



# NAVIGATING EMPLOYEE DEMANDS FOR THE CEO IN HEELS

Presentation by:

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# Female leaders



**Manchester United appoint first ever female chief operating officer**

**Female CEOs are scarce, but history shows they can produce huge returns**

**Family Bank appoints Rebecca Mbithi as new CEO**

Upon her approval, Mbithi will become the fifth female CEO in Kenya's Banking sector

NEWS

**EY Kenya names first woman boss**

MONDAY, AUGUST 5, 2019 9:00

# Female leaders



Using a database of some 17,000 media outlets, the researchers found that female appointments got three times the amount of media coverage as male appointments, likely because they remain such rare occasions. Just 1 percent of the CEO appointments studied in that 15-year period went to women, according to the study.

Female CEO appointments that fueled hundreds of media mentions on the day of the announcement led, on average, to the stock trading at a 2.5 percent discount in the immediate aftermath, Smith said.

"IN THE FUTURE,  
THERE WILL BE NO  
FEMALE LEADERS.  
THERE WILL JUST  
BE LEADERS."

- SHERYL SANDBERG



LEAN IN

WOMEN, WORK, AND  
THE WILL TO LEAD

SHERYL SANDBERG

#1 NATIONAL BEST SELLER

# In Kenya



4

- Female CEO's in listed companies

4

- 4 female board chairs

7.5%

- Female representation on boards

1/4

- 1 for every 3 men in SMT

3

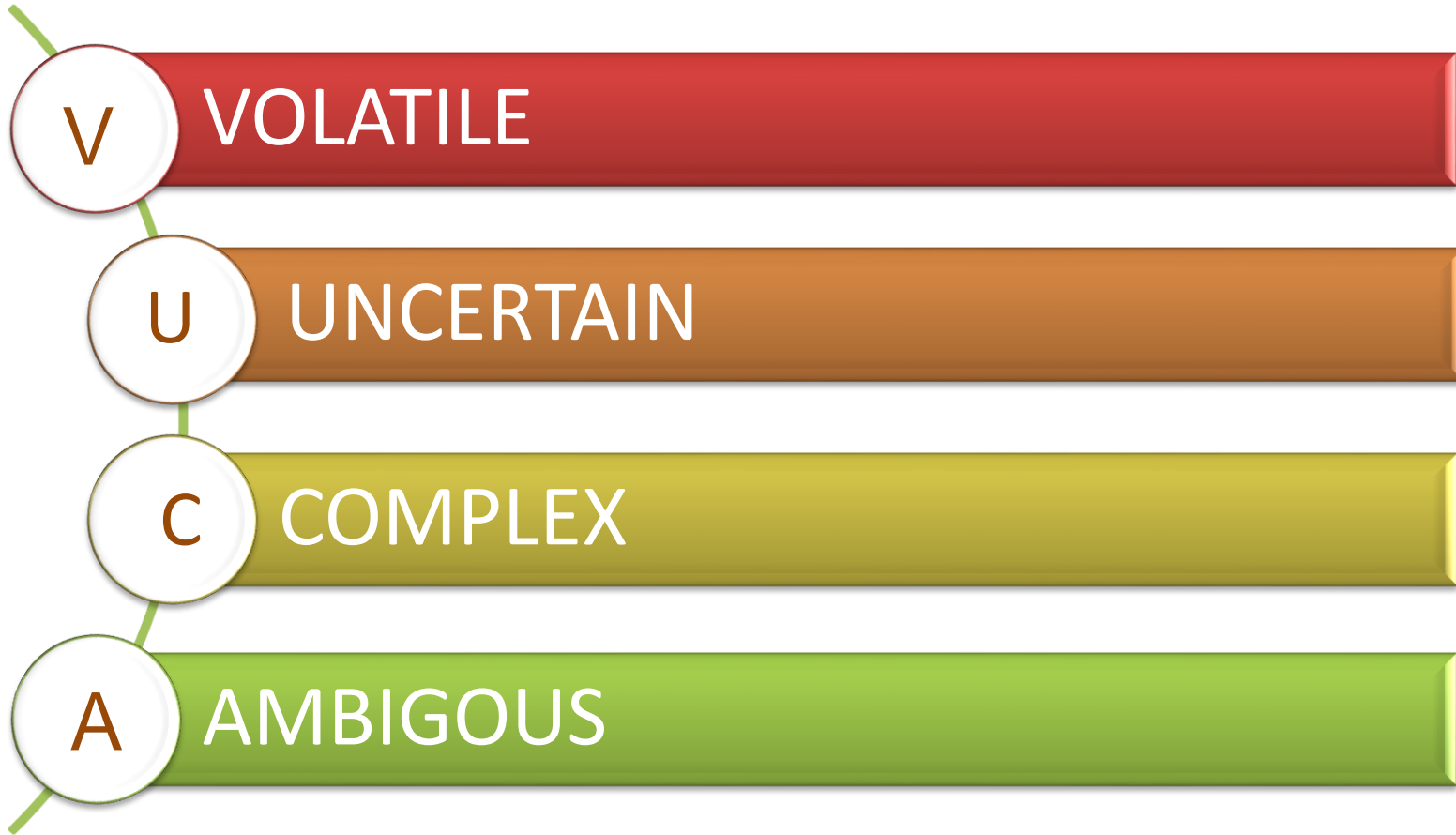
- Female Governors

# Women out ranked men



Capability	Women's percentile	Men's percentile
Takes initiative	55.6	48.2
Resilience	54.7	49.3
Practices self-development	54.8	49.6
Drives for results	53.9	48.8
Displays high integrity and honesty	54.0	49.1
Develops others	54.1	49.8
Inspires and motivates others	53.9	49.7
Bold leadership	53.2	49.8
Builds relationships	53.2	49.9
Champions change	53.1	49.8
Establishes stretch goals	52.6	49.7
Collaboration and teamwork	52.6	50.2
Connects to the outside world	51.6	50.3
Communicates powerfully and prolifically	51.8	50.7
Solves problems and analyzes issues	51.5	50.4
Leadership speed	51.5	50.5
Innovates	51.4	51
Technical or professional expertise	50.1	51.1
Develops strategic perspective	50.1	51.4
NOTE: THE T-VALUES OF ALL DATA ARE STATISTICALLY SIGNIFICANT.		
SOURCE: ZENGER FOLKMAN 2019		

# The Current Environment



# Volatile



- ❑ Exponentially accelerating change
- ❑ Rapid advances in computing, robotics
- ❑ Unprecedented access to knowledge, 24 hours news, ever expanding social networks and media

