

Women's Ways of Leading

Maximizing Your Leadership Potential

"The most successful leader of all is one who sees another picture not yet actualized."

-- Mary Parker Follett, Management and Leadership Guru

For centuries, women have used their leadership to transform themselves, their families, their organizations and communities, and their nations, and yet much of their efforts and their leadership have received little attention and recognition.

Why?

Women's Ways of Leading helps to answer this question and invites you to recognize the unique leader that shapes who you are and how you lead. *Women's Ways of Leading* helps you to understand the following:

How do women learn about leadership?

What skills do women bring to their leadership?

Why are women unique as leaders?

How can women leverage their strengths to lead?

What You Get:

- Recognize the power and impact of women's ways of leading.
- Examine the challenges and barriers to women's leadership.
- Identify your leadership strengths and development areas.
- Develop a "Leverage your Leadership" action plan.

This service can be customized for seminars, keynotes, or training. Keynotes run from 45 minutes to 1 hour. Training and seminars can be 2 hours, half-day, or full days. Email mai@leadershipparadigms.com or call 651.523.0540 for more information and service fees.



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Sample Exercise

Women's Voices

I was in a meeting with mostly men. Everyone was asked to share their thoughts about the current project. I shared my ideas about the situation, and they seemed to gloss over it. I didn't think anything of it until later in the meeting when one of my male colleagues offered the same thought. This time people took notice and commented on how great the idea was. I'm thinking, "I said the exact same thing before and no one heard me!"

In leadership, when women talk about *voice* they are expressing the absence of women's physical presence and knowledge from board rooms, senior management positions, decision making process, and other organizational systems.

Women speak about *voice* in the physical sense, that their opinions or thoughts are not heard. It is not unusual to hear women say that they had an idea for a product or service, but because they were not heard, their ideas were not validated.

Sometimes, women are not conscious that their *voice* is silenced. They think what has happened is a natural part of the organization's culture, e.g. how decisions are made, how things are communicated. Other times, they know they have been silenced but feel there is nothing they can do about it.

When women's *voices* are silenced, this creates a disadvantage for organizations and women. For women, this silencing can lead to a decrease in productivity, lack of self-esteem, or negative feelings of self-worth.

It is important for women to recognize their *voice* and when to use it to leverage themselves into positions of power and authority. The following exercise will help you to identify and embrace your physical voice.



Exercise: Discovering Your Physical Voice

Below is a list of adjectives that describe *voice*. Circle the adjectives that you feel describe your *physical voice*. Choose at least 10 that you feel describe your voice. Add to this list of adjectives any others that you feel are missing. When you finish, insert each adjective you circled into the appropriate columns below.

My physical voice is...

Assertive	Defiant	Helpful	Noisy	Scary
Aggressive	Dull	Hopeful	Nice	Silly
Amiable	Frail	Jolly	Ordinary	Stingy
Action-oriented	Friendly	Joking	Quaint	Tender
Beautiful	Funny	Kind	Quiet	Tough
Bright	Gregarious	Lazy	Quick-thinking	Tricky
Clumsy	Grateful	Mighty	Robust	Wimpy
Curious	Generous	Nasty	Sad	Wonder

Insert the adjectives you feel “ALWAYS” reflect your physical voice into the ALWAYS column. For those that you feel “OFTEN” reflect your physical voice, insert into the OFTEN column, and so on.

ALWAYS	OFTEN	SOMETIMES	NEVER
E.g. Assertive, robust, Determined	E.g. Hopeful, nice	E.g. Joking, funny	E.g. Sad, wimpy



Now, answer the following reflective questions about your physical voice:

1. Was it easy or challenging to identify your physical voice? Why or why not?
2. Would others use the same adjectives to describe your physical voice as you did?
3. Take a look at where you placed each adjective. Does your physical voice always reflect the adjectives you listed in the column under ALWAYS? Why or why not?
4. Take a look at the other columns and ask yourself whether the adjectives you listed in the other columns express your physical voice OFTEN, SOMETIMES, or NEVER. Why or why not?
5. What adjectives would you have liked to use to describe your physical voice? How will this make a difference for you?





Biography

Mai Moua, Ph.D., is the founder and president of Leadership Paradigms, Inc., a consulting firm which specializes in leadership and organizational development and training. She is Hmong-American and came to the United States in 1979 as a refugee from Thailand.

Dr. Moua received her doctorate degree in leadership studies from Gonzaga University in Spokane, Washington. She has presented her research and conducted workshops on leadership and organizational effectiveness to an internationally diverse audience consisting of leadership scholars and academics, executives and directors, practitioners, and students on a national and international level including the Middle East, Europe, and Canada.

Leadership Paradigms, Inc. Core Focus

Leadership. Design, develop, and facilitate leadership programs, training, and curriculum.

