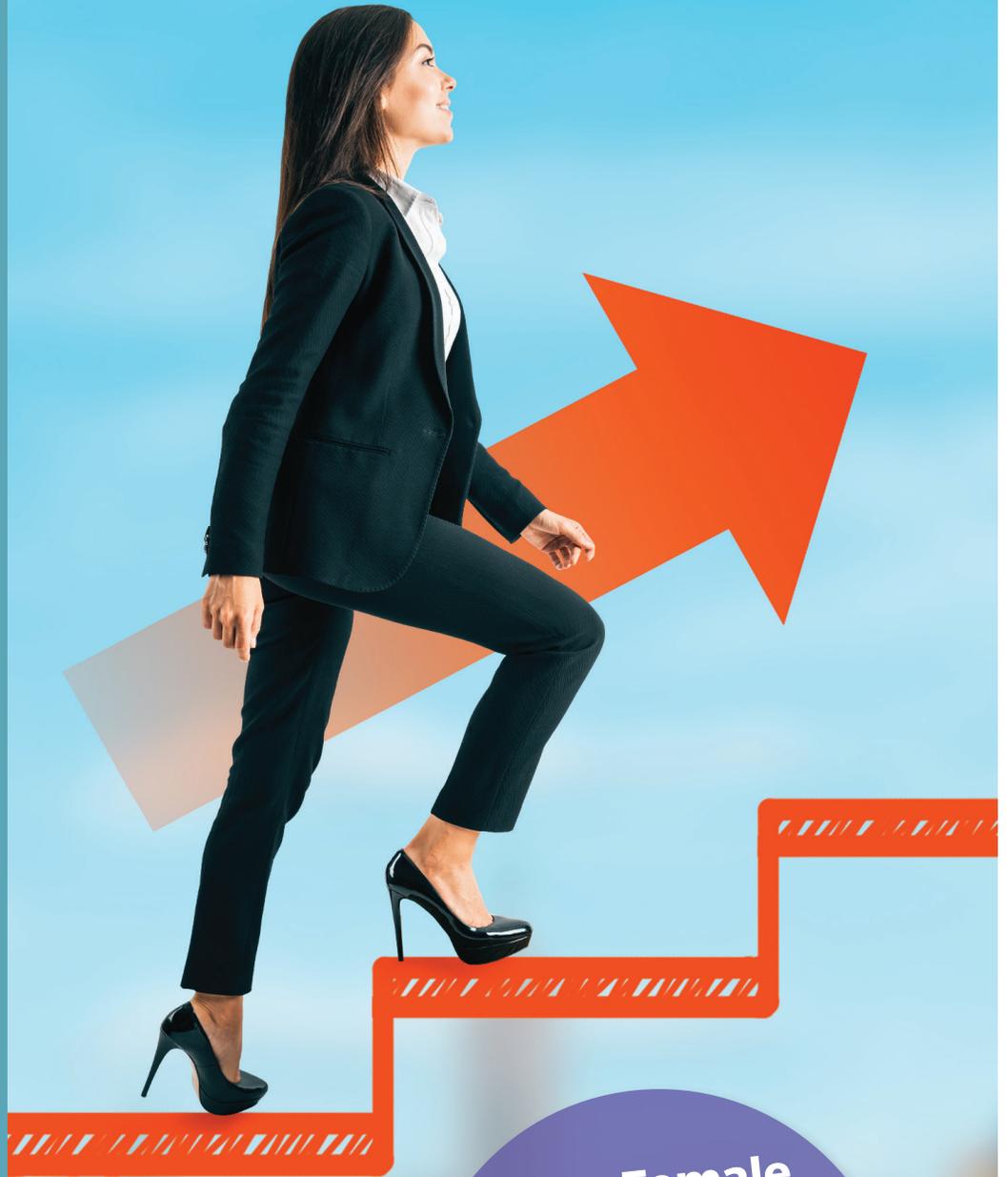


The Inspirational Female Leader



How **Female Leaders** Can Reduce Anxiety, Stress and Exhaustion and Increase Energy!

Build confidence and skills that create integrated teams with diverse leadership capabilities.

www.joanmcewan.com

The Inspirational Female Leader

“Our deepest fear is not that we are inadequate. Our deepest fear is that we are powerful beyond measure. It is our light, not our darkness that most frightens us.”

– Marianne Williamson

To show up constantly and be the inspirational leader requires awareness, acceptance and self-care. To be fully charged and energised.

