



# **LADIES LEADERSHIP CONFERENCE**

**Navigating Daily Life Challenges to Increase  
Impact and Influence in Leadership**

**By: FCPA Georgina Malombe**

**29<sup>th</sup> October 2020**

# Agenda



Vision Board  
& Visibility  
Plan

Leading  
Change  
Management

Gender  
Parity in the  
Workplace

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***“The pessimist complains about the wind; the optimist expects it to change; the realist adjusts the sails.***

***” William Arthur Ward”***

# VISION BOARD - VISIBILITY PLAN

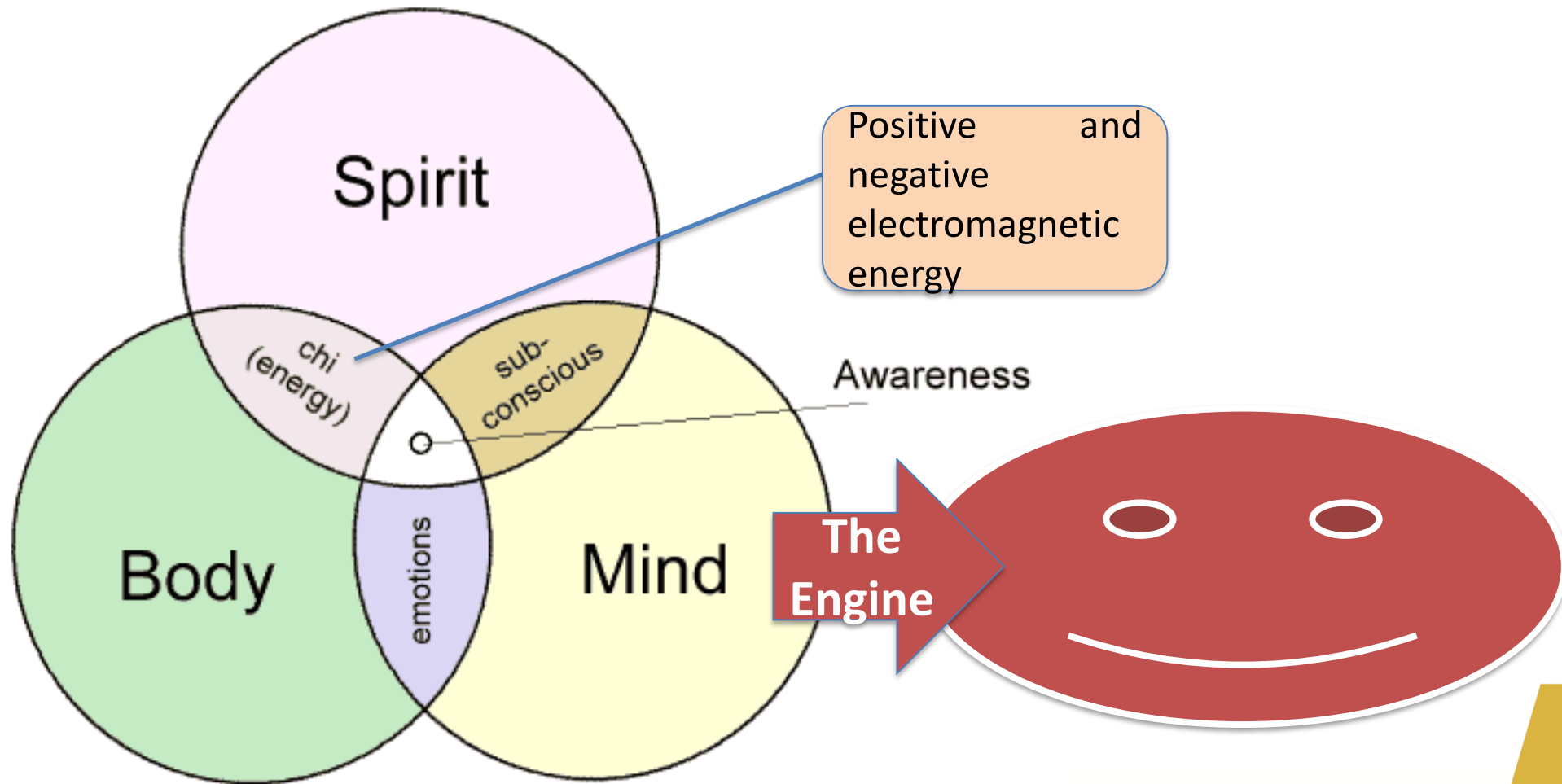


## What is a vision Board/ Dream Board?

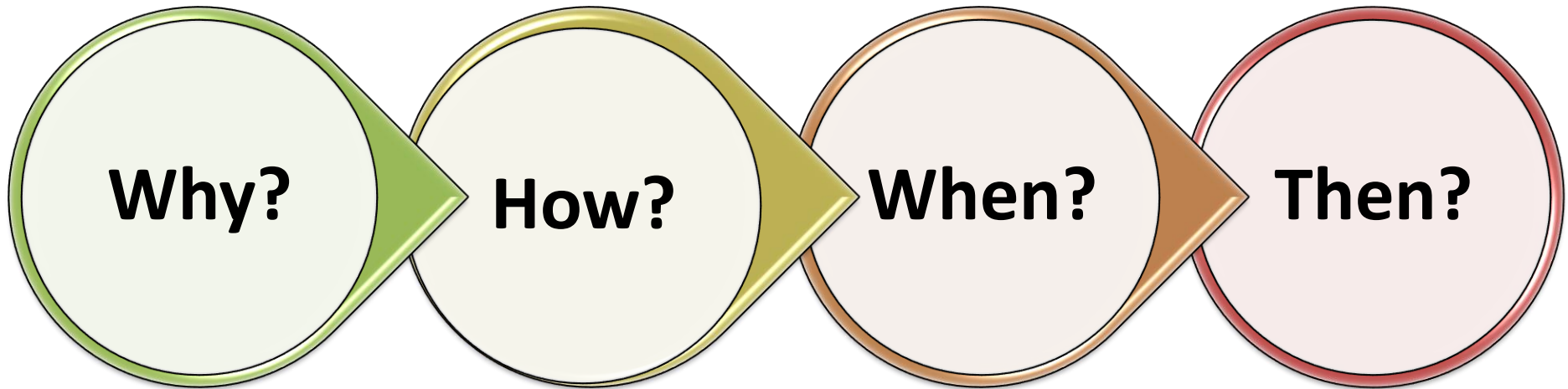
- ❑ Collage of images, pictures, and affirmations of one's dreams and desires, designed to serve as a source of inspiration and motivation, and to use **“the law of attraction”** to attain goals.

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# The Power of “Being”

