

## Finding Your True North in Leadership Women's Council

### Tami's Notes

Mindset is four times as important as the activities you do

You need to know what you want, why you want it, how bad you want it and who benefits if you get it

Enemies of leadership: procrastination, blame, and excuses

Fine tune-

- Have an action plan
- meet with one leader a week
- connect people
- rate yourself on relationships
- invite people (experiences top everything)
- work on being better than yesterday
- only focus on the solution

How am I going to contribute to the world?

### Notes from the audience

Accountability

Bonding session, board members, send members survey

Get involved at committee/project team level

Don't be intimidated, everyone else was in your position at one time

Try to be the last person to speak

What worked for us in leadership this year?

Education, getting educated on leadership + tools. Knowing what's going on when we know the things I should be and should not be doing.

Make new relationships with people. Networking groups. Connecting people-gives everyone value. Referral networking been giant part of business

Team was collaborative and cohesive. Meetings every week were helpful. Every event was good-details weren't missed. Each of us had ideas to bring it all together. Collaborated together to bring events to excellence.

Follow up on conflicts. Not open-ended conversation after "how can we do better?" Sit one to one and be valuable.

Stepping up and asking for support from above, leaders made me feel the best I have ever felt. Supported and believed in unlike before. "Leaned into the team"

"Found out that you're only given problems that you can solve"

Leadership- complainers- Get them involved to help make it better next time

Know that there will be friends and enemies. Don't take it personal. It's about them, not you.

Minor volunteer opportunities lead to growth- get your feet wet. Find opportunities that are not finding you. ASK

Bringing up leaders. Building leadership bench while finding a replacement better than you are.

Communication + cross training so that when you need to step out everything stays in motion.

DO- Meet with strong leaders

Collaborate with local associations, and their leadership teams

Listen, receive feedback, create responsive solutions

Lean on each other

Deepen knowledge of and relationship between BOD members

TO DO

Create a safe space for WCR members (new member orientation)

Intro & Exit tickets for feedback

Volunteer in the community more

Leadership and Masterminds identification, development for new members

Be, Know, Do!

Be in charge, know what to do and do it!

Delegation: Finding someone's strength and allowing them to grow that strength

Inclusive: Allow people to be included, be approachable, be welcoming of everyone, take the extra step to not only invite but include them.

Integrity: Doing what you say and following through and bringing people up with you.

Fairness: May be hard, not your best friend but FAIR to everyone. Fair is not always equal, life is not fair, the sooner you figure it out the further you will go.

Authenticity: being able to have the tough conversations you have to share everything, not just the good. Focusing on what needs to be fixed.

Patience: working with people's strengths and allowing them to grow into them. You need to love the people you lead. Being the leader you want in front of the team.

Get involved- community organizations, volunteer

Set expectations

Create opportunities, empower leadership council

Genuine

Have a mentor

Show up on time and be prepared

Listen to what other people say

Be open to change

Network to get other ideas and share thoughts

Bring ideas to the table with an executable plan

Remember you don't have to be perfect; you have to be you.

Stop the negative self-talk and spin to positive self-talk.

Slow down and listen

Seek first to understand and be curious, what is the first issue, instead of going to "fix it" mode

Putting self first with clients and agents

Conflict resolution- understand real problem and different personalities

I don't always have to be the solution.

Asking "What do you think the best solution looks like?"

Empower people to get involved

Leadership council in office, personal growth committee

Be solution focused instead of problem focused

Recognize people who are part of a solution

Thank you so much for participating and sharing your thoughts with me. I hope this helps everybody grow to the next level of leadership.