



*'Common myths many women leaders grapple with is the fact that they don't really believe that they belong in the positions they find themselves.'*



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## INSIGHTS

Janine Everson shares these insights that we need to develop as we climb that corporate ladder to success.

### 1 DEVELOP LEADERSHIP CAPACITY

It may sound a bit ridiculous, but the more leadership capacity you develop, the less you will need to do. How do we achieve this - well, you need to start by making your requests clearer, as specific as possible and with a posture of confidence.

### 2 YOU'RE NOT A MAN IN A DRESS

Discover your unique 'something'. You were not hired because you resemble a previous leader, but because your particular skills and talents are what is required. Women and men lead differently... own this.

### 3 DEVELOP THE CAPACITY TO 'LET GO' OUTSIDE OF WORK

The dynamics around roles for men and women have changed dramatically over the past few years. Internationally the househusband trend is fast becoming the norm as more and more women assume the CEO/MD role and require a stronger support structure at home to manage their dual roles. But in order for this to happen, women need to develop the capacity to 'let go'. Men will never manage the house and the children in the same way as women – get used to this, embrace the difference, don't fight it.

### 4 CLAIM YOUR SPACE

Women often find themselves startled and surprised by their leadership roles. And their uncertainty makes them feel undeserved. Claim your space... claim that sense of belonging. Once you feel you belong, the people around you will feel that you belong.

### 5 FIND A COACH

Having a coach will help you develop the tools you need to make that transition from 'how did I get here' to 'I belong here'.

### 6 BUILD RELATIONSHIPS THROUGH CONVERSATIONS

Your competitive advantage is the quality of your relationships. And we build relationships through conversations. Often, when we reach a certain level within the corporate environment, we forget how to have conversations. What we tend to do is have engagements, and quite frankly, people value conversations more. This a valuable tool to get to know your staff and stay connected.

### 7 ASK YOURSELF "DO I WANT THIS?"

What am I giving up? What am I gaining? Women ask these questions a lot sooner than men do. And once you

begin to think about this and answer it, the choice to lead might well become easier.

### 8 SEEK OUT AND USE MENTORS

Your support structure will be stronger when it's linked to a mentor. Someone who has gone through what you are about to go through. If you're in a leadership position and don't have a mentor, you are definitely missing out on a valuable support network. TW



**Interview with  
Janine Everson,  
Professional  
Integral Coach &  
Academic Director  
of the Centre for  
Coaching**