Organizational Development. Strategic planning, community engagement processes, assessments of organizational practices, services, and systems.

Research. Evaluation research, literature reviews, meta-analysis, and original research.

Training and Presentations. Workshops, seminars, presentations and keynote speeches in the areas of: women's leadership, culture and diversity, cross cultural leadership, and nonprofit management and leadership.

Her work is in the areas of cross cultural leadership, women's leadership, leadership development – especially in communities of color, cultural competency and intelligence, and nonprofit and public management and leadership. She currently serves as adjunct faculty at the University of MN Humphrey Institute, Concordia University, and the College of St. Scholastica, where she teaches graduate level courses in public and nonprofit management and leadership and management communication.

About Leadership Paradigms, Inc.

Leadership Paradigms, Inc. works with people, organizations, and communities on a local, national, and global level **to bring conscious awareness to challenge, renew, and transform one's ways of knowing and being.** We work to illuminate different paradigms of "knowing and being". We believe that an appreciation for differences and similarities in "knowing and being" will ultimately lead us to new forms of leadership thinking and practices. **For more information call 651.523.0540 or visit us at www.leadershipparadigms.com.**



Sample Client List

Association for the Advancement of Hmong Women
Asian American Pacific Islanders in Philanthropy
Anoka Ramsey County Early Childhood Education
Brain Injury Association of Minnesota
Center for Hmong Arts and Talent
City of Saint Paul
Girl Scouts
Hmong American Institute for Learning
Hmong American Partnership
Immigrant Law Center of Minnesota
MN Department of Human Services

MN Association for Volunteer Administration
Minnesota Public Radio
Metropolitan Regional Arts Council
New York Life Insurance
NW Hennepin Human Services Council
Our Savior Outreach Ministries
Project Legos
Ramsey County Human Services
Ready 4 K
Saint Paul Public School District
Hmong VISION

Client Testimonials

The Minnesota Women's Consortium has been privileged to work with Dr. Moua and Leadership Paradigms on several projects. Her energy, diplomacy, planning and presentation skills helped us offer a successful dialogue about classism in the women's movement. Our staff also attended one of her leadership training sessions and said it was by far the best, most relevant and meaningful training of its kind. Dr. Moua has kindly connected us with many resources, people, and organizations, and we are so grateful for the thoughtful and persistent leadership she shows in many arenas.

-- Bonnie Watkins, Executive Director, Minnesota Women's Consortium

Dr. Moua's professional, flexible and friendly manner carries throughout the projects. No doubt, she comes with the knowledge of what I want out of training. We were able to provide the training in a timely and well organized manner and she goes way beyond the norm to make sure our product is of top quality, especially paying attention to the details of what we wanted and receiving it in a timely manner.

-- Bee Lee, Special Projects Manager, Saint Paul Public School District

Dr. Moua was willing to meet with staff from our organization to get the information and knowledge needed to tailor her presentation to our staff. She also provided opportunity for us to review our materials and make edits to the handouts that allowed the materials to become more accurate and precise for our human services managers and supervisors.

-- Ouida Crozier, MN Department of Human Services



Dr. Mai Moua has demonstrated her remarkable passion and expertise in the work she delivers time and time again by being able to breakthrough barriers, get participation, and produce results. Her work with our agency is valuable in establishing the foundation we need to provide needed programs and services to our community. Leadership Paradigms, Inc. delivers the extra mile in its services from frequent check-ins on the quality and the experience of the process from start to finish. I like the added touch that Dr. Moua provides with personally delivering the results or outcomes and making herself available for questions and concerns.

-- Keo Chang, Board of Directors, Hmong American Partnership

Mai was great! She listened deeply to what I thought we needed and responded with carefully thought out options for our workshop. Mai's willingness to invest herself in truly knowing our organization and the work we do was very helpful. I think Mai Moua is truly a gifted and talented facilitator. Beyond that, she is flexible and creative about making certain that she works to meet the organization's needs.

-- Sandy Aslaksen, Executive Director, Our Savior Outreach Ministries

Client Training & Seminar Testimonials

"The training setting was welcoming. A great change than normal "education" settings; it encouraged discussion."

"I loved the simplicity and structure you provided....I loved the activities!"

"I wish it had been longer! I'd like to have done the training whole packet."

"I like the casual discussion/interactive format and the small size."

"I appreciate Dr. Moua's ability to gear the class towards the needs of the group and to allow additional questions and discussion."

"I really liked the fact that we got the chance to interact with each other and it wasn't just a lecture."

"Dr. Moua gave research-based info. It was inviting and an engaging approach (presenter). She was mindful and nonjudgmental."

"It was well organized. I found the exercises interesting and useful. The hand outs were helpful and the presenter approachable and knowledgeable."

"Dr. Moua had a very broad knowledge base from which to speak. She is a clear complex thinker."