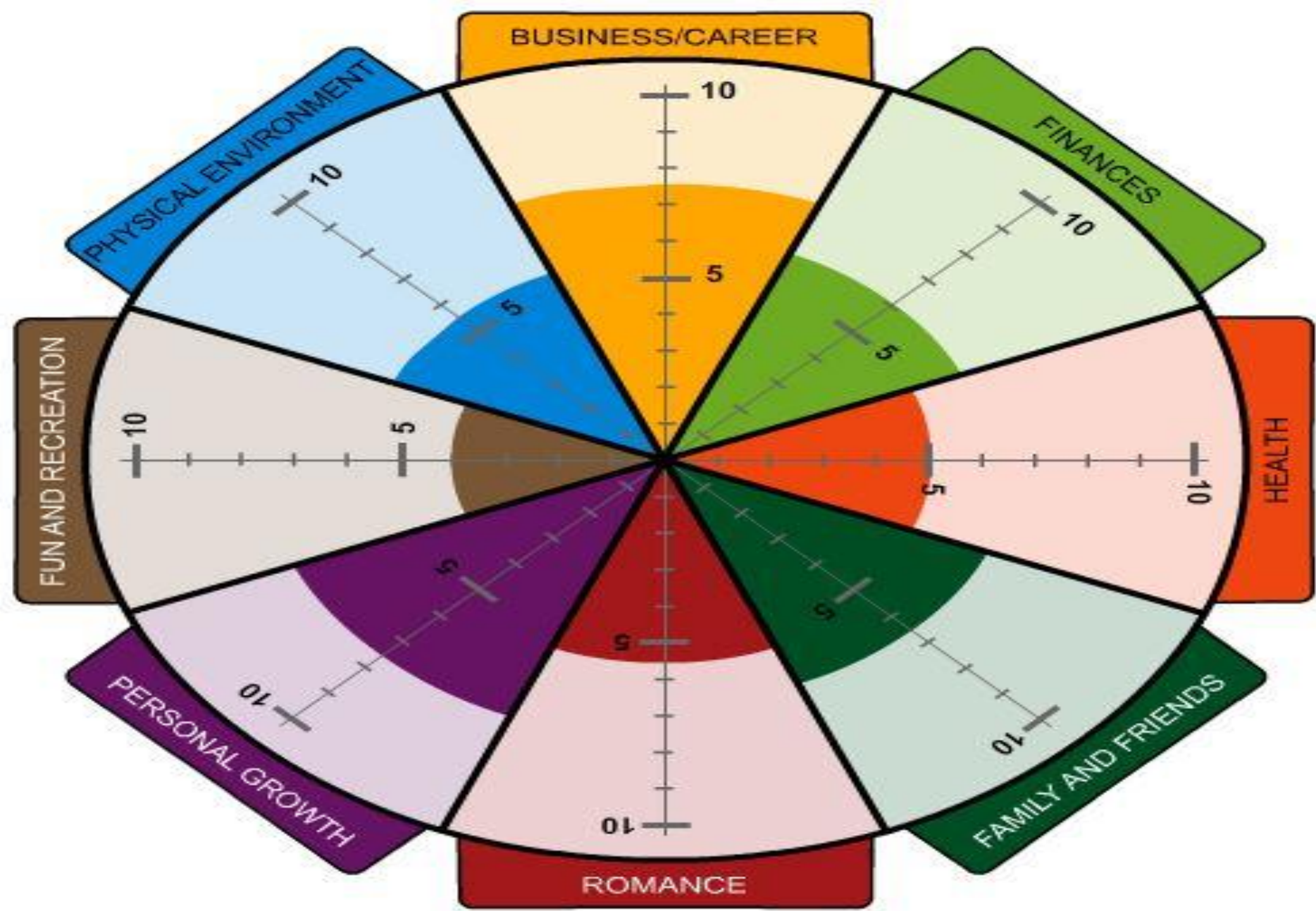


# Creating a Vision Board

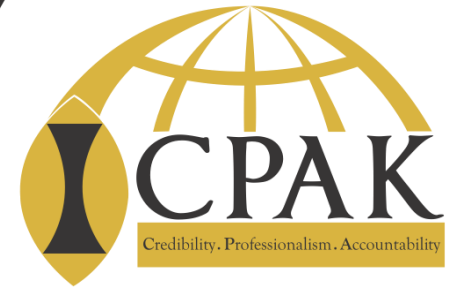


- **The purpose of your vision board is to bring everything on it to life**

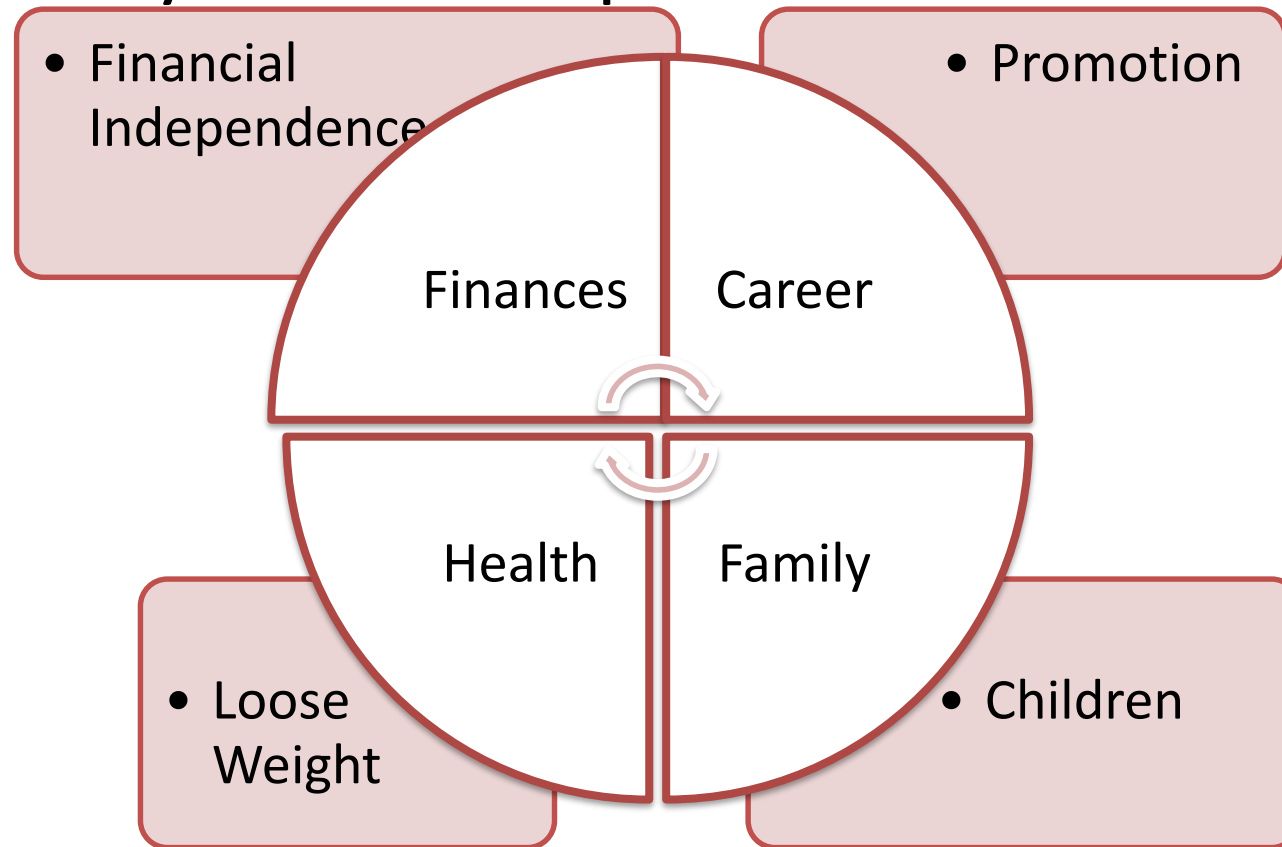




# Creating a Vision Board



What is it that you want to put into order?



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# Lets Create a Vision Board



## • Personal Reflections!



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# Discipline for success

**Keep your eyes on the gorilla!**



- ☐ Intention and visualization
- ☐ Images for success
- ☐ Positive thoughts
- ☐ Attitude of gratitude
- ☐ Take action
- ☐ Acknowledge efforts

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# Visibility Plan



1. **Have a plan in advance : Not in your head but on paper. Habakuk 2:2.**
2. **Make it Personal:** what is true and authentic for you and who you are.
3. **Choose Visibility Strategies that Match Your Strengths:** that match how you show up best as well as how your ideal clients HEAR your message best
4. **Enlist Partners:** You can't bring your big message and vision to the world alone.
5. **Activate "P.C.A." - Persistent and Consistent Action.** P.C.A can make the difference between a successful and non-successful plan

