

What we heard...

Leadership survey results

2022 | AUG 23



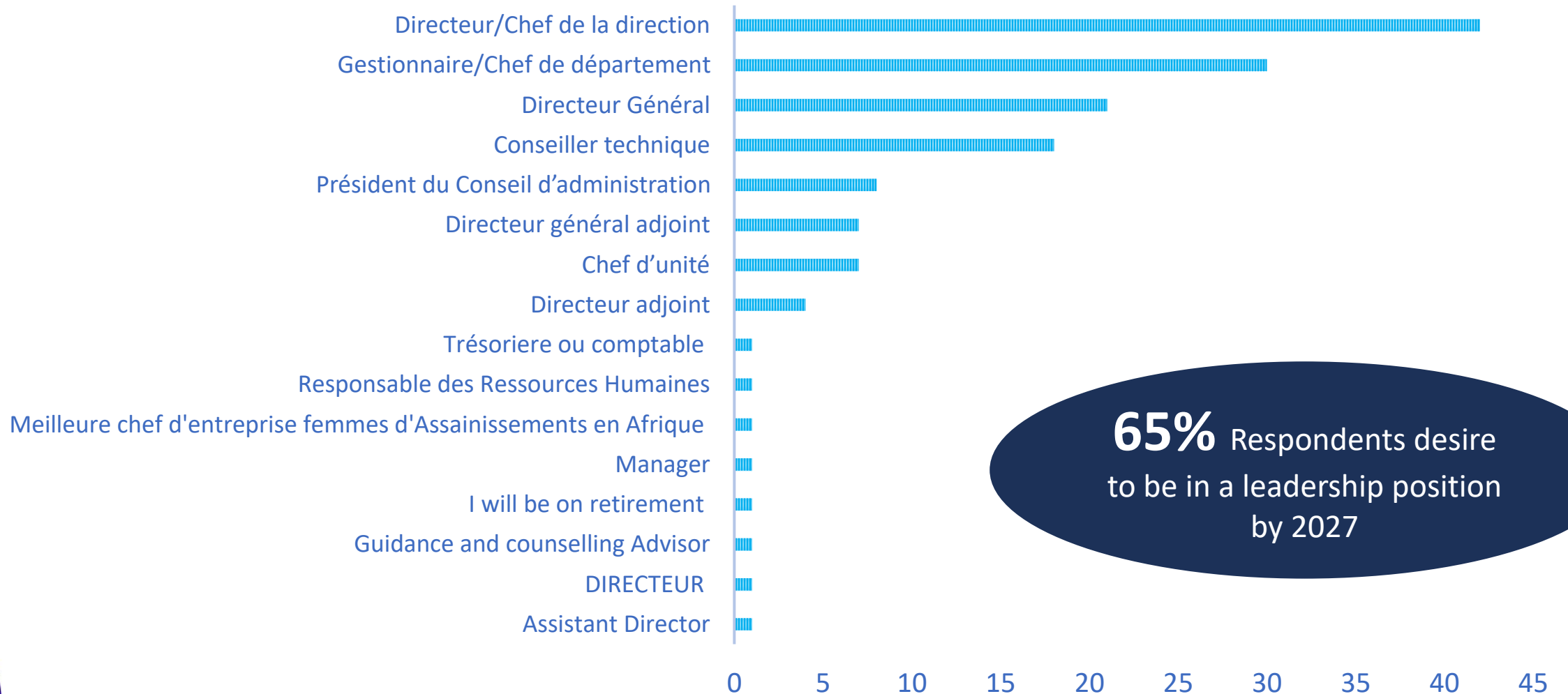
LEADERSHIP GAP SUMMARY

1. External engagement & communication
 - Networking
 - Presentation/ Public Speaking
 - **Confidence**
 - Interviewing
2. Internal team / people management and support
 - Mentoring / coaching
 - Conflict resolution

