


**VOICE OF A WOMAN
MODULE 1**




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MATERIAL

- Women in the workplace: insights and barriers
- Vulnerability vs Emotional Intelligence
- Watch ted talk - [The Power of Vulnerability](#)
- Read article:
 - The Power of Vulnerability - Sharing your story can be scary, but it can also help create massive change. BY MEKITA RIVAS PUBLISHED: MAR 22, 2021
- Self assessment – questionnaire (homework discussion)
- How women traits could empower leadership effectiveness



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WOMEN IN THE WORKPLACE

- Some statistics and insights
 - Fortune 500 companies, only 8.8% have women CEOs
 - Next set of millennials having the most educated group of women in history, it shall not be surprising that 1 out of every 3 organisations will have women at leadership positions by 2025.
 - Just a decade ago, about 24% of all dentists were women.
 - Figure in 2021 was closer to 35%, and the number of women graduating from dental school nearly equals men.
 - Women make up between 48% (Russia) to 75% (Finland) of the dentist workforce.
 - In the United States, women hold just 18% of dental school dean positions and make up only 14.8% of major dental journal editorial boards.
 - Female clinicians are less likely than men to own a clinic or take post-graduate qualifications and the average annual income of full-time, self-employed women was 37% lower than the income of full-time, self-employed men, which clearly demonstrates the persistence of the gender wage gap.

"Women are woefully underrepresented in leadership, academically and professionally"

"Not only does gender bias influence how potential patients perceive a woman dentist, but also the way the dentist sees herself and how she advertises her practice. Often, women are hesitant to emphasize how they are different from their male counterparts, instead feeling compelled to try to assimilate to the status quo"

Source: Sep 12, 2022 - Forbes coaches council - Rana Ghazi / Oct 18, 2021 - Ontario Academy of General Dentistry

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WOMEN IN THE WORKPLACE

Barriers

- A lack of self-promotion has a reciprocal effect
 - None = "no leadership competency"
 - Effective = "mainstreamed"
- "Organizational culture" and "Work-family balance/conflict"
 - Lonely hours work, absence
 - Role in the family/home
- Self assessment, cultural influences
 - Gender stereotype
 - Owned biases
- Language and approach used
 - "Asking for permission"
 - "Devaluing" shared opinion

Source: June 30 2021 Research: Dr. Rosalyn van 't Veert-Diaperen LL.M. Dr. Akhateri Argyrou LL.M Prof. dr. Tinke Lambroy LL.M. Others.

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ARE YOU AFRAID OF BEING VULNERABLE?

- Vulnerable isn't always a sign of weakness. It takes courage to stand in front of others and say "This is who I am."
- The best answer is: BE AUTHENTIC!
- Key to true vulnerability is that you are willing to accept the consequences no matter what.
- Accepting vulnerability = practicing emotional intelligence

Emotional Intelligence


- Self Awareness
- Self Regulation
- Social Awareness
- Social Skills

The Power of Vulnerability – ted talk (watch in preparation for the workshop)

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POWER IN VULNERABILITY

- Become comfortable with your emotions
- Overcome adversity and become more resilient
- Depth in your relationships.
- Live your life with more honesty and intention.



Amelia Earhart: first female aviator to fly solo across the Atlantic Ocean

Diana, Princess of Wales: pioneer for women with profile making a change in the world

Marie Curie: Polish-French physicist – work in radioactivity – first woman to win a Nobel Prize and the only person to win twice.

Mother Teresa: one of the greatest humanitarians of the twentieth century

Open for discussion of personal assessment

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YOU HAVE UNIQUE POWERS FOR THE ROLE OF A LEADER... USE THEM!!

- **First let's talk about:**
- What behaviors characterize effective leaders?
- Does effective leadership consist of the resolute execution of authority, the ability to support and inspire others, or skill in motivating teams to engage in collaborative efforts?

"Given such cross-pressures, finding an appropriate and effective leadership style is challenging. A Study of Fortune 1000 female executives found that 98% rated as critical or fairly important "developing a style with which male managers are comfortable"



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EFFECTIVE LEADERS

1. Interpersonal communication
2. Active listening
3. Goal setting
4. Diplomacy
5. Conflict Resolution
6. Motivation
7. Decisiveness
8. Empathy



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SOME TRAITS THAT EMPOWER YOU TO LEAD...

- Community-driven thinking
- Ethical decision-making
- Often more organized / manage their time more effectively.
- More focused and driven when perfecting their craft and growing the business
- Generally, gentler helping with dental anxiety
- Empathetic and trustworthy

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HOMWORK — SELF ASSESSMENT



Answer the questions after watching the video and bring to the workshop...

- A. From the different aspects discussed on Vulnerability, which ones do you practice the most? How do you see it affecting your relationships?
- B. From the different aspects discussed on Vulnerability, which ones do you practice the least? How do you believe they could affect your career?
- C. In the Dental career you are aspiring to join, what challenges you think you will face? How could the discussions held during this module help you be more successful?
- D. Do you believe you have any blind spot on what has been discussed? What would you do to identify them and work on them?



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BACK UP

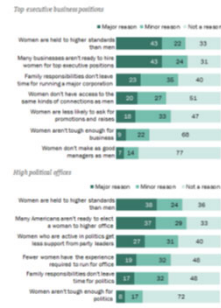


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SOME STUDIES SHOW

- Using appropriate measures of financial performance for the period 1996 to 2000, Catalyst (2004) found that the companies in the top quartile of representing women among their executives had substantially better financial performance than the companies in the bottom quartile;
- A more sophisticated study related the percentage of women in the top management teams of the companies in the Fortune 1000 to their financial performance from 1998 to 2000 (Krishnan & Park, 2005). These researchers took into account numerous control variables such as company size and industry performance. The findings showed that companies with larger percentages of women in their top management groups had better financial performance.
- Similar studies on large U.S. companies have revealed positive relationships between the percentage of women on boards of directors and financial performance in the 1990s (Carter, Simkins, & Simpson, 2003; Erhardt, Werbel, & Shrader, 2003).

Why Aren't More Women in ...



Note: "No answer" not shown.
Source: Pew Research Center survey, Nov. 12-15, 2014 (Pew 2014).
PEW RESEARCH CENTER © 2014



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