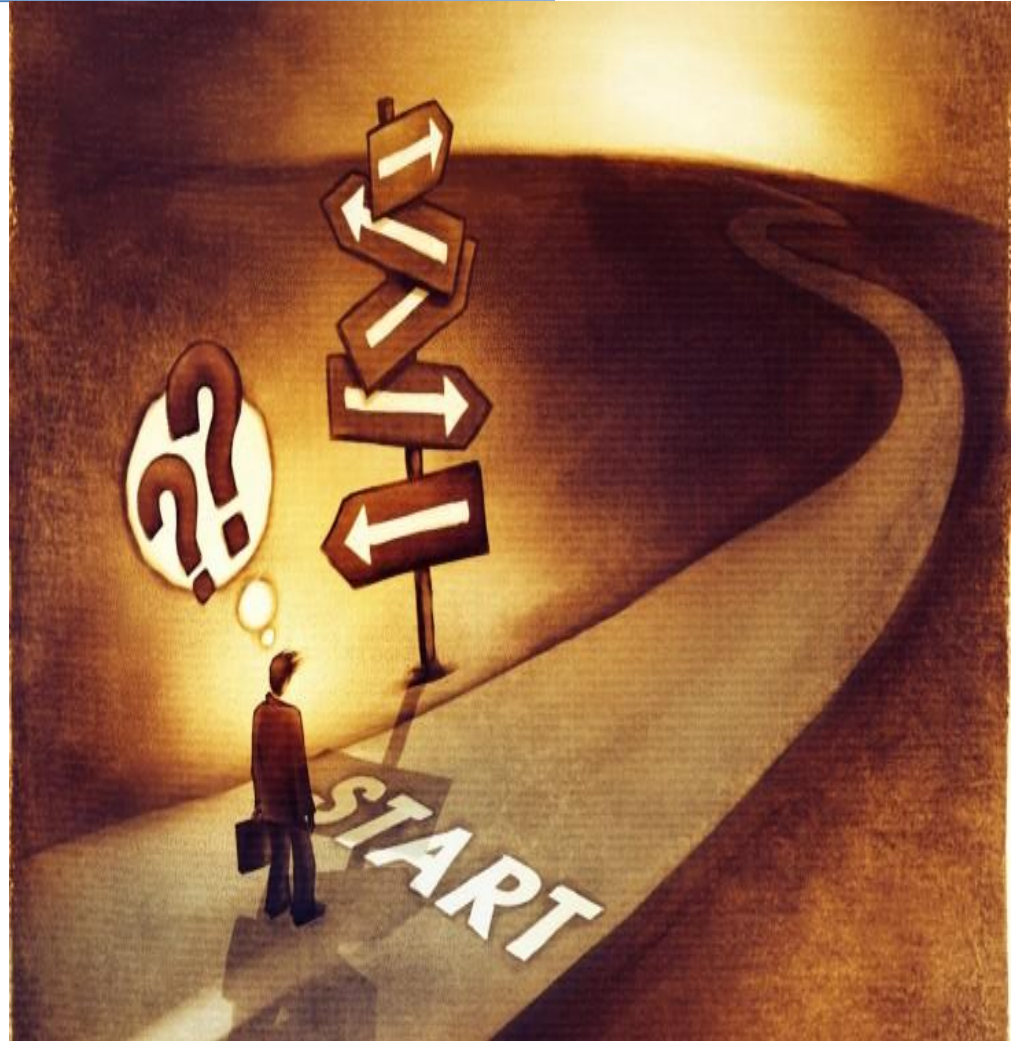




# Uncertain



- ☐ Inability to know everything
- ☐ Lack of predictability
- ☐ Likelihood of surprise events





# Complex



- ❑ Chaos and confusion that surround an organization
- ❑ Intergenerational work force