3. Managing responsibilities and associated stress
4. Technical
 - Proposal Writing
 - Budgeting

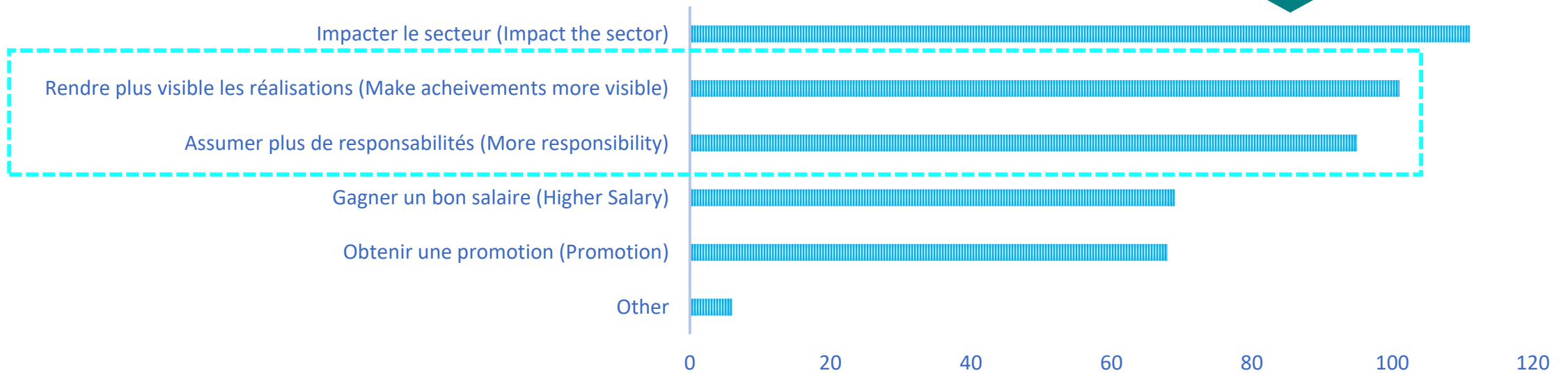


POSITION DESIRE IN NEXT 5 YEARS

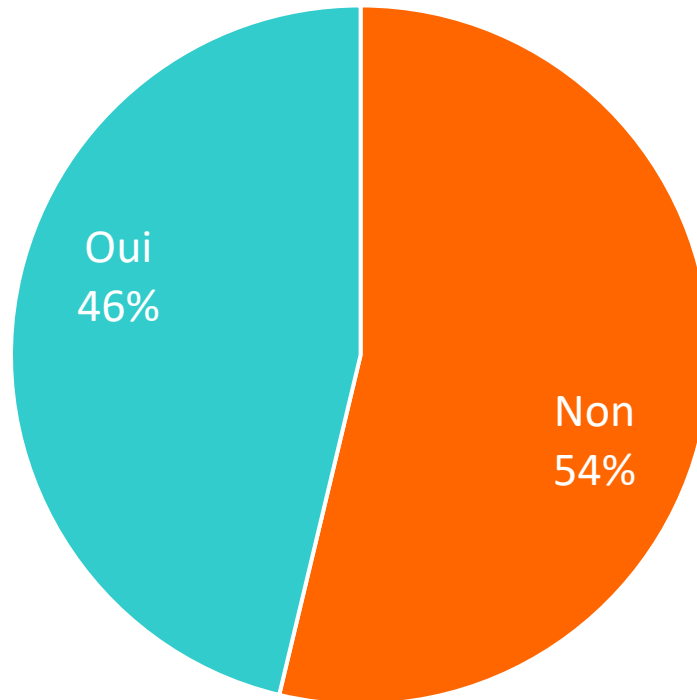


Professional Goals

Most want to make a difference



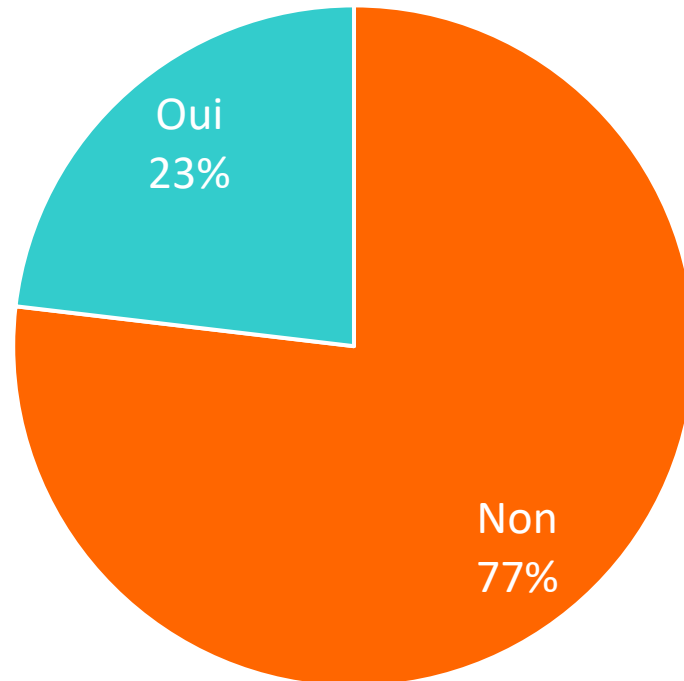
