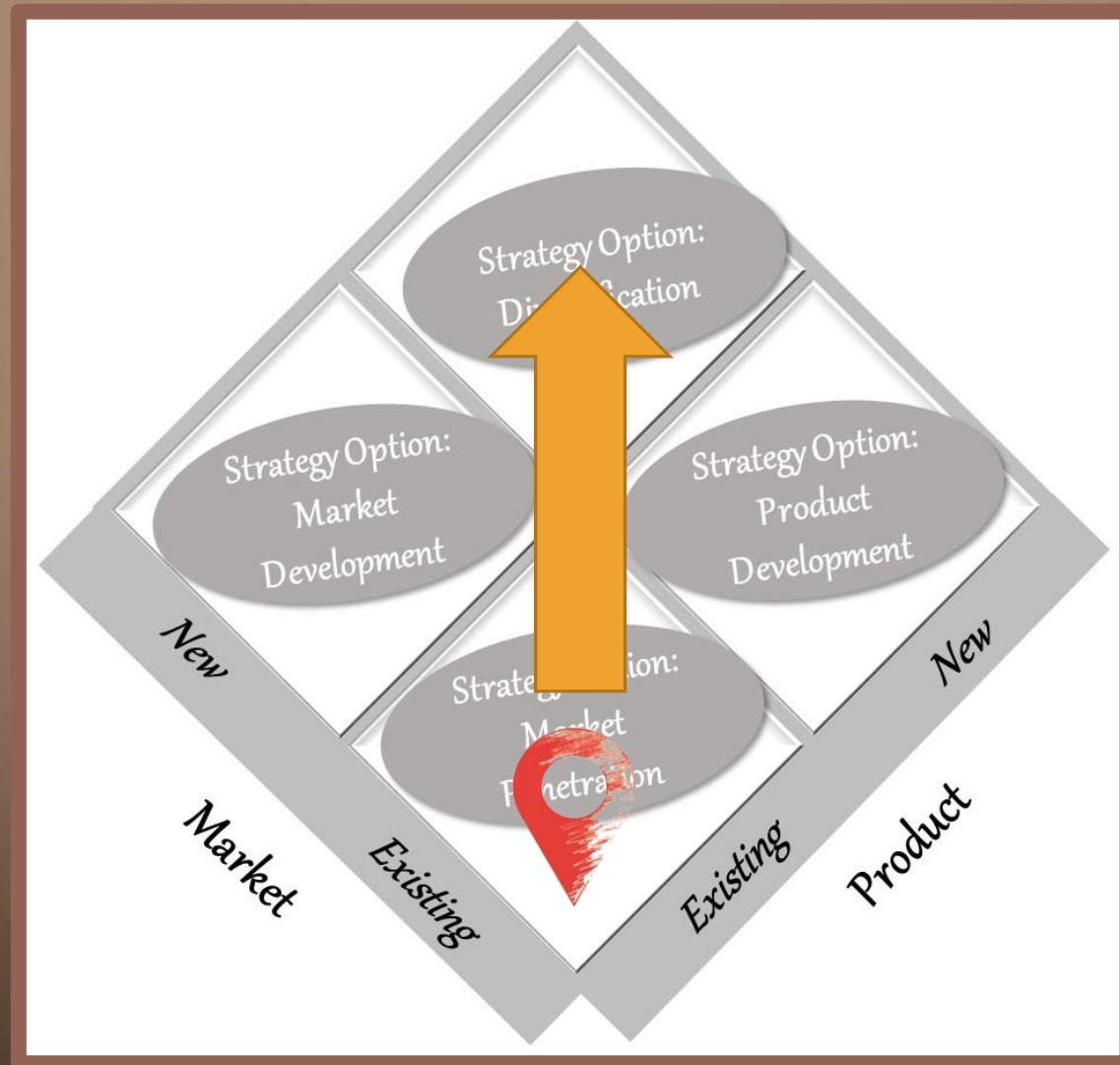
Andrew Cotter, Sports Commentator and now comedy sketch presenter and writer