# Intergenerational Workforce

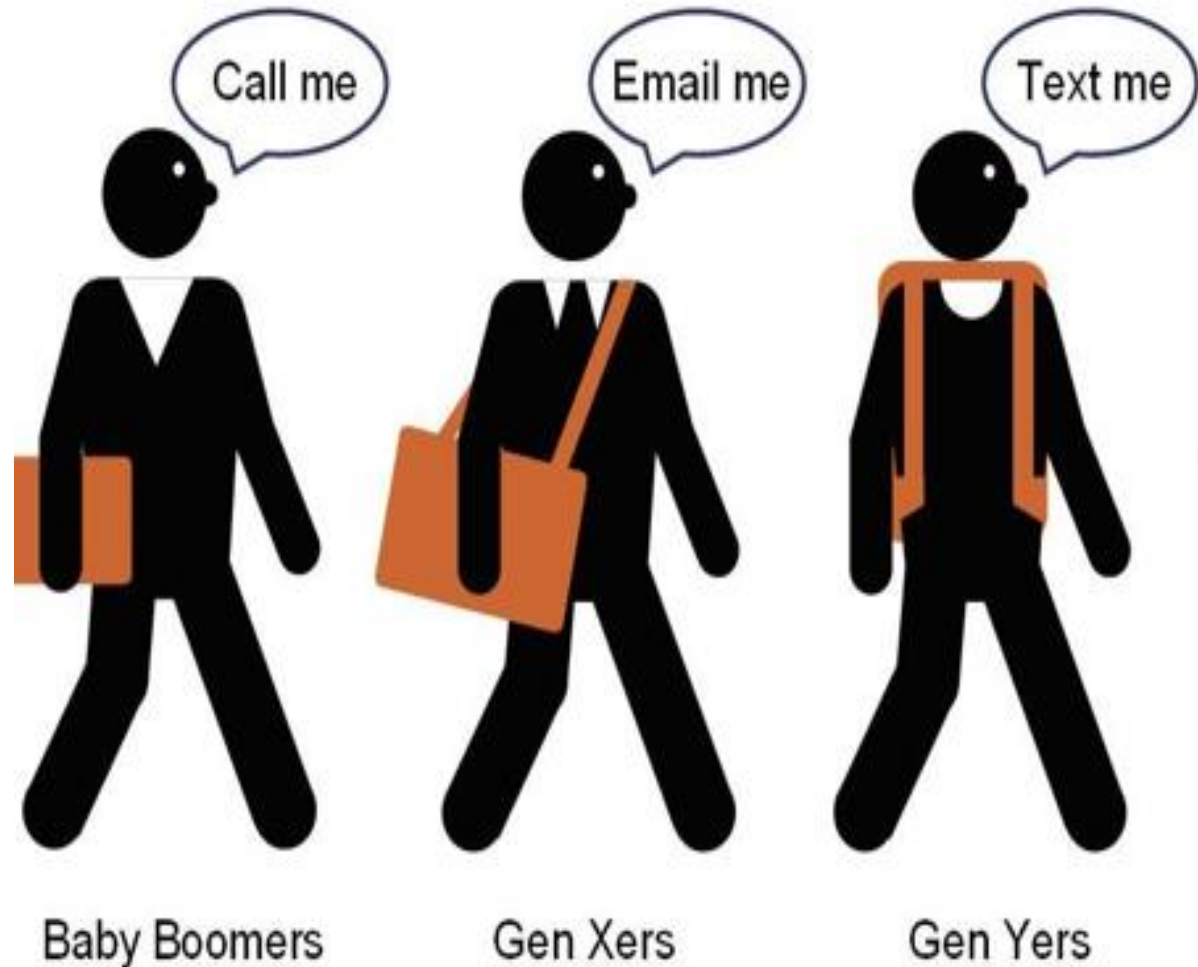


Baby Boomers -  
born upto 1964

Generation X –  
1965 to 1976

Generation Y  
(Millennials) – 1977  
to 1997

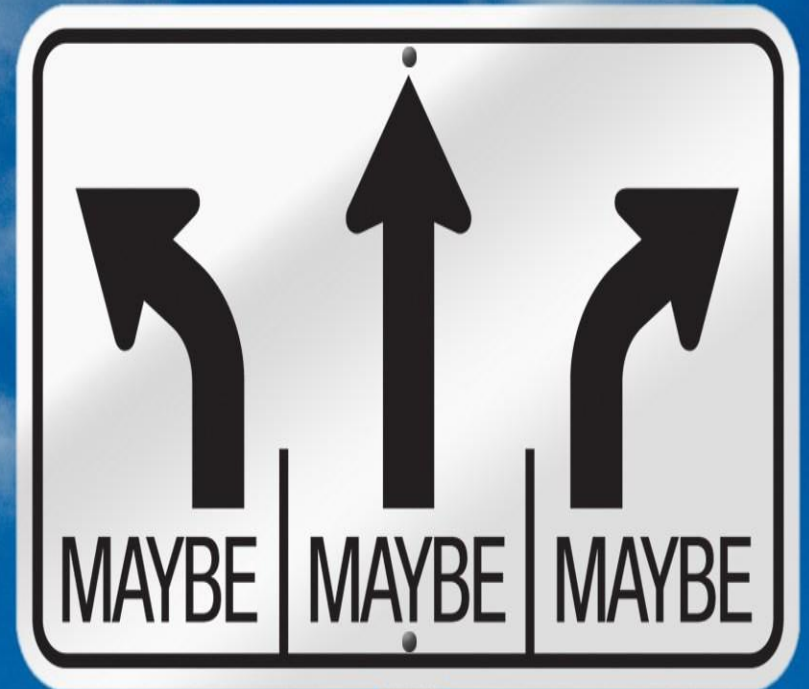
Generation Z –  
Born after 1997



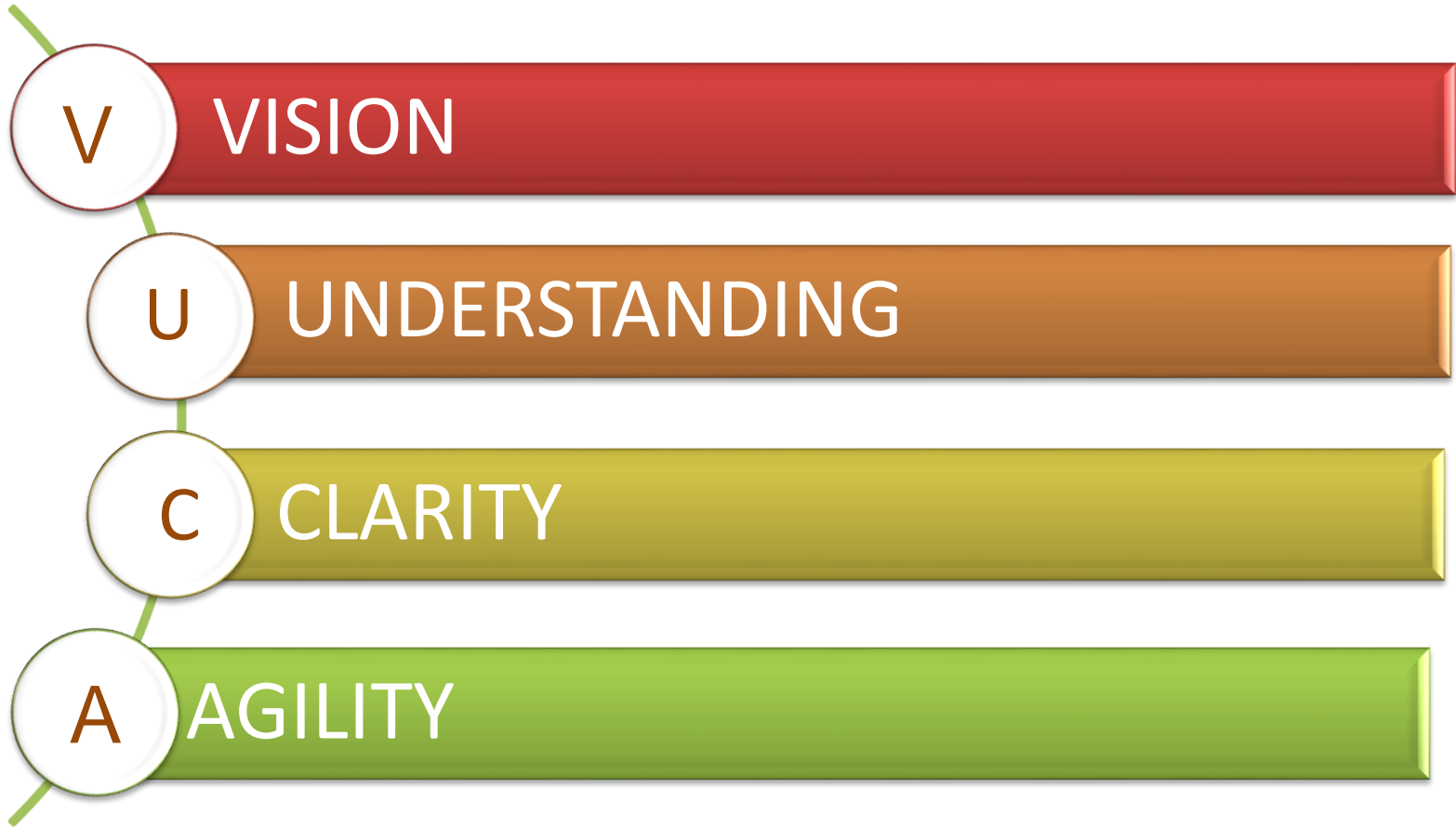
# Ambiguity



- ❑ Lack of clarity
- ❑ Too many options



# Leading in this environment





# VISION



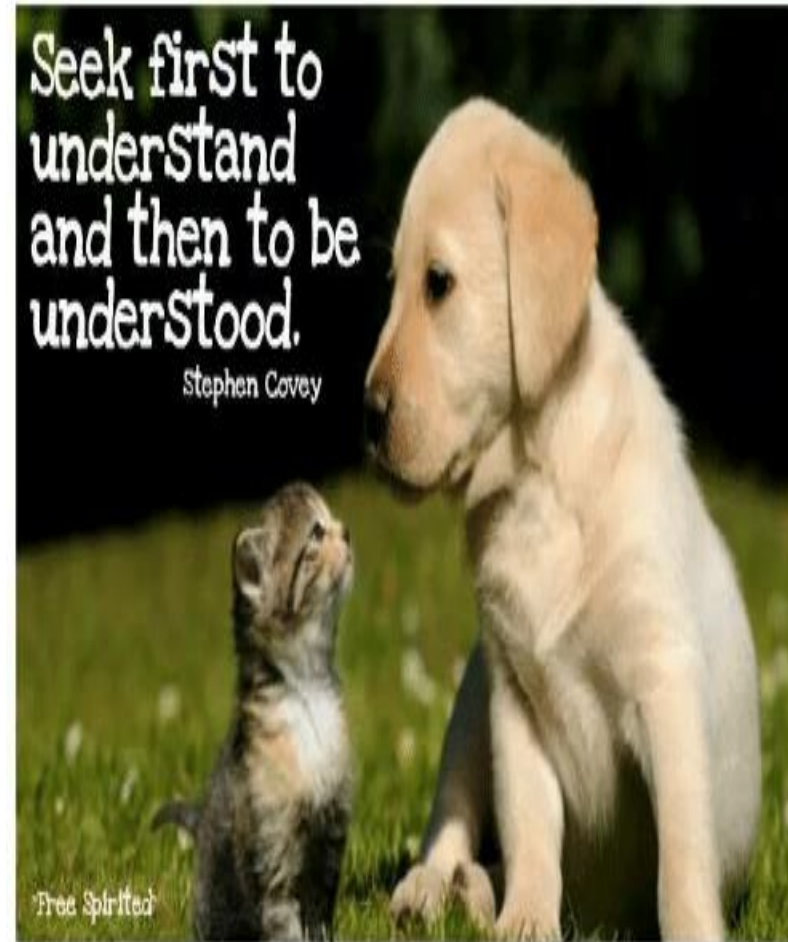
- ❑ Communicate a sense of purpose and lead people toward it
- ❑ Create an empowering culture
- ❑ Focus – ensure the teams efforts are aligned and focused in the right areas