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# LEADING CHANGE MANAGEMENT

**“Change-capable leadership”**

# Leading Change



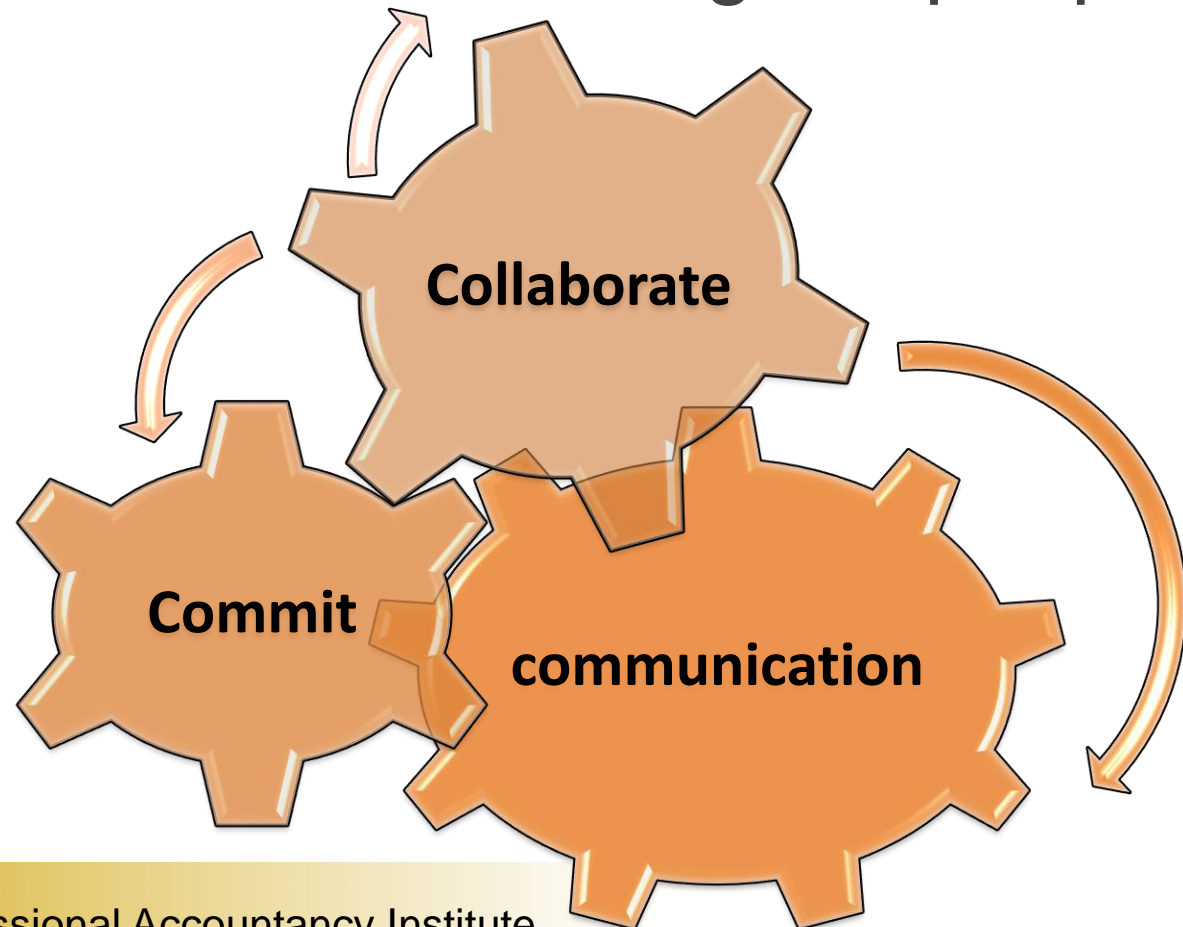
- ❑ Great Change Leaders Focus on People & Processes.
- ❑ Organizations evolve overtime, stability and change must coexist
- ❑ Without doing things differently, no company is unlikely to succeed, or last.
- ❑ What lessons has Covid-19 taught us?
- ❑ What lessons can we learn from Kodak?
- ❑ What lessons can we learn from Nokia?

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# 3 C's of Change



Leading the process, and leading the people.



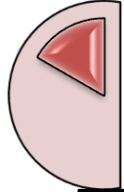
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# Leading People Through Change



Remove Barriers like  
ego, sense of loss.  
Provide resources and  
be available



Support

Map out critical  
change agents  
and stakeholders  
.



Sway

You don't have  
answers to all  
questions, learn  
and re-learn



Learn

## Relationship- Demonstrate Empathy



- **Do: be understanding without necessarily agreeing**
- **Do: use words and gestures to show you care**
- **Don't: offer advice, judge, tell them how to feel**

# Connecting & Communicating



- **Meet them where they are.**
- **Watch for non- verbal cues.**
- **Prepare them for negative information.**

# Conflict Resolution



- **Be aware of your emotions while remaining composed.**
- **Be aware of others emotions.**
- **Communicate change needs clearly and respectfully.**
- **Make your priority getting change needs and people needs. Eliminate the fears**

# Emotionally Intelligent “Fighting”



- Leave unrelated issues out.

- Listen without getting defensive.



- Deal in reality.

