



Role models for Diversity & Inclusion

Karla Wagner - Program Manager - Motivational Public Speaker - Coach



Karla Wagner

MY STORY



- Broke the glass ceiling in New York City
 - Leadership Roles, mentoring
- Netherlands immigrant
 - Didn't build a network, thought I could get by on IQ
- English Language, Stage, Shakespearian
 - Spoken Dutch not perfect
 - Felt like an imposter
- 100 interviews last year
 - All-male decision makers on hiring teams
 - All-male leadership
 - Companies touting D&I but blind to bias
- Burnout - Returned to freelance
 - Public Speaking - Voice coaching
- Took Women's Leadership Challenge at Skillgenie.io
- Committed to changing the world
- I act, compose music, hack, write poetry & serve the community
 - Now feeling myself part of it



TRANSFORMATIONAL LEADERSHIP

Karla can speak on how to nurture a hidden wealth of innovation, creativity and motivation through a mindfulness of bias and a commitment to diversity and inclusion. Through inspirational motivation, she touches the core of the hidden desire for excellence in all of us.



COACHING & MENTORING

Karla can speak on how to express your creativity & excellence, through the dynamics of your voice, through the body language of the stage. When you present as your authentic self, your honesty is awesome and you can be the one to reach your goals.



TECHNOLOGY

Karla knows the history of technology through teamwork, innovation and evolution from object-oriented programming and public key infrastructure, to economies of trust & visibility. Knowing our successes, mistakes, and who mentored, coached and nurtured us, can be instrumental in building a better and more responsible future



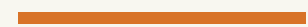
Theme

NEEDS & CHALLENGES

- Takes all of us to succeed
 - Diversity & Inclusion
 - Equity
 - Belonging
- *Wealth of Minds*
- But half of us are marginalised
 - Hired young
 - Burnt out
 - Invisible at the height of powers
 - Mind squandered -> wealth squandered