APPLIED for LEADERSHIP POSITIONS



Less than half reported applying for leadership positions

To balance leadership, we need more women applying for these positions

ENCOURAGED but CHOSE NOT TO APPLY

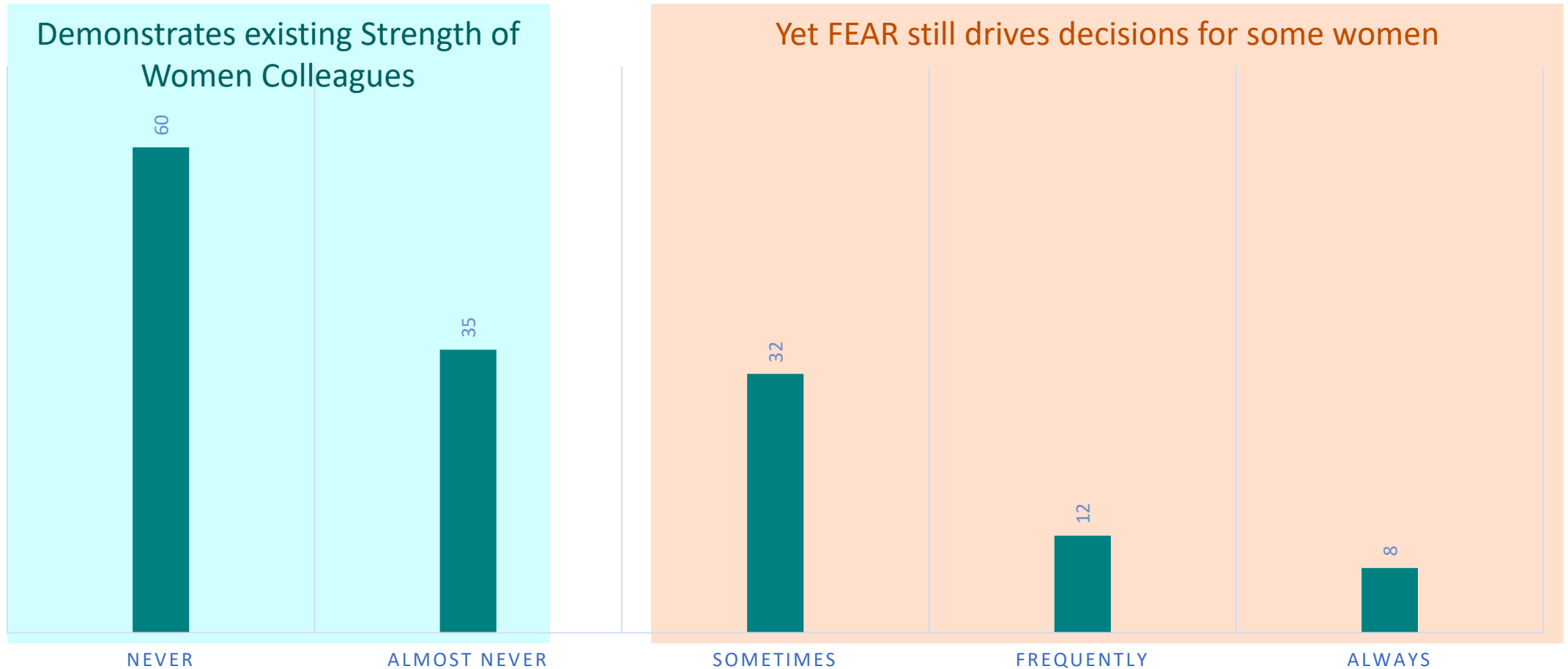


Given the question and the comments, this tells us that women are 1) not encouraged often and 