



Do you see yourself as a Woman leader or a Leader?

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Managers: Share Who Are Women Vs Men

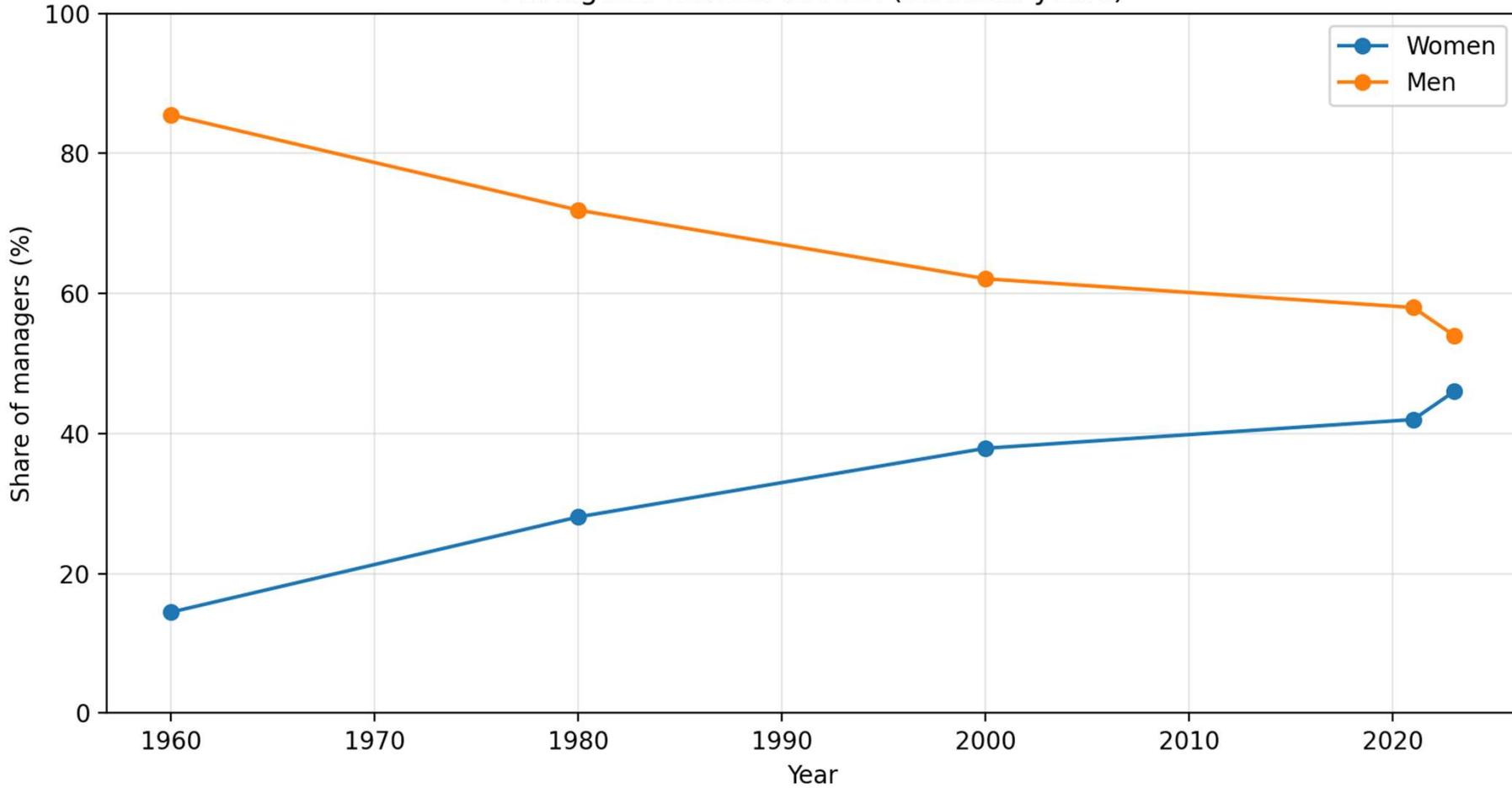


	Year	Women (%)	Men (%)	
1	1960	14.5	85.5	
2	1980	28.1	71.9	
3	2000	37.9	62.1	
4	2021	42.0	58.0	
5	2023	46.0	54.0	

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Managers: Women vs Men (selected years)



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What Does “Leveling Up” Mean in Women’s Leadership?



- Leveling up is not about overcoming barriers.
- It’s about elevating behaviors.
- It’s not:
“Why aren’t I seen?”
- It’s:
“What behaviors increase influence?”

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What Shift Is Required to Lead Bigger and Better?

- Leveling up is not about becoming more like someone else.
- It is about increasing influence, clarity, and strategic impact without losing who you are.
- It means shifting from:
 - Doing → Directing
 - Proving → Positioning
 - Reacting → Anticipating
 - Managing tasks → Shaping outcomes

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From Being Included to Being Respected

- Early leadership: You are invited into conversations.
Higher leadership: People seek your perspective before decisions are made.
- Leveling up means:
- Speaking early, not last.
- Framing issues, not just responding to them.
- Bringing solutions, not only analysis.
- Influence increases when you help define the conversation.

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From Approval-Seeking to Authority Ownership

- Many women were socialized to:
 - Be agreeable
 - Be accommodating
 - Avoid conflict
 - Leveling up means:
 - You don't need universal approval.
 - You need mission alignment.
- You lead the room — you don't manage the mood.
- Authority is not aggression. Clarity is not cruelty.

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From Overworking to Strategic Impact

- At earlier stages, effort creates results.
- At higher levels, strategy creates results.
- Leveling up means:
 - Delegating sooner.
 - Making fewer but higher-level decisions.
 - Focusing on sustainability.
 - Protecting your energy.
- You are not valuable because you do everything.
- You are valuable because you see what matters.

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You Don't Have to Prove It. You Have to Own It.



- As women we are constantly trying to prove ourselves that we have earned this instead of owning our position as leader
- You not only have to do them, but you have to believe them and believe in yourself. Stand tall. Don't shrink your voice to make others comfortable.

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Do you see yourself as a woman leader or a leader?



- Who in this room do you view as a leader?
- And those are the people you want in your network. Don't make this the only conversation that ends when you walk out this door. Grow your network. Support one another. Hold each other accountable. What have you done to level up this week, this month.

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Thank You . . .

. . . Now Go Be the Leaders You Are!

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