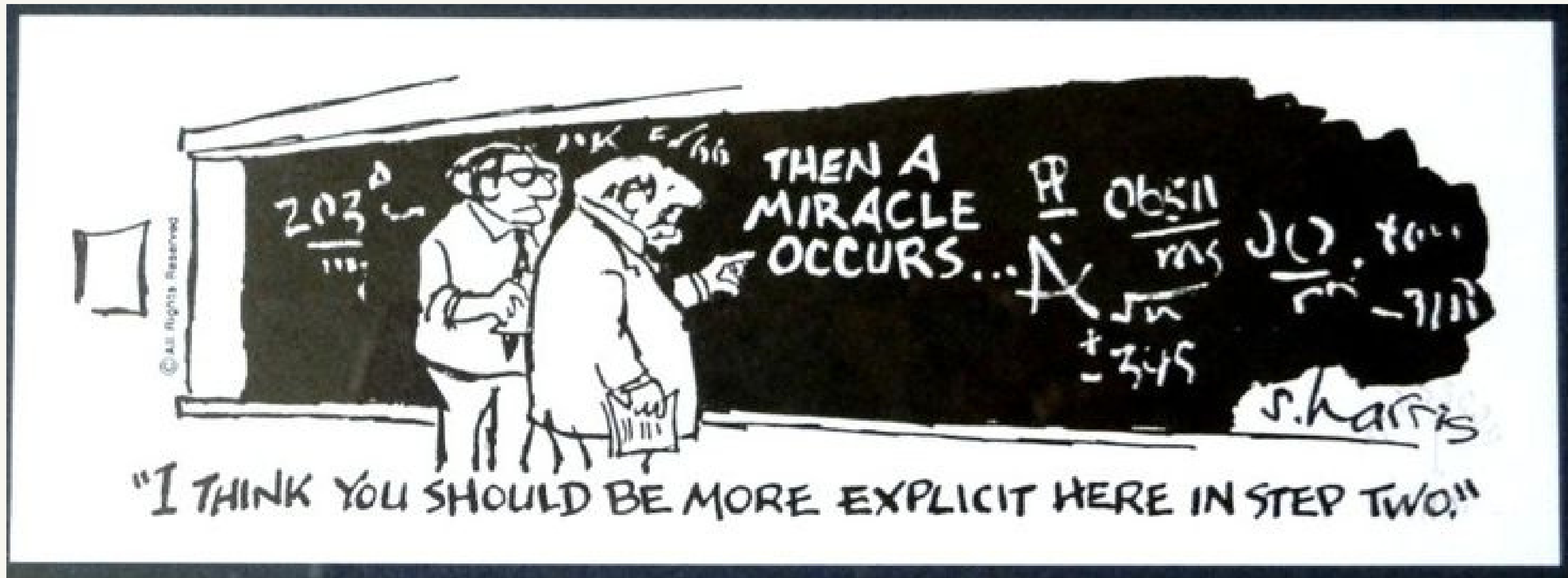


*The Wealth of Minds.
A safe space affording all of us scope to
achieve our individual excellence.
The font of our success.*



KARLAWAGNER.EU 2022





47%

WOMEN HIRED
ENTRY LEVEL

42%

WOMEN HIRED OR PROMOTED
PROFESSIONAL

Professionally

Women are about half of all those employed in the EU

Only one in three managers in the EU is a woman

*Source: "Only 1 manager out of 3 in the EU is a woman..."
Eurostat News Release, March 8, 2020*