# Understanding



- ❑ Empathy – understand where the staff are coming from
- ❑ Have an open mind – explore new ideas, reflect and seek constructive criticism
- ❑ Ask questions, challenge status quo





# Clarity



**Clarity** about foundational elements such as the organization's

- ☐ purpose,
- ☐ its priorities,
- ☐ its processes,
- ☐ its performance,
- ☐ and its approach to problem solving,

Creates a less volatile, uncertain, and complex organization

CLARITY  
OF VISION  
CREATES  
CLARITY OF  
PRIORITIES.

-JOHN C. MAXWELL

# Agility



- ❑ Adapt quickly to changing circumstances and make decisions with confidence
- ❑ Innovate or die – Learn from your mistakes and continuously seek new ways to get better
- ❑ Empower – value collaboration over control, set people free to do great work



# Skills



A word cloud illustrating various skills and qualities associated with leadership. The words are arranged in a circular pattern around the central word 'Leadership'. The words include:

- Change
- Self-Efficacy
- Powerful
- Discovery
- Civil
- Effective
- Innovation
- Creativity
- Passionate
- Motivation
- Ethical
- Impact
- Dedication
- Leaders
- Student
- Integrity
- Global
- Assessment
- Visionary
- Community
- Communication
- Inspirational
- Council
- Engagement
- Collaboration
- Excellence
- Passion