- No “jabs!”

# Cultivating Different Perspectives



- Listen to people who disagree with you.
- Eliminate “either/or” thinking.
  - ☐ Question yourself.
  - ☐ Play devil’s advocate.
  - ☐ Look from different altitudes.
  - ☐ Use intuition and logic.

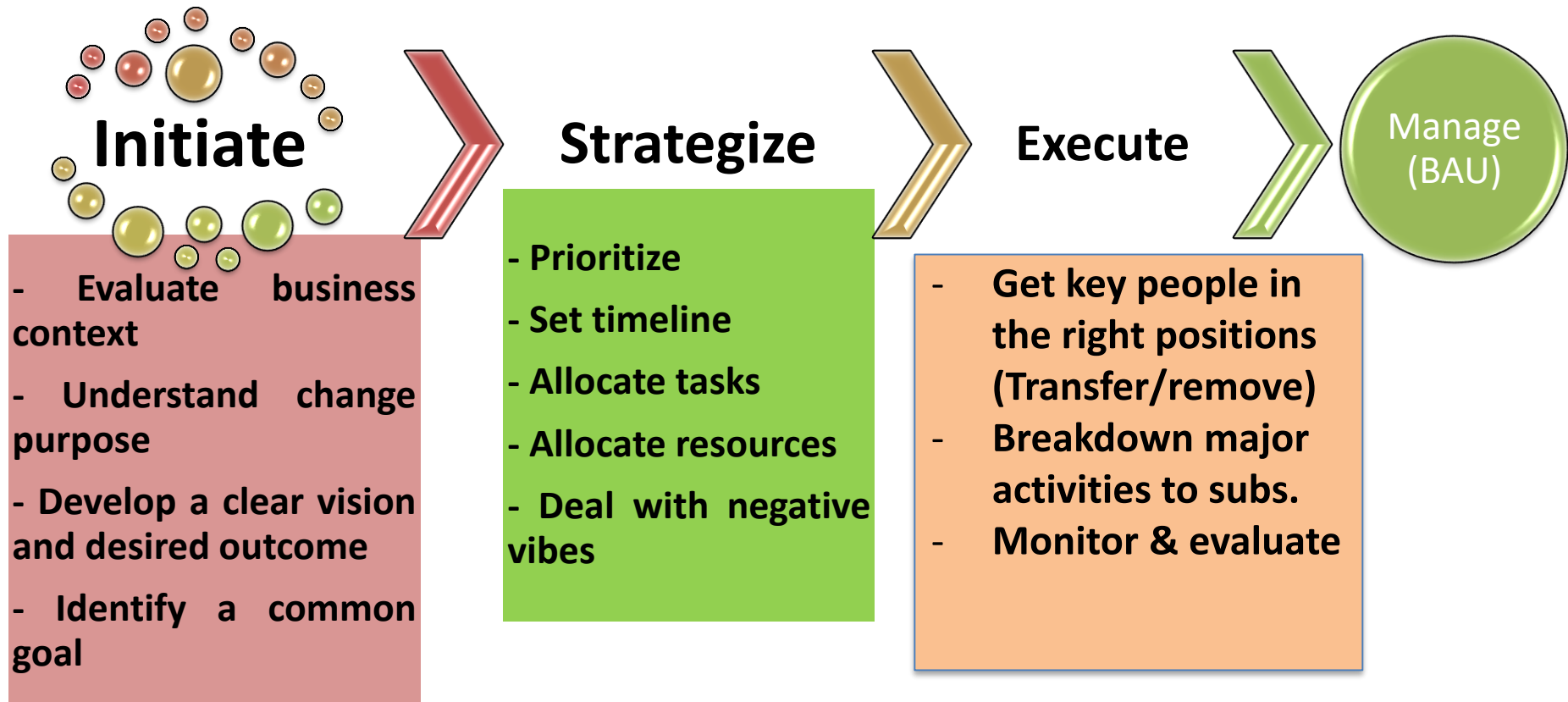


# Problem-Solving Process



- **Define the problem.**
- **Gather information.**
- **Brainstorm options.**
- **Evaluate potential solutions.**
- **Choose and implement the best option.**

