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GROW THE TALENT THAT
WILL GROW YOUR COMPANY



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The Women's Organization for Mentoring Education & Networking
Developing Leaders Who Deliver Results

Peer Team 1

*Teresa Brooks, Kristin D'onofrio,
Channing Sebo, Jodi Valvo & Amanda Hanson*

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Strategies for developing a global mindset; why it matters

- Technology has facilitated the assembly of globally distributed teams
- Distributed teams offer unique benefits
 - Diverse thinking & creative problem solving
 - Market advantage
- Distributed teams pose unique challenges
 - Logistical obstacles
 - Varied customs and norms

Strategies for developing a global mindset; how to master

- Be flexible
 - Be prepared to work at unorthodox times
 - Be prepared to use technology to replace face to face collaboration
- Be curious
 - Learn about the customs and values of the cultures of your teammates
- Be introspective
 - Recognize your own cultural biases and be prepared to let them go when necessary
- Be communicative
 - Be persistent and consistent when communicating ideas and concepts

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Peer Team 2

Diannah Sneed, Lisa Gernant, Cora Szapka, Beth Kanupp

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Tips for increasing your visibility virtually

- Try to travel to meet face to face
 - When you start a new team or project
 - Nothing truly replaces face to face time
- For meetings try to use video conferencing whenever you can
 - Zoom is a great tool
 - Be aware of what is in your background
- Volunteer for cross functional teams/ projects
- Ask to be put on the agenda for meetings
- Always be prepared to speak up - with something impactful
 - Brainstorm 1 question and 1 point to make prior to joining the meeting

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Peer Team #3

Leveraging Your Network

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Introducing Team 3



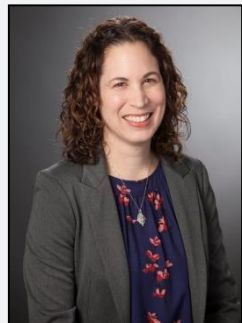
Sunita Varma



Jodie Speers



Kierstin Goodnight



Heidi Klousia



Rebecca Mayton

Leveraging Your Network

- **Value of an external and global network**
 - Connect with industry experts and contacts
 - Leverage experiences and expertise of others
 - Collaborate
 - Job search or recruiting efforts
- **Stay connected to your network**
 - Linked In
 - Industry and professional events
 - Best practices for connecting with your network
- **What best practices do you use to stay connected?**

Resource Links

Links to articles referenced in presentation:

- How Leaders Create and Use Networks

<https://hbr.org/2007/01/how-leaders-create-and-use-networks>

- Leveraging Networks to Create Impact

<https://www.rockefellerfoundation.org/blog/leveraging-networks-create-impact/>

Working Virtually: Challenges & Benefits

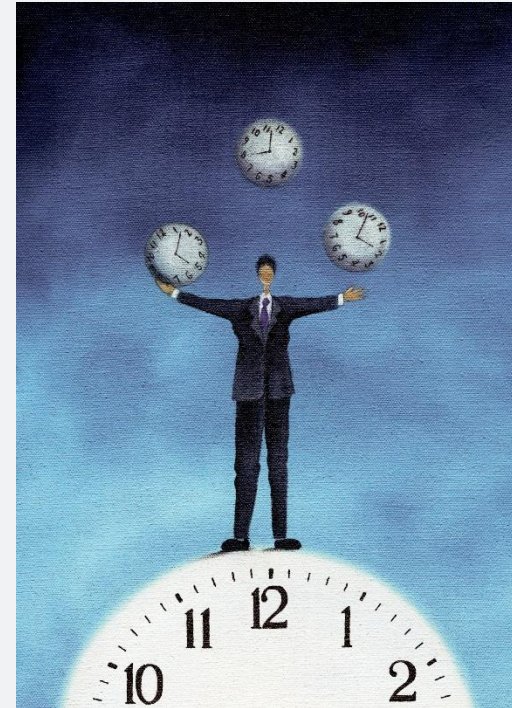
Peer Group 4

Sarah Kinsella, Celesta Milanowski, Michelle Pope,
Heather Katz, Stephenie Lazarus



Benefits

- Better work life balance
- Engagement
- More diversity of thought
- Increased efficiency
- Time zone flexibility
- Greater availability of talent
- Increased employee retention
- Reduced travel time
- Less overhead cost



Challenges

- Communication challenges
- Misunderstanding from poor communication
- Lack of context from non-verbal communication
- Incompatible communication preferences
- Different work ethic
- Differences in cultural challenges
- Hidden incompetence
- Limited networking opportunities
- Social isolation
- Lack of personal interaction and connection
- Difficulty with delegation



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Peer Team #5

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Navigating highly matrixed organizations



Associate Manager,
Customer Logistics



**Heather
Buckley**



Supply Planning
Manager



**Mallory
Rademacher**



Sr. Sales Manager



**Dana
Leone**



Director,
Communications Strategy



**Shannon
Caswell**

Navigating highly matrixed organizations



Breaking it down

What does a matrixed organization mean?



Navigating highly matrixed organizations



Common leadership competencies

- Empathy
- Conflict Management
- Self-awareness
- **Influence**



Putting it into practice

- Make valuable efforts
- Manage accountabilities
- Use meetings strategically

Questions?

Send a question over chat!

Peer Team 6:

Using social media to support your brand

Liz Beaulieu
Rita Cook
Kim Samano
Senada Muminovic

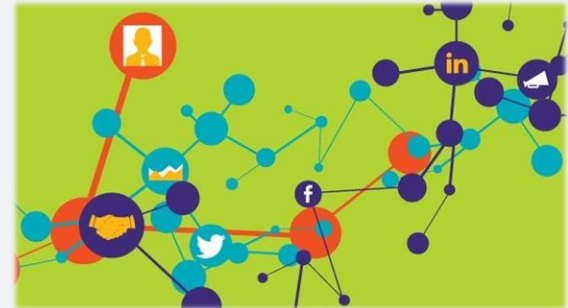


Social Media can Enhance your Brand!

1. *Establish your personal brand & strategy*

2. *Clean-up & Audit current Branding*

- Ensure all platforms look professional
- Create consistency across platforms
- Monitor your name



3. *Identify the right platforms & groups*

- Capitalize on LinkedIn (must-do)
- Optimize Facebook, Twitter, Instagram, etc.
- Create a blog (when appropriate)



4. *Engage regularly - Stick with it & be active!*

- Share articles/content, ask questions, make comments, etc.