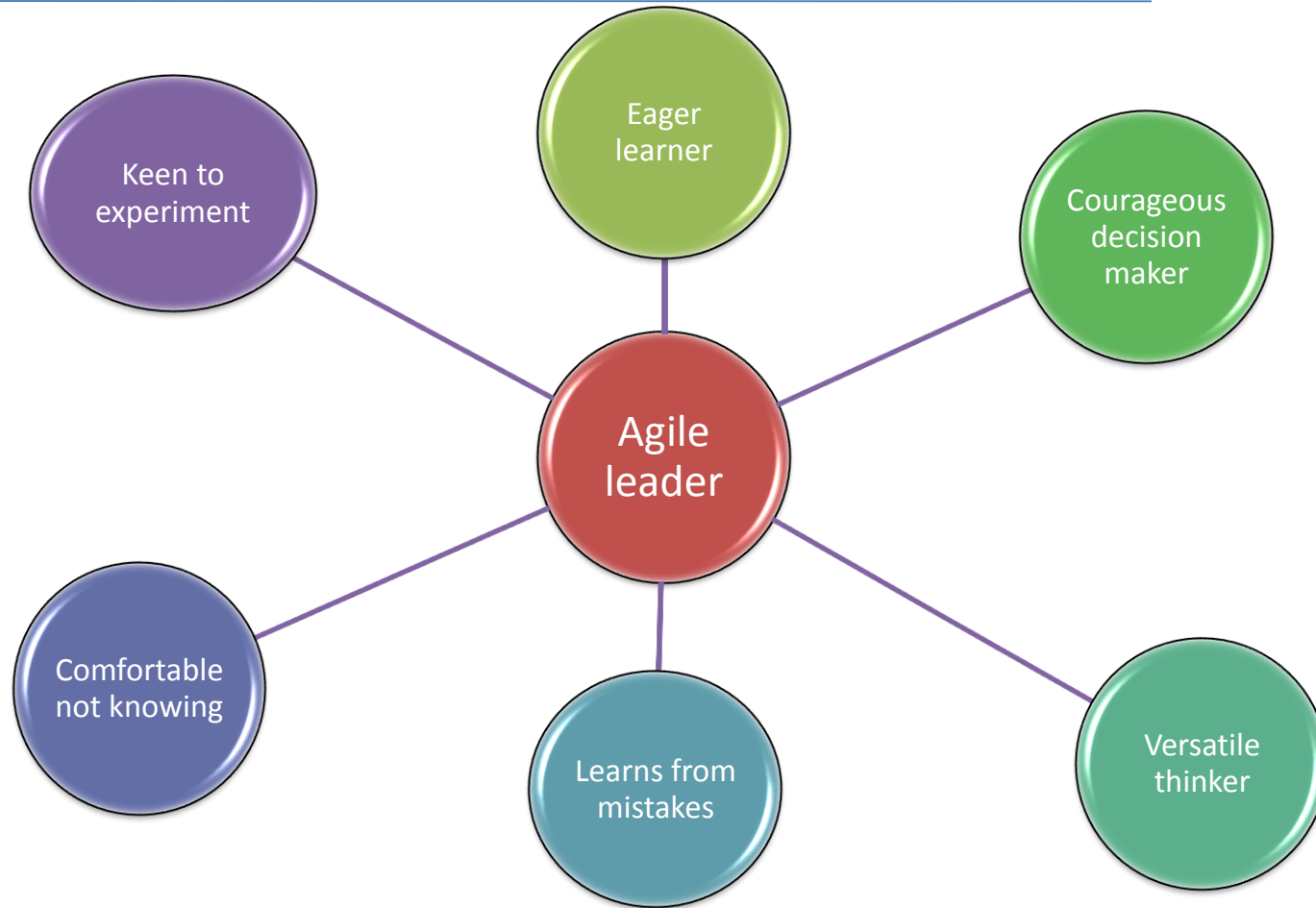
# Be Self Aware



- ☐ Your strengths, your weaknesses, beliefs, motivations and emotions
- ☐ Helps you develop your Emotional Intelligence