A colleague at Oxford whose new skills make her the go-to person now

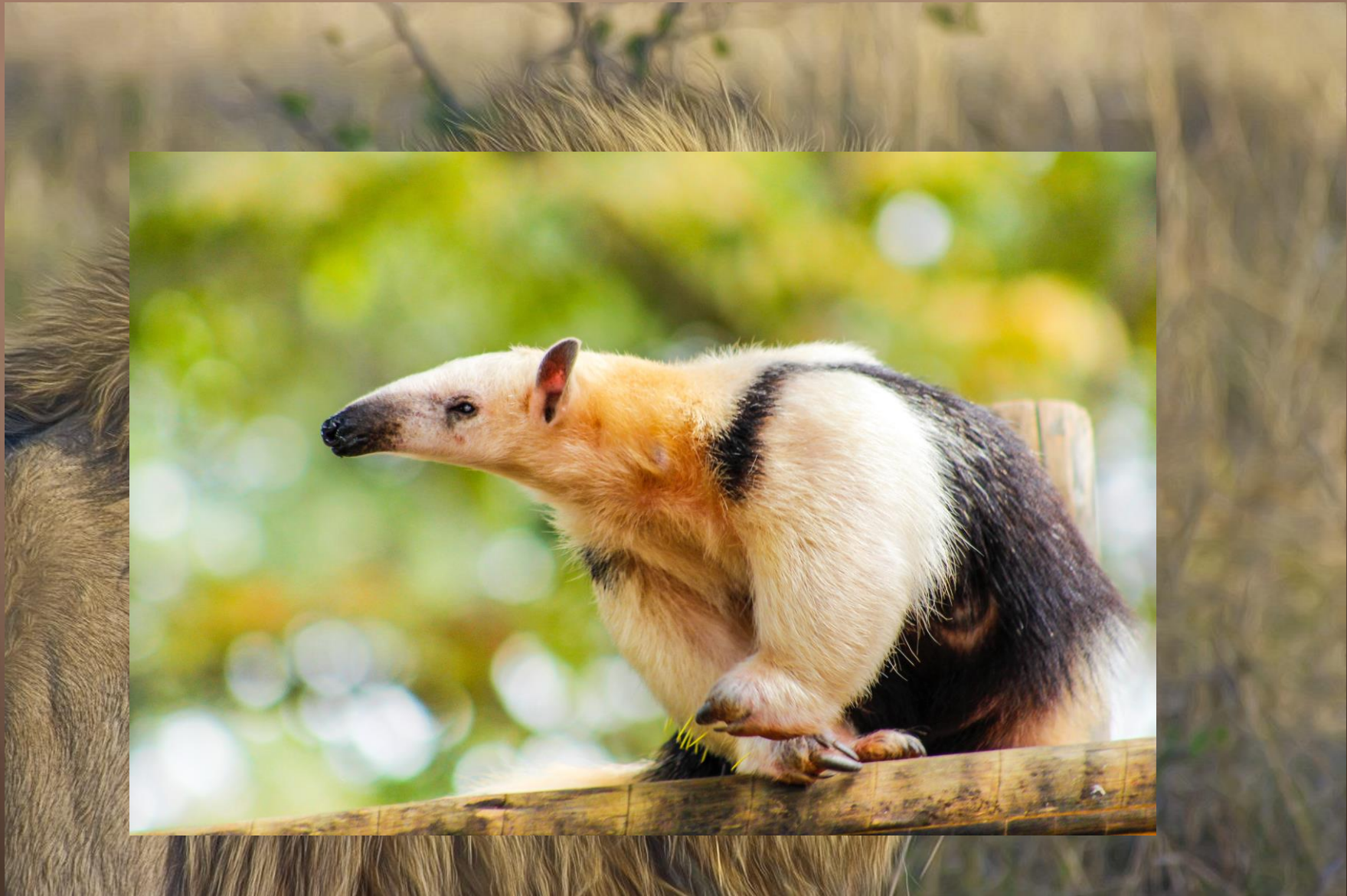


Making a major career change?

