Embrace Authenticity
Leading Without a Title

Guest Lecturer
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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)
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
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
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. It's 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.
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

<table>
<thead>
<tr>
<th>01 SUBJECT MATTER EXPERT</th>
<th>02 TITLE/POSITION</th>
<th>03 LOUDEST VOICE</th>
<th>04 BORN LEADER</th>
</tr>
</thead>
<tbody>
<tr>
<td>Effective leadership can involve facilitating problem-solving and leveraging the team's collective knowledge</td>
<td>Influence and the ability to inspire is leadership. Leadership can be demonstrated at any level in an organization.</td>
<td>Many effective leaders are quiet, thoughtful, and introspective. Using facts that focus on the best interest of everyone.</td>
<td>Effective leading skills can be developed and honed over time.</td>
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**Teachers**

**Coaches**

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**Leadership is unlocking people’s potential to become better.**
"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 DON'T WORK BETTER; THEY JUST WORK FASTER
POOR MORALE
Call in sick to rest, loss of tribal knowledge, increase external vendor support

COMMUNICATION BREAK DOWN
Not reporting risk and issues real time, overly optimistic

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

DECREASE QUALITY OF WORK
Short cuts, errors, excessive Hypercare, increase manual efforts

IMPAIRED PROBLEM-SOLVING
Loss in value-add solutions

EXCESSIVE FOCUS ON DELIVERY

NEW MENTAL HEALTH ISSUES
Short cuts, errors, excessive Hypercare, increase manual efforts

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
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

CALL TO ACTION - TAKEAWAYS