2) that women select not to apply when encouraged because position: does not align with values, requires more time than have available, is political, or that women feel they are not qualified or fear failure.

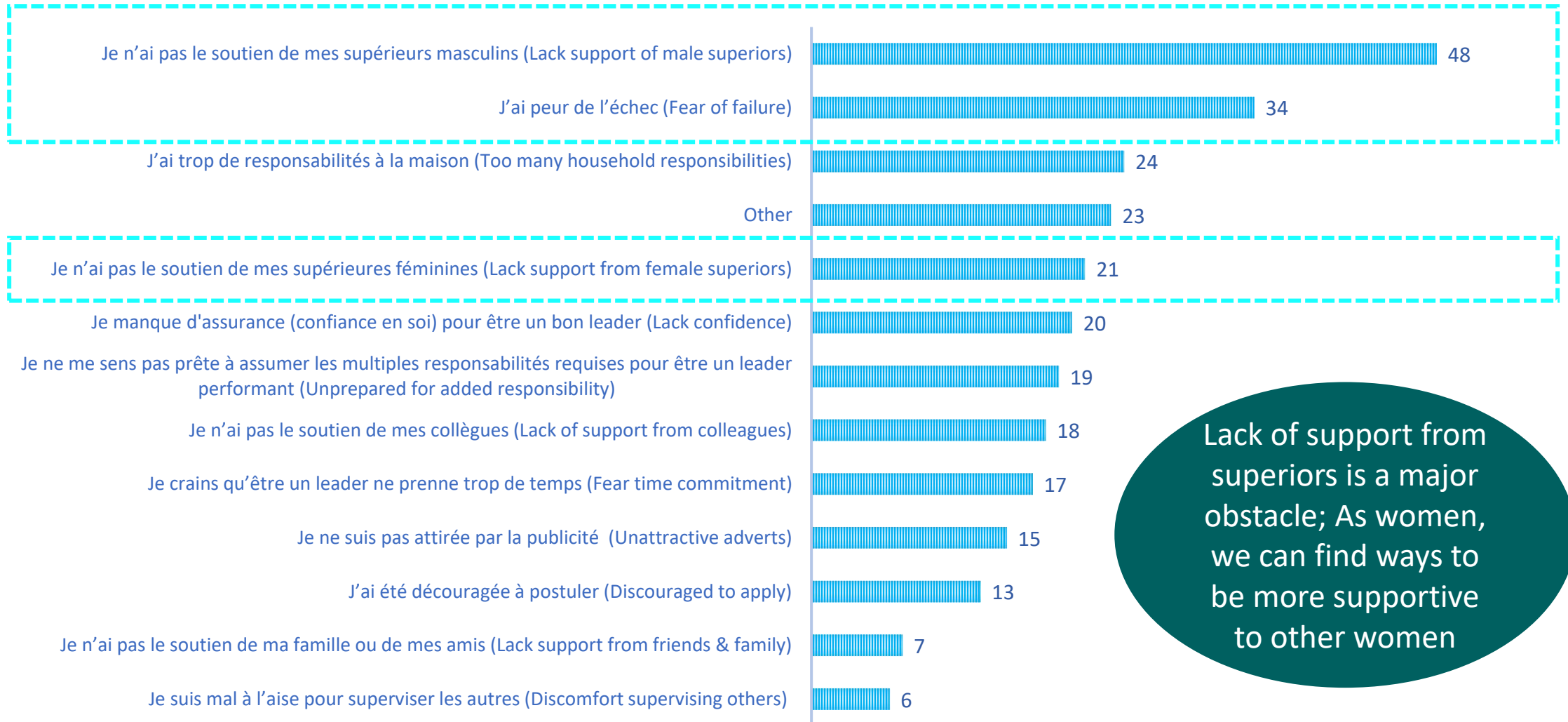
REASONS for NOT APPLYING (bolded responses were mentioned more frequently):