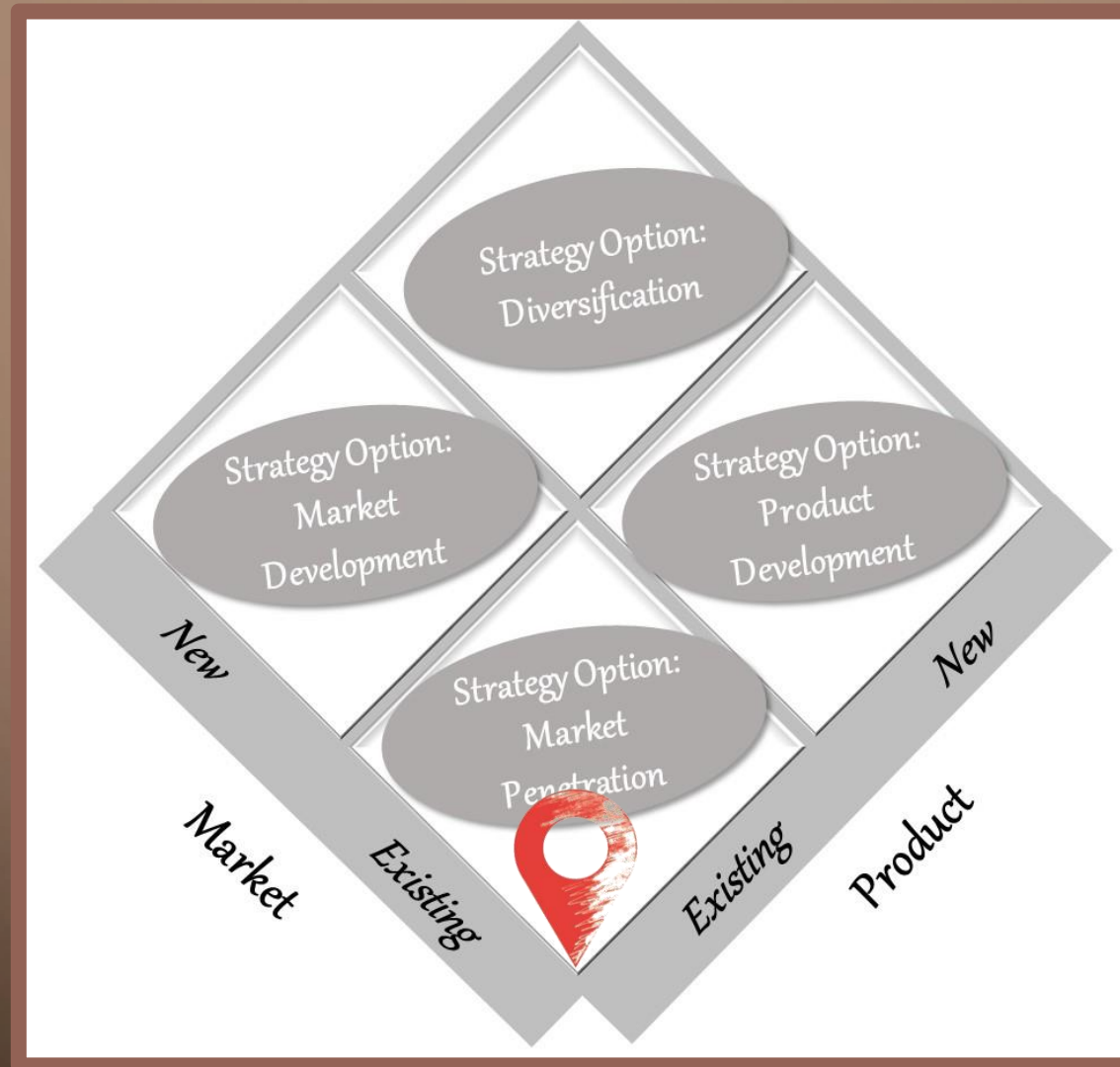


Making a major career change?