More than ever before, female leaders have the ability and means to show up and be the inspirational leader. They can gain traction and advance their careers by embracing their intuition and amplifying their energy. Female leaders are seen as change agents, builders of relationships and more likely to collaborate and gain trust.

As our world is changing and moving so fast, women now have an opportunity to Show UP and amplify their feminine energy. It's time to balance out the masculine energies by increasing the use of the softer skills required to create connection, trust and transparency. Female leadership can provide alternative ways to serve that create a more holistic and balanced approach within organisations and society.

Female leaders must coach their aspiring female leaders and provide them with the courage and skills to motivate, inspire and engage through times of rapid change.

It's time to make profound changes within leadership teams to develop strong, inspiring female leadership positioning for the future, that is balanced with a strong sense of collaboration, trust and connection.

These female leaders must be inspirational and driven by their high levels of energy, passion and commitment, leading with a growth mindset to reach their mastery (see my book, *Show UP*).¹

- Among the world's 500 largest companies, only 10.9% of senior executives are women, and 37% of these companies have all-male leadership teams, while 21% have only one woman.
- Companies with strong reputations have twice as many women in senior management as those with lesser regarded reputations.²
- Women in leadership positions are pushing the boundaries of gender equality by utilising their strengths and leadership qualities – in skill, knowledge, experience and emotion.
- They are pursuing the things they want from their job and their career, not waiting for it to come to them.
- The key is confidence in all your resources and abilities, not just those represented on paper.³
- Companies with women in leadership roles outperform all-male teams by up to 66%.⁴
- Men often apply for a job when they meet 60% of the qualifications, but women apply only if they meet 100% of them.

1 <https://joanmcewan.com/book/>

2 <https://www.webershandwick.com/news/gender-forward-pioneer-index-most-reputable-companies-have-more-senior-women/>

3 <https://www.businessnewsdaily.com/5489-female-leadership-advice.html>

4 <https://thewomenscode.com/female-leadership-qualities/>

The Challenges

There are five key challenges that demand women Show UP and become accountable as leaders.

1. BEING TREATED AS EQUAL IN THE WORKPLACE

Females remain under-represented at all stages of the career pipeline in Australia, with poorer results at C-suite level. Approximately 30% of key management positions are held by females.¹ Women make up about 42% of all employees, yet make up a quarter of executives and 10% of CEOs for large organisations. Transitioning from management positions to CEOs has a drop-off rate of 59%.²

Gender disparity in Australian workplaces, such as the disparity between men and women in leadership roles, perpetuates existing stereotypes about the role of women, both at work and in wider society, and exacerbates gender pay inequity. Further, research has shown that having significant numbers of women in leadership positions encourages and sustains other women. This means that unless systemic change in gender diversity in leadership is achieved, there is limited chance of the disparity improving on its own.³

2. DEALING WITH THE IMPOSTER SYNDROME

When you are so full of self-doubt and fear, you become quite insecure and fearful that you may be exposed as a fraud, you just want to run and hide. The imposter syndrome can hold us back, we waste precious time and energy when we could be more effective doing something else. Stay present, focus on what is happening now and change your internal message.

¹ <https://www.wgea.gov.au/topics/women-in-leadership>

² https://www.wgea.gov.au/sites/default/files/documents/Women-in-Leadership%20report-BCA_0.pdf

³ <https://www.humanrights.gov.au/our-work/women-leadership-old>

3. BUILDING A TRIBE OF FEMALE LEADERS (A SISTERHOOD)

Time to build those connections with other female leaders. To trust, share, collaborate and nurture. The power is in the collective, to support each other. In doing so, we will all rise together. Start a movement and create the change that female leaders need and want.

4. BEING CONFIDENT

Confidence comes from knowing who you are, what your passion and purpose is. You need a strong belief in who you are, your abilities, strengths and weaknesses, and have a clear vision. You need to be prepared, do the work and trust that you can build on this. You have to own your voice and speak with courage and truth.

Research from RMIT shows that while confidence is a success factor at work, it does not translate into career gains.⁴ On the other hand, combining assertiveness, confidence and managing relationships may be the key.

5. BALANCING PAID WORK, FAMILY AND CARING RESPONSIBILITIES

While women report having better access to family-friendly employment conditions, using these often comes at the expense of job quality, pay, satisfaction with hours worked, and career progression.