20%

WOMEN HIRED OR PROMOTED
EXECUTIVE - LEADERSHIP

Yet we are just a fifth of senior executives

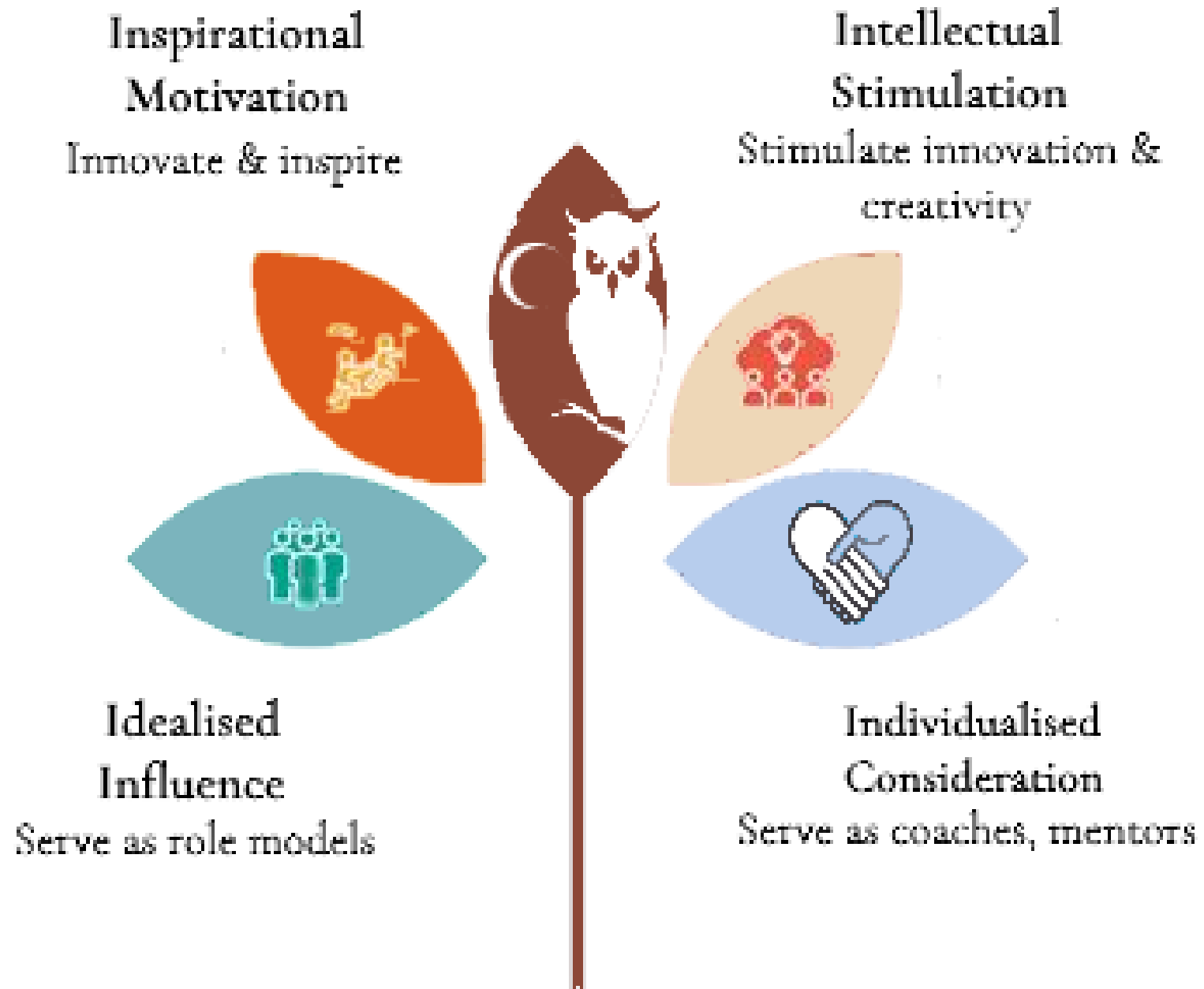
At the top we fall to eight percent

8%

WOMEN HIRED OR PROMOTED
CEO

Source: European Institute for Gender Equality, "Largest Listed Companies: CEOs, Executives and Non-Executives," Gender Statistics Database (2019).





Transformational Leadership

Women outperform men in most areas of Transformational Leadership.

We face institutional bias and the bias of others. We're barely taken seriously at a leadership level. Remember the 8% statistic.

We have a reputation for being not so good at strategy. We can prove that reputation wrong.

We face many obstacles within ourselves and our circles, all of which we can hack.



*Now when I receive recognition for my acting,
I feel incredibly uncomfortable.
I tend to turn in on myself.
I feel like an imposter.
Any moment, somebody's going to find out...*

EMMA WATSON



Hacking Imposter's Syndrome

THIS IS NOT ME.

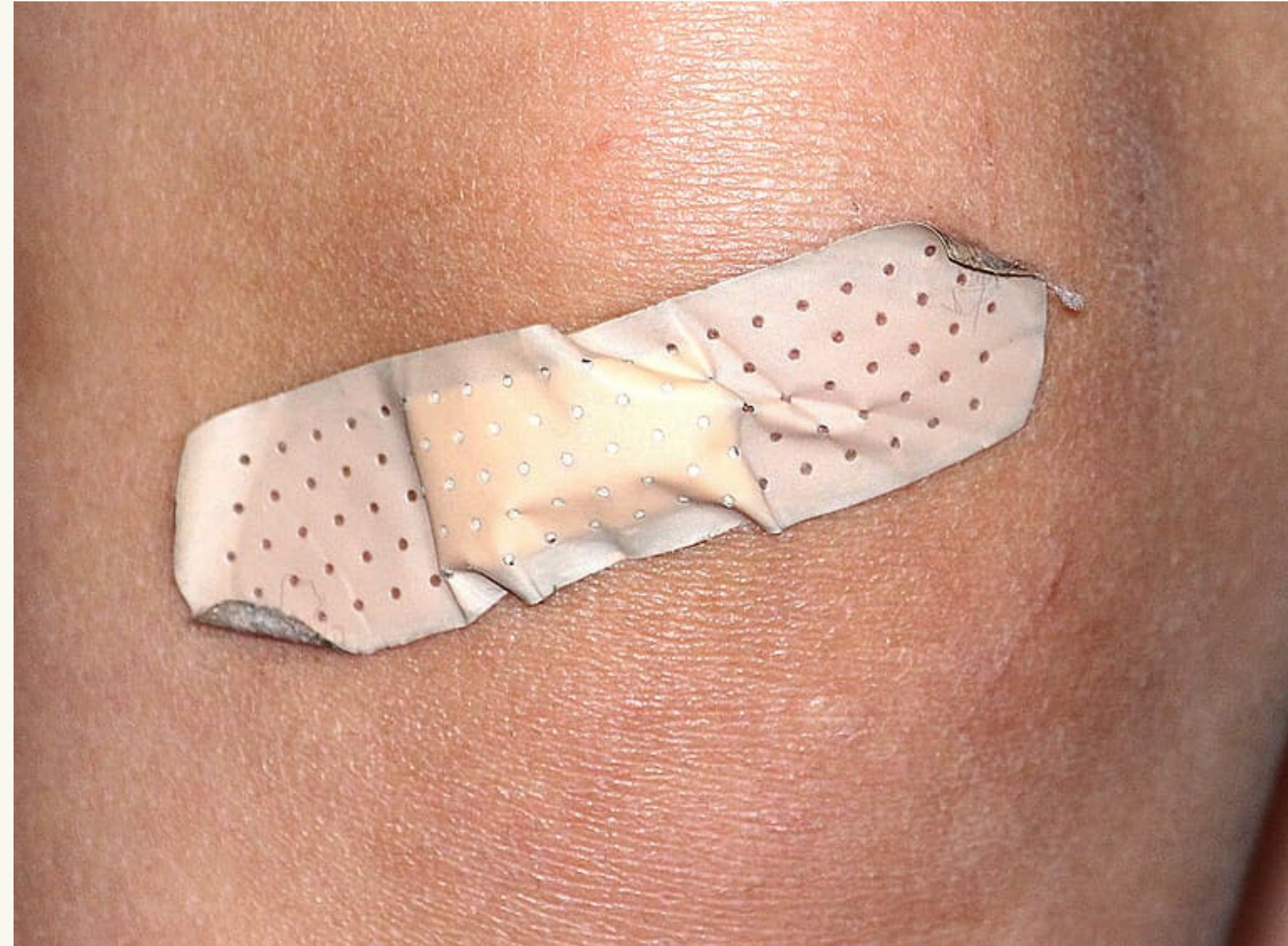
- “What if I don’t deserve to be here? What if I just got lucky? What if everyone finds out I’m a fraud?”
- We are in a profession that is based on facts, reason... not feelings
- Perfectionism: always falling short or doing a less-than-perfect job
- We wear a mask
- We don't take credit for our achievements