# Be an Agile Leader





# Build Trust

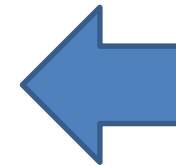
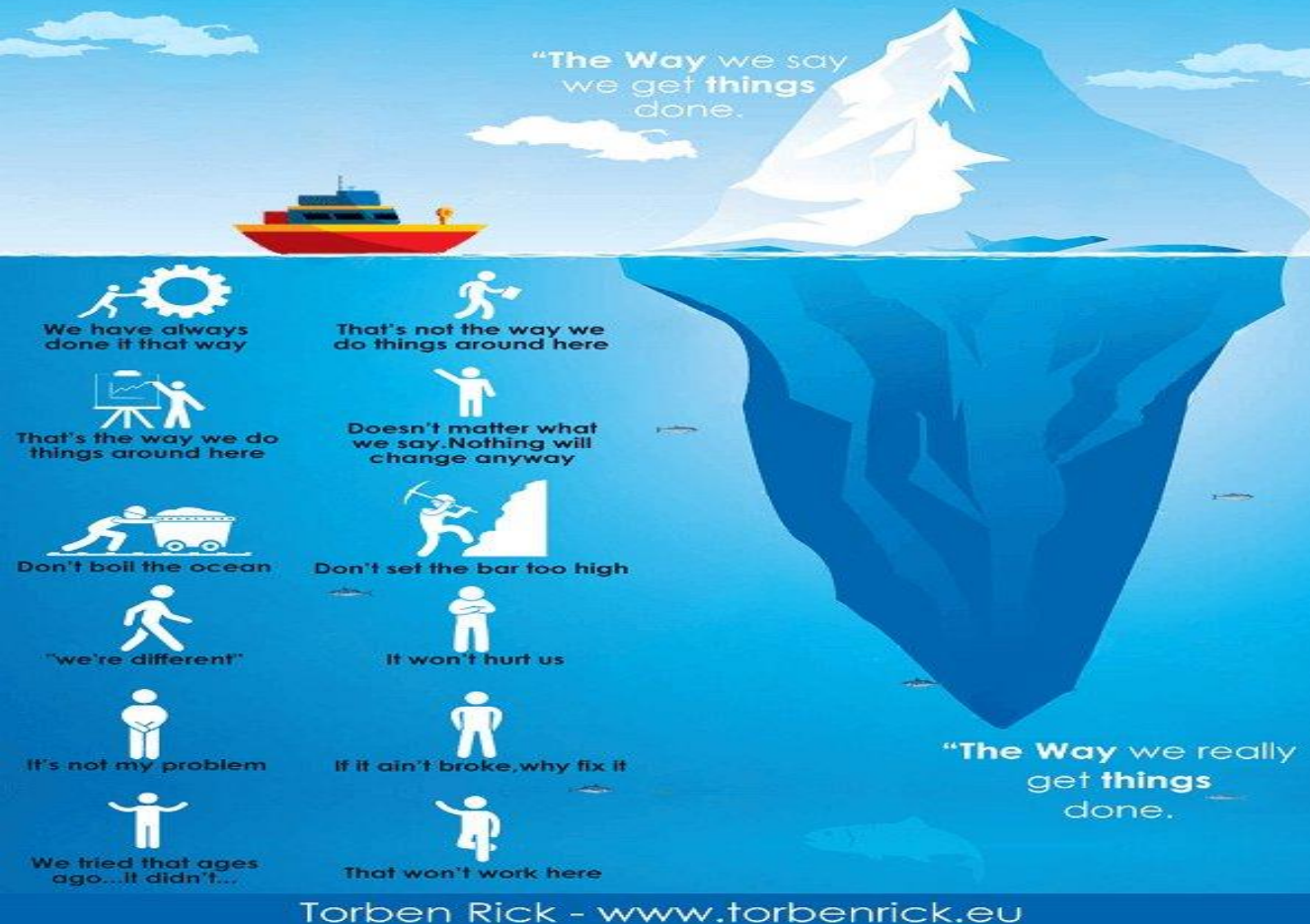




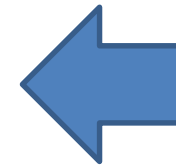
# Influence Culture



## BE MINDFUL OF THINGS BELOW THE ORGANIZATIONS SURFACE



What we see



Beliefs/  
Assumptions/  
Values

# Self leadership to strategic leadership



Self  
Leadership

Team  
Leadership

Business  
Leadership

Strategic  
Leadership

Change leadership

Opportunity leadership

People Leadership

Self leadership

**“OUR DEEPEST FEAR IS NOT  
THAT WE ARE INADEQUATE.**

**OUR DEEPEST FEAR IS THAT WE ARE POWERFUL BEYOND MEASURE.**

We ask ourselves, Who am I to be

**BRILLIANT, GORGEOUS, TALENTED, and FABULOUS?**

**Actually, who are you not to be?**

Your playing small does not serve the world.

We are all meant to **shine**, as children do.

And as we let our own **LIGHT shine**,

**we unconsciously give others permission to do the same.**

-Marianne Williamson

**”**



Questions?



*Thank  
you*