- **Position did not align with career goals**
- Already hold the highest position
- **Responsibilities at home/ competing family priorities**
- **Lack of confidence/ Fear**
- Relocation requirements
- **Felt underqualified**
- Limited time to prepare
- Increased responsibilities/ stress
- Lack of support from existing boss
- **Required being political**
- “Just staying in my lane”
- No training /onboarding available

Fear Driving Decisions

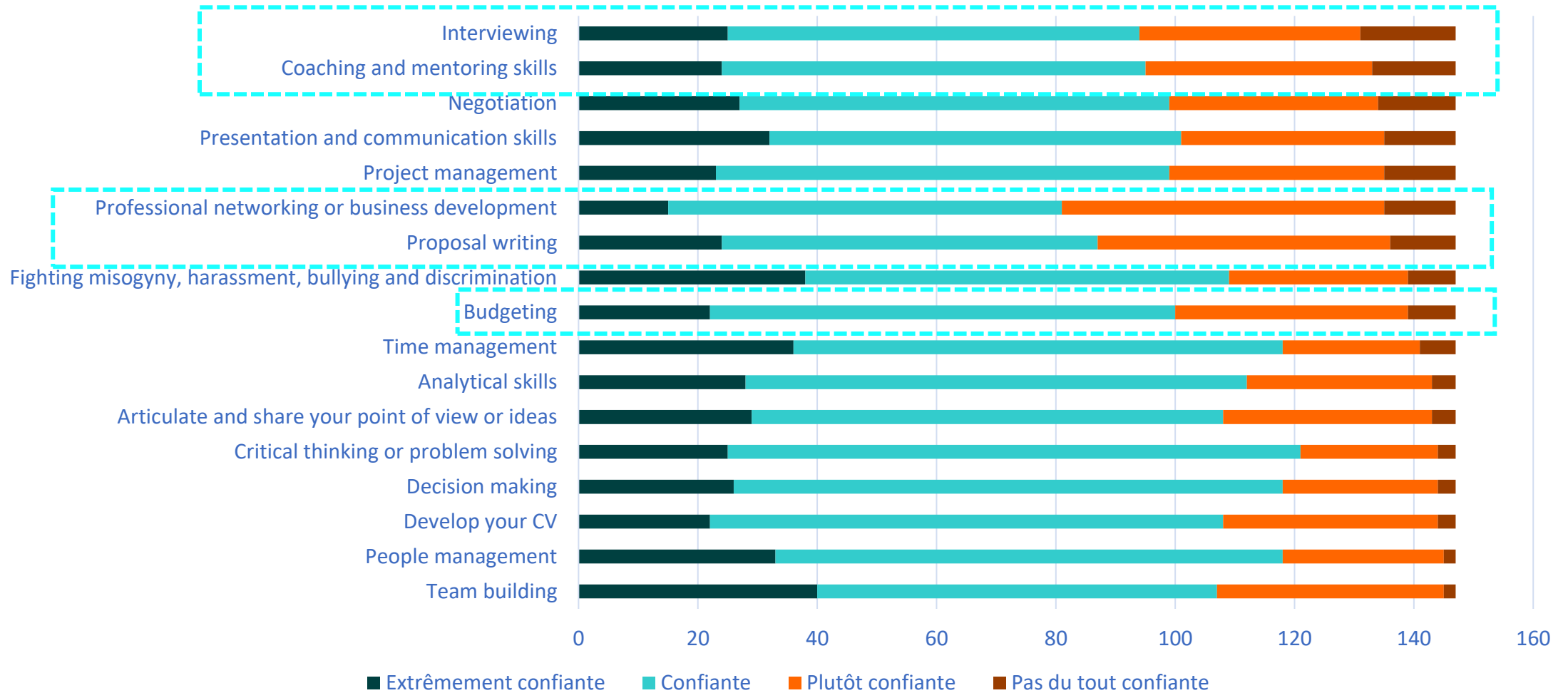


REPORTED OBSTACLES TO REACHING LEADERSHIP GOALS



Lack of support from superiors is a major obstacle; As women, we can find ways to be more supportive to other women