Hacking Imposter's Syndrome

RESEARCH SHOWS...

- High-achieving, professional women particularly susceptible
- Marginalised women at higher risk
- Imposter syndrome adversely affects women of colour, and lesbian, bisexual and trans women because they are in more societally marginalized positions
- Hack with Growth Mindset
 - Improvement is iterative
 - Mistakes and failure are learning
 - We get strategic



Hacking Imposter's Syndrome

POST INCIDENT REVIEWS

- No blame
- What did we do right?
 - not "wrong"
 - delete "why"
 - what is the process improvement
 - how can we prevent
- Hack with Growth Mindset
 - Improvement is iterative
 - Mistakes and failure are learning
 - We get strategic
 - Those who peck at our scabs are distractions
 - Once more unto the breach...



Role Model Methodology

WHO ARE YOURS? MINE ARE MY MUM, TEACHERS...

- Mary Temple Grandin
 - Diagnosed with Autism as child - Finds social situations difficult
 - Motivational Public Speaker
 - Growth Mindset: always learning, made autism a strength
 - Helped society see adults on spectrum in a new light
 - A safe space for everyone to belong
 - *The world needs all kinds of minds.*
- Nichelle Nichols
 - NASA Ambassador, inspired many young women toward STEM careers, space programmes
 - 1st Black woman to portray a command officer aboard ship
 - *Don't be messing with my game. My game is my career.*



Role Model Methodology

WHO ARE YOURS?

- How do they speak?
- What is their body language?
- What might they say to you today?

- Then develop your
 - Focus
 - Breathing
 - Presence
 - Place
 - Words

- Who you are is what your strategy will be
 - Present your Authentic Self
 - Present Honestly



Exercise

YOU OBSERVE A HAWK.

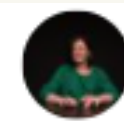
- What is your focus?
- How do you breathe?
- What is your body language?
- Where are you standing?
- How do you speak?
- Do others see the hawk?



Exercise

THIS IS YOURS.

- What is your focus?
- How do you breathe?
- What is your body language?
- Where are you standing?
- How do you speak?
- How do people interact with you?