To be effective, flexible work arrangements need to be an accepted part of all Australian workplaces. They need to be available to both men and women and cover all forms of caring responsibilities, not just young children.⁵

⁴ <https://womensagenda.com.au/leadership/does-confidence-really-advance-womens-careers-new-research-says-no/>

⁵ <https://www.humanrights.gov.au/our-work/women-leadership-old>



Gender Equality Blueprint

The Gender Equality Blueprint 2010¹ sets out recommendations in five priority areas which significantly affect both the public and private lives of women and men:

- Balancing paid work and family and caring responsibilities.
- Ensuring women's lifetime economic security.
- Promoting women in leadership.
- Preventing violence against women and sexual harassment.
- Strengthening national gender equality laws, agencies and monitoring.

GIRLS WANT TO LEAD BUT FEAR HARASSMENT AND DISCRIMINATION²

- Some research showed 81% of Australian girls and young women believe female leaders were treated unfairly because of their gender.
- Only 3% said female leaders were "never" treated poorly because of their gender.
- 87% believe female leaders experience unwanted physical contact while at work.
- Just 1 per cent of girls disagreed.

¹ <https://www.humanrights.gov.au/our-work/sex-discrimination/publications/gender-equality-blueprint-2010>

² <https://www.plan.org.au/media/media-releases/girls-and-women-worldwide-want-to-be-leaders-but-fear-harassment-and-gender-discrimination>

- 43% of girls and young women surveyed felt that their gender was a barrier to becoming a leader.
- In Australia, women hold 35% of seats in the Parliament.

Key findings:

- 71% of Australian girls surveyed had confidence that they could be leaders. Only one in 10 said they were not at all confident in their ability to lead.
- 73% of female respondents want to be a leader in their career. 31% want to be a leader in their community and 32% want to lead their family.
- 43% of girls and young women surveyed say their gender could get in the way of them becoming a leader.
- One in three females believed starting a family would get in the way of becoming a leader (32%) and half say there are not enough opportunities to lead (56%).
- 81% of girls and young women surveyed thought women in leadership were treated unfairly because of their gender, 10% said this was always the case.
- 87% say female leaders sometimes, often or always experience unwanted contact.



The 5 Fears of Female Leaders

1. WHAT DO OTHER WOMEN THINK OF US?

Have we become so obsessed with self-preservation that we've lost sight of the fact we're all in this together? Do we question and critique other females because of our own fears and insecurities? By comparing, competing and devaluing other females to boost our own shaky sense of self, we fail to support gender quality and other women.

2. FEAR – DEVALUATION OF WOMEN LEADERS BY MEN

Fear of being an imposter, fear of failure (failing provided growth opportunities), facing criticism (criticism gives you an opportunity to grow), fear of not communicating well and fearful of making hard decisions. Fear is an ever-present emotion that has power beyond measure. It can bring you to your knees and undo all the good work you have previously done.

3. THE EMPLOYER

London Business School Survey:¹ 70% of women felt anxious about taking a career break. Taking

¹ <https://www.theguardian.com/women-in-leadership/2014/mar/25/70-of-women-fear-taking-a-career-break>

time out of work to raise a family can impact your career and often a fear around how the employer will react and how your career will be affected are prime considerations.

4. BEING SUCCESSFUL

As women, we are afraid of our success. Lack of confidence² can make it difficult for women to acknowledge and be proud of their accomplishments, which can negatively impact their careers and even their own self-esteem. Women hide from success and keep a low profile for fear of being judged. The more fear women have around being successful and being noticed, the more they are inclined to stop achieving

5. TAKING ON MASCULINE LEADERSHIP TRAITS

Women do this to achieve senior leadership positions. It sometimes happens without them even noticing. It can be used as a survival strategy, however, when women adopt this style, they are viewed differently to their male counterparts and viewed as more aggressive and arrogant.

² <https://www.mic.com/articles/46107/10-things-women-are-afraid-of-but-shouldn-t-be>



Inspiring Female Leaders Leading the Way!

Like surviving a tsunami, it comes through and wipes everything out of its way and leaves a clean slate to rebuild. The female leaders who become inspirational are knowledgeable and skilled in their craft. They maintain momentum by amplifying their energy as they are determined to rebuild and create a new expression of leadership.