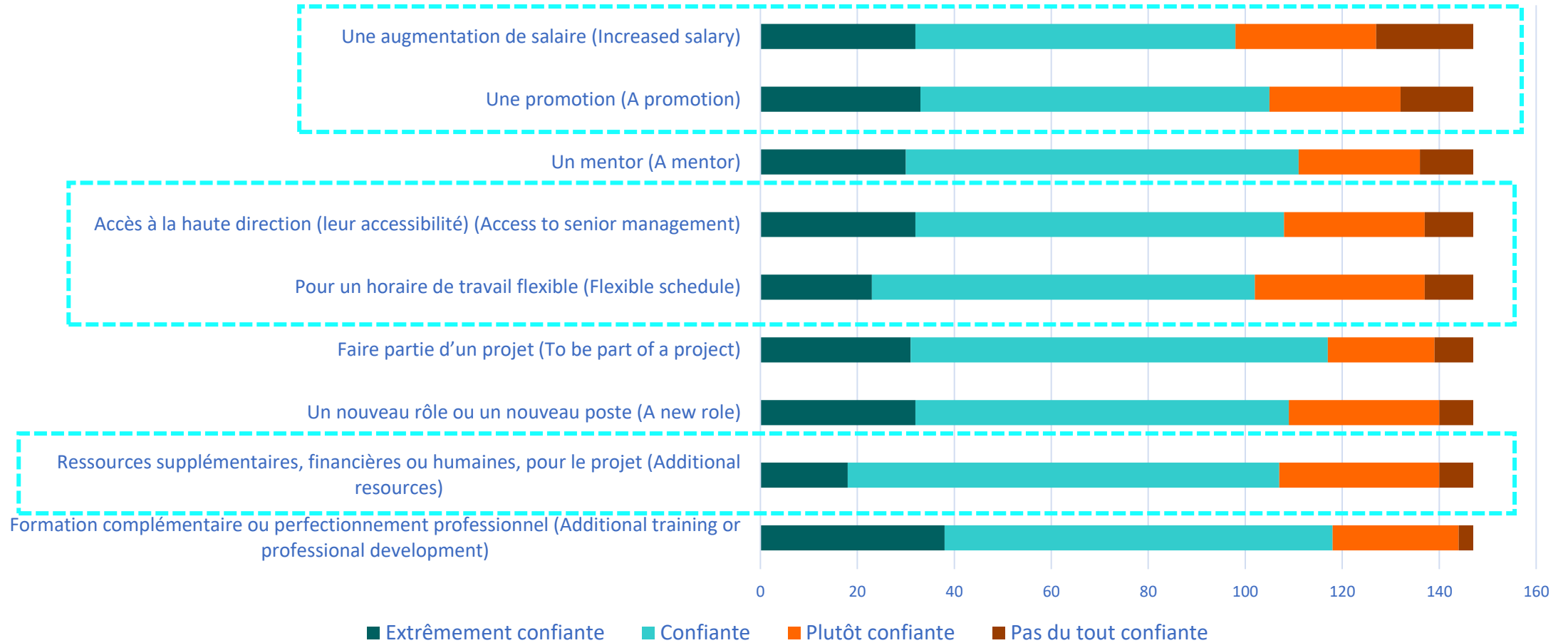
REPORTED CONFIDENCE in LEADERSHIP COMPETENCIES