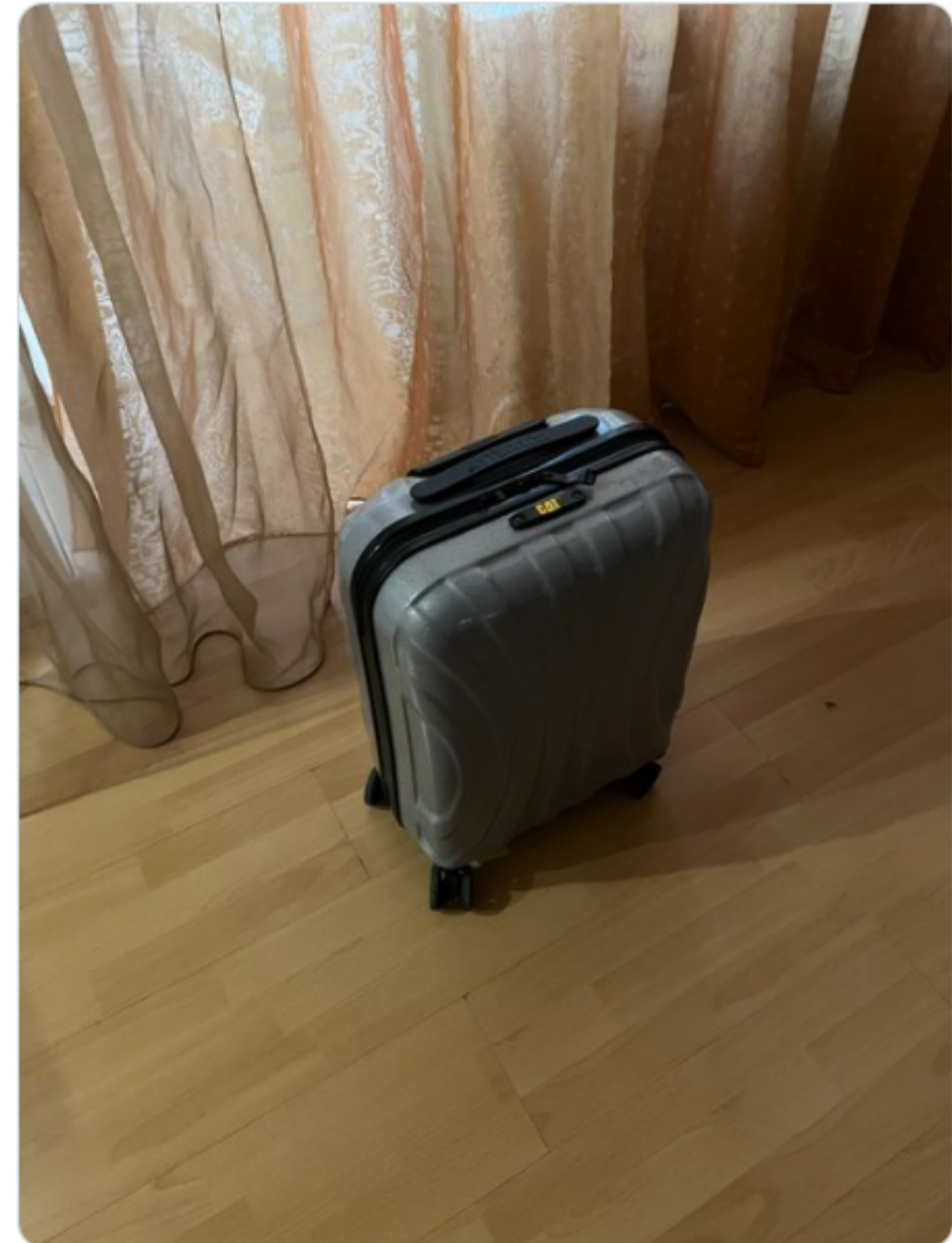
Yaroslava Antipina
@strategywoman



It's all I can take with me. All my life is in this bag.

We'll manage. I'm sure. Keep you informed.

[Tweet vertalen](#)