# Leading the Process of Change



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**“Change is inevitable. Growth is optional.”**

**John Maxwell**



**“ Having the Courage to be seen and to be authentic as a leader has to come from the heart; you cant fake it. This has everything to do with self awareness. If a person is unwilling or unable, for whatever reason, to grow in their self awareness, I don’t think they can be developed as a leader”**

**Power of Authenticity By Steve Bolhke.**



# **NAVIGATING GENDER PARITY ISSUES IN THE WORKPLACE**

# What is Gender Parity



- ❑ Gender parity is a statistical measure that provides a numerical value of female-to-male or girl-to-boy ratio for indicators such as income, education, economic participation or representation.
- ❑ Gender parity is not the same as gender equality.
- ❑ Gender parity is a useful tool for assessing gender inequality in specific areas, in setting goals, and in assessing change and progress under specific indicators of gender equality.

# Hard Facts in Kenya



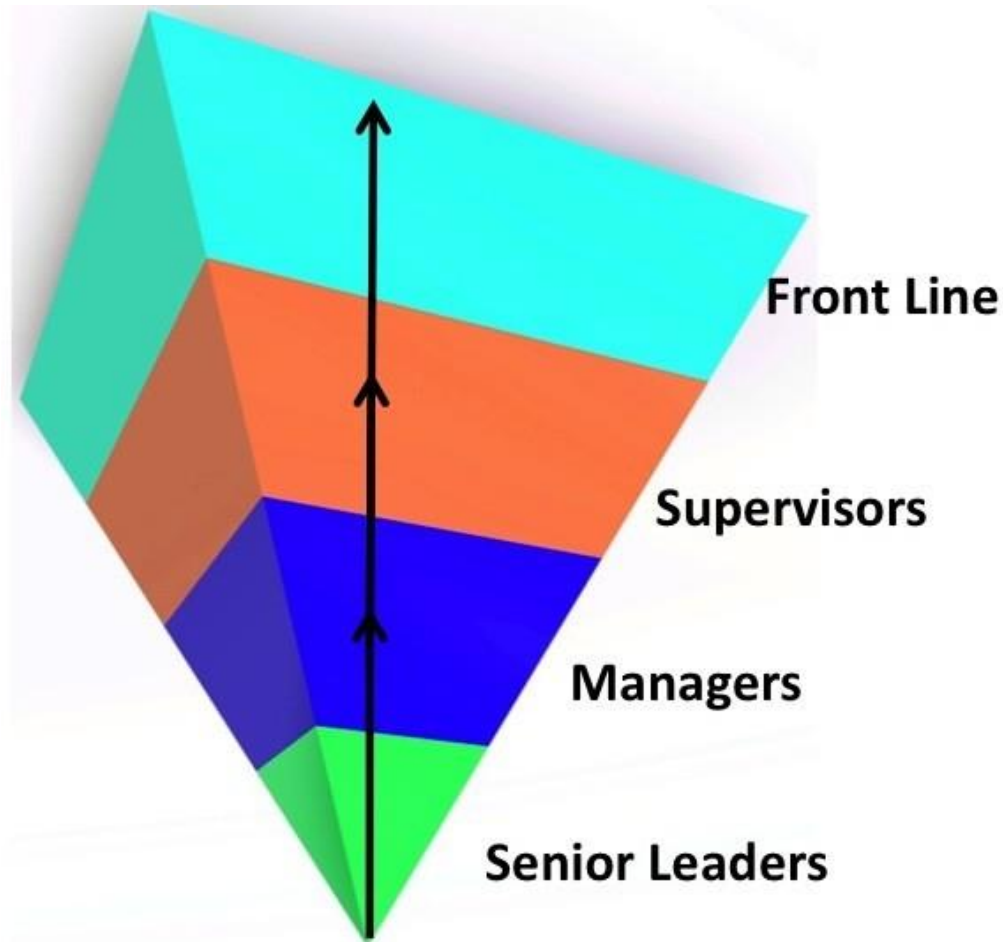
☐ Women make up 80 per cent of farm labourers and manage 40 per cent of the country's smallholder farms, they only own about 1% cent of the agricultural land.

☐ What about the voters?

☐ Does this hold true in the formal workplace?