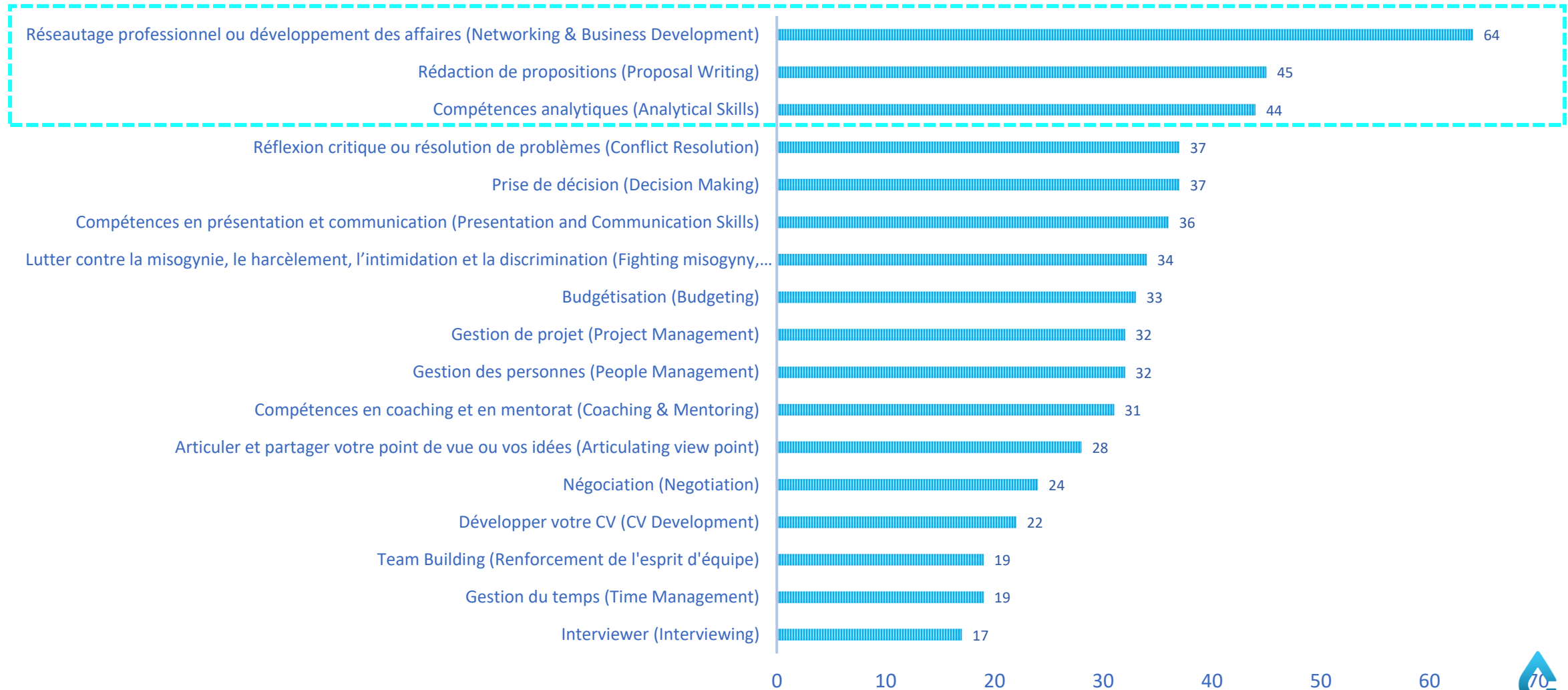
ADDITIONAL AREAS

Change management	2
Communication	1
Computer /IT Skills	1
Conflict resolution	4
IT Skills	3
Lab Skills	1
M&E	1
Managing stress	3
Networking	1
Public Speaking	3
Self-awareness	3
Stakeholder engagement	1
Strategy Development	1
Support to others, particularly women	7
Team management	5
Writing	1

CONFIDENCE REQUESTING...



MENTORING REQUESTS





OUR Objectives:

1. Establish a common understanding and language around gender
2. Acknowledging you are already leaders, strengthen and build upon your capabilities as leaders based on the needs you expressed
3. Provide you with tactics to better support your colleagues that could not be with us today to leverage their leadership strengths and grow as leaders

LEARNER Objectives:

1. Identify & apply your unique attributes and talents as leaders
2. Recognize leadership quality of your peers and apply tactics to support them and other women you work with
3. Apply strategies learned over the next days to improve team dynamics in your work place
4. Practice and find ways to apply tactics to better represent yourself at work and externally
5. Develop a actionable plan to support women in your network to strengthen their leadership capacities.

Source: iStock