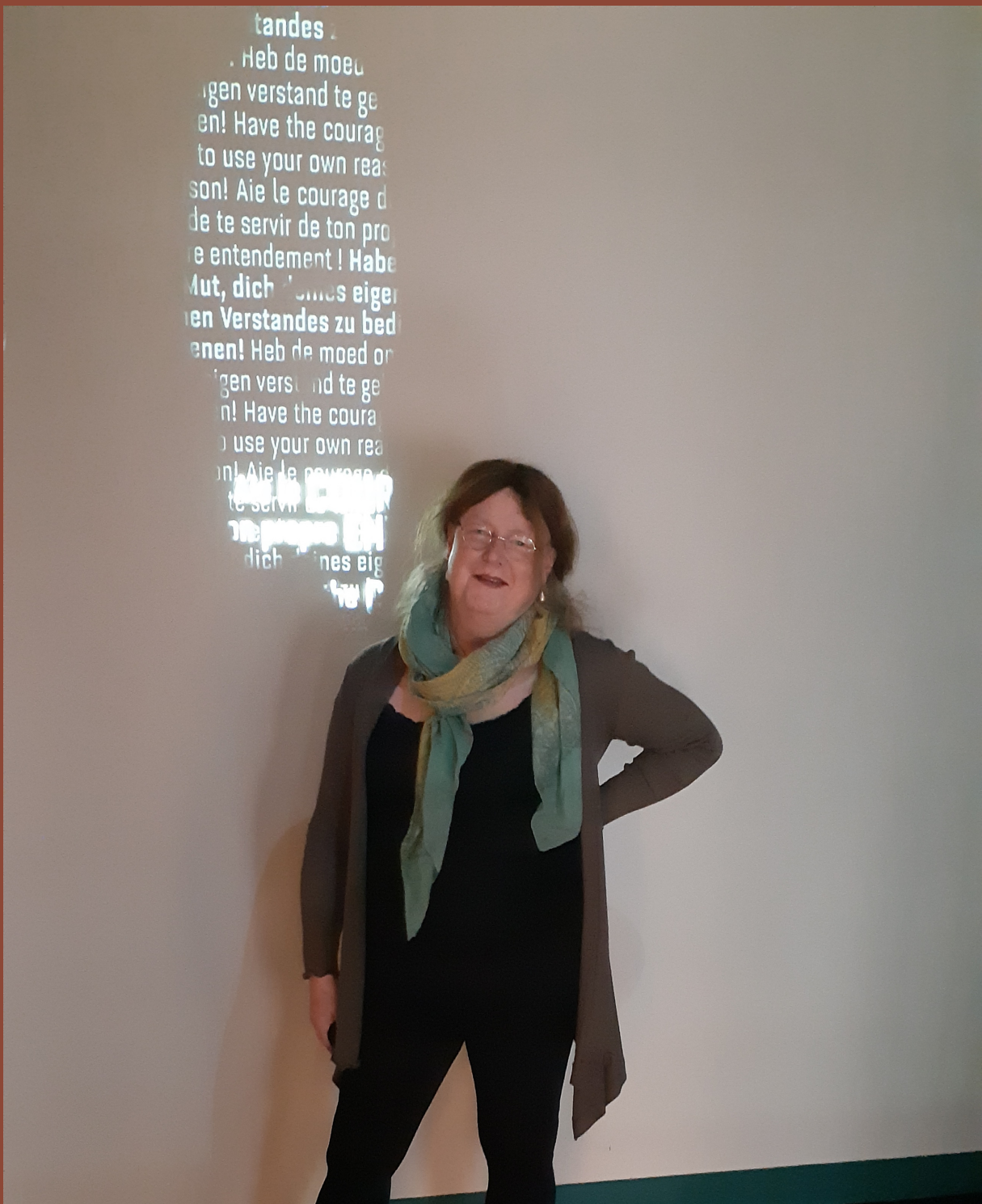


STOF TOT NADENKEN

Actors need a kind of aggression, a kind of inner force. Don't be only one-sided, sweet, nice, good. Get rid of being average. Find the killer in you.

STELLA ADLER





*A CALL TO ACTION:
ROLE MODEL METHODOLOGY*

Put in the work to strategise your goals. Channel your role models to craft your presence. Get where you need to go.

*A Call to Action: Role Model
Methodology in Diversity & Inclusion
imparts a mindfulness of bias, with
practical excercises in how to channel our
role models enables us to craft our
presence, get where we need to go, and
maximise excellence in our organisations:
A Wealth of Minds.*

Projectlanceringsen

Tijdlijn voor mijn strategie



COMMENTS

Role Model Methodology in Diversity & Inclusion is a concrete methodology currently piloting in Netherlands. The presentation is highly interactive, and will be paced based on audience interaction and time available.

The Wealth of Minds is (c) Karla Wagner 2022

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ABSTRACT

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Questions ?