STEPS TO THE INSPIRING LEADER

	ACTIVITY	FOCUS	ENERGY %
5	VIBRANCY	PURPOSE	100%
4	PROACTIVE	HABITS	75%
3	STRATEGY	BELIEF	25%
2	REACTIVE	SELF-CARE	0
1	DEBILITATION	SURVIVAL	-5%

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The 3 Building Blocks to be the Inspirational Female Leader!

The following three building blocks are essential to amplifying your energy in a systematic, process-driven approach.

It's like a jigsaw puzzle. There is a process that needs to be followed so that all the pieces can be put in the right space to create the end result: your masterpiece. When people are joyous at work, energy shifts and amplifies. The burden of stress and fear is reduced and replaced with honesty, transparency, courage, innovation, connection and trust.

When the rules are understood, the process is straightforward. Each step that needs to be taken to achieve each stage of the journey becomes easier to see. Maintaining high energy is the key piece of the puzzle, the goal, the ultimate of your journey, to reach the epitome where you feel fulfilled, joyous, complete, where you succeed, where you reach your dreams and aspirations, where you feel comfortable being you. And then you find that this is just the beginning.

1. NURTURE

The female leader must embrace her self care strategies to nurture self. Be courageous and demonstrate to her colleagues that she can make a difference. Her awareness drives her forward,

she is totally focussed on what she wants and her energy just keeps building and amplifying. She is like a bubbling volcano, knowing what she will create will be amazing. She is driven by her acceptance and association that she can create the change. She takes action by connecting her body, mind and soul. Her awareness amplifies her energy. Our amplified energy fires us up to leave our comfort zone and create the change – you are the storyteller of the script. Take yourself to the edge, feel your vulnerability and do it!

2. NUTRITION

The female leader must be 100% committed to nurturing her body and soul. She must be unstoppable and measure her goals regularly to ensure she is on her trajectory to success. This happens when you nurture your body, mind and soul, create an awareness and amplify your energy. We make a promise to ourselves. Your enthusiasm is infectious.

3. CAPACITY

Is evaluated and realigned with current needs and requirements. She must be driven by achievements, results and the need to inspire future female leaders. She can do anything! We develop a growth focus, which is measured on a personal, professional, emotional and spiritual level.



How Do We Get There?

The three intersections of awareness, acceptance and association assist the female leader by staying present to keep sight of the end goal to amplify energy.

1. AWARENESS

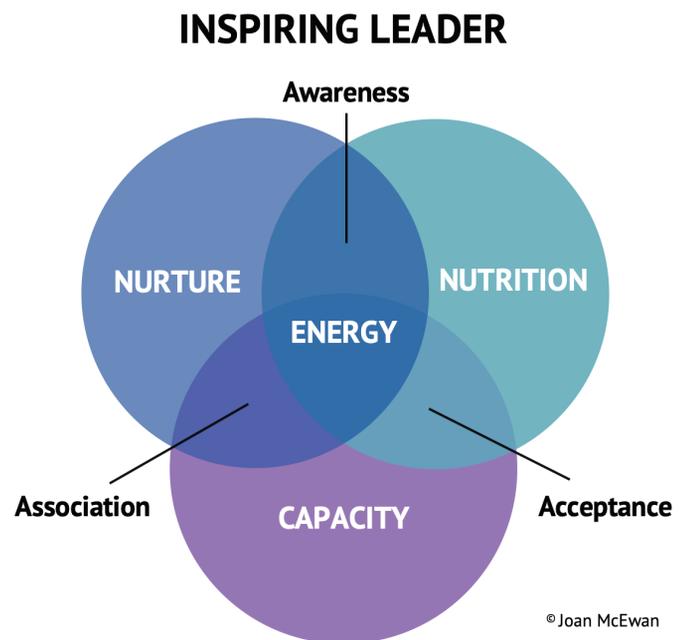
As a female leader, you must identify what you want with unwavering certainty and determination. You must be 100% clear about your goals and vision. Be clear on what your body, mind and soul require! Become in-tune with your body and recognise when it is becoming “stressed”.

2. ACCEPTANCE

The female leader must believe in herself. She must also share enough of herself to give the organisation verification that she has the drive and capacity to lead through change. Identify where you are at, what you need to change and implement a plan to execute.

3. ASSOCIATION

The female leader must demonstrate her visionary goals and be an inspiration to the



organisation and its current and future female leaders. She must share her energy and enthusiasm to raise the organisation’s vibration and lead a new generation of women leaders. Self-belief is critical. Understanding that the mind and body are connected and that the mind acts as an agent between the physical, emotional and spiritual realms.