The Ansoff Matrix (adapted)



Making a major career change in real life



Making Your Own Map



A series of four story-writing prompts:

Story 1
Audience:

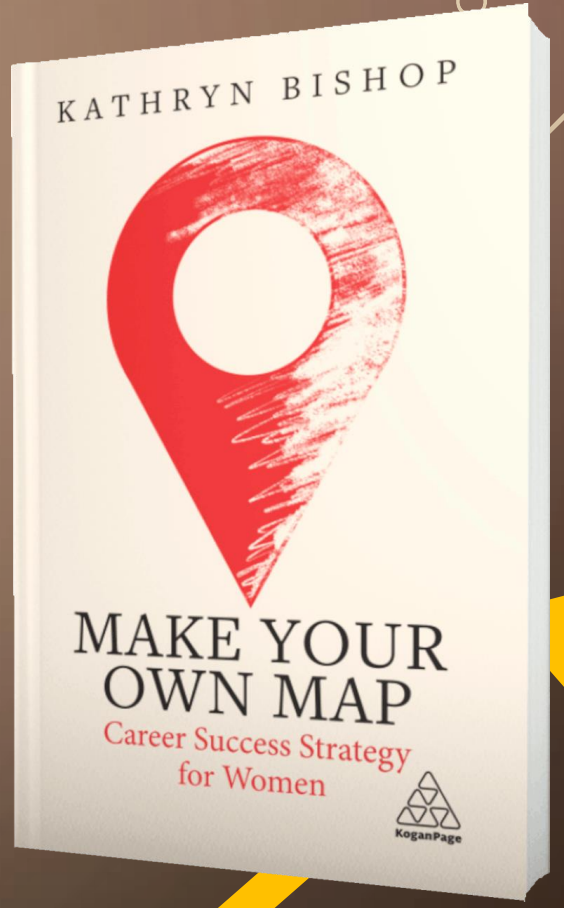
Story 2
Audience:

Story 3
Audience:

Story 4 – Final Version

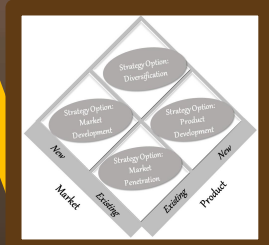


	STRENGTH	LIMITATION
PERSONALITY HELPS	Natural strengths Work WITH	Potential strengths Work UP
PERSONALITY HINDERS	Fragile strengths Work ON	Resistant limitations Work AROUND



A productivity and well-being tracker with two main sections:

- Time Allocation: Week**: A circular gauge chart and a table for tracking 'Project/Task', 'Status', and 'Notes'.
- Key Success Factors**: A list of factors with checkboxes.
- Energy and Well-Being**: A scale from 0 to 100 for tracking energy levels.



A planning and reflection form with several sections:

- Your Purpose Statement**: A space for writing a purpose statement.
- Insights**: A space for reflecting on insights.
- ACTIONS: What to do**: A flowchart leading to a table with columns for 'Priority Action' and 'Date'.
- EXPERIMENTS: What to explore**: A space for planning experiments.
- PLAN PHASE**: A section for planning phases, including a 'PAUSE' phase.
- PRIZE**: A space for defining a prize.
- POSTPRIORITY**: A space for post-priority actions.

The background is a solid dark brown color. In the four corners, there are decorative white line-art patterns resembling circuit traces or neural network connections. These patterns consist of straight lines of varying lengths and angles, ending in small open circles.

THANK YOU

QUESTIONS, COMMENTS
AND DISCUSSION