MANAGING NURTURE

Managing to nurture self is about creating an awareness within what you are capable of having a clear vision of your outcomes.

This new breed of female leader will show true grit and determination in a softer, more engaging demeanour that incorporates the body, mind and soul.

Nurturing for female leaders is about:

1. Integrity, having a clear goal and an unwavering sense of awareness.
2. Taking yourself on a journey where you are 100% dedicated and the task is non-negotiable.
3. Being truly aligned with your purpose and having an unquenchable desire to succeed.

MANAGING NUTRITION

The female leader must be open to rapid and extraordinary growth. The more she aligns herself with the three intersections of awareness, acceptance and association, the more her journey

will be amplified and her desired outcomes will be achieved at an accelerated rate.

This improved nutrition must be balanced and kept in perspective to ensure harmony with the final outcomes. Strength comes from ingesting clean healthy food that heals and nurtures the body, mind and soul.

This insight is incredibly powerful. It should be harnessed to create momentum and include the team and organisation, as they need to understand and embrace the value of this process.

MANAGING CAPACITY

This new breed of female leader will lead the way in expressing passion in a strong, effective way that brings depth and balance to new ways of thinking and the execution of plans.

It is evaluated and realigned with current needs and requirements. She must be driven by achievements, results and the need to inspire female future leaders. She can do anything!



Next Steps

By now, you may have identified potential women leaders who have the grit and determination to take up the challenge and become trailblazers in your industry.

Are you ready?

1. As an organisation, are you committed to developing your next generation of female leaders?
2. Are your leaders ready to engage in a cultural shift in the development of a softer, more determined female mindset that exceeds expectations?

3. Are you ready to commit to developing an organisation that is aware, accepting of connecting body, mind and soul and ready to amplify the energy of themselves and the organisation, to take your organisation to the next level?
4. Are you ready to develop your future female leaders and unleash their untapped intuition and potential?

A Deloitte study found that today's leaders should:¹

1. Model authenticity and share stories
2. Communicate and show their vulnerabilities
3. Invest in team relationships
4. Constantly evolve

¹ <https://www2.deloitte.com/content/dam/Deloitte/us/Documents/about-deloitte/us-shift-forward-redefining-leadership.pdf>

About the Author

Joan McEwan helps leaders to “Show UP” in their leadership, health and wellbeing. With over 30 years’ experience as an executive in the mining, energy and health sectors, she is a highly regarded executive female Speaker, Author, Mentor, Trainer and Facilitator. Starting her career as a Registered Nurse, Joan went on to lead the Workplace Health functions of some of Australia’s leading organisations in the mining and resources sectors.



She guides leaders to “Show UP” every day to become inspirational leaders by amplifying their energy by using both conventional and energetic tools. She teaches her audiences to further

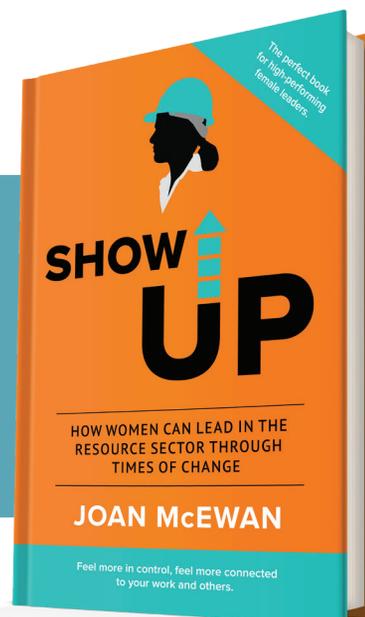
develop their intuition and to lead with both heart and mind. She transforms leaders into a new paradigm of heart-felt leadership.

She is the author of *Show UP* – a leadership book about how to lead through times of change, a new paradigm of female leadership.

She inspires her audiences with courage, pure grit, determination, awareness and acceptance in themselves to go the extra distance. Her programs are individually tailored to meet the needs of the individual both personally and professionally. Joan’s background serves her audience well by integrating the mind and body connection with a strong focus on health and wellbeing.

You have the power to create your Inspirational Journey. Joan will show you how you can make a lasting impact and leave a legacy for future generations of young women.

To find out how Joan can help you and your leaders and teams, contact joan@joanmcewan.com or phone 0437 383 734.





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