# Gender Parity in the workplace



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# Women CEOs/ MDs of Listed Companies in Kenya

16 December 2018

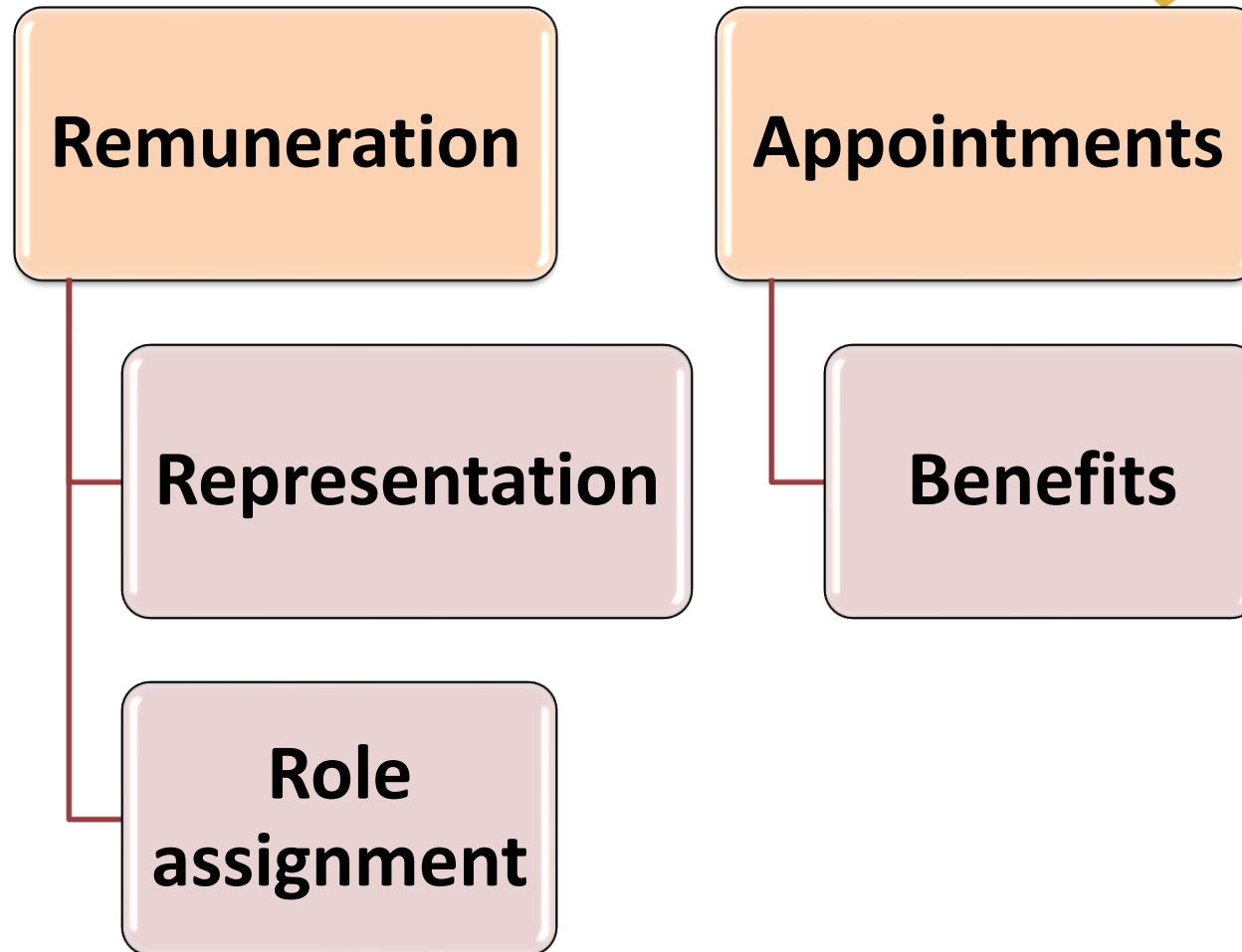


Name	Company
Rebecca Miano	KENGEN
Nasim Devji	Diamond Trust Bank
Beverley Spencer-Obatoyinbo	British American Tobacco Kenya
Marion Gathoga	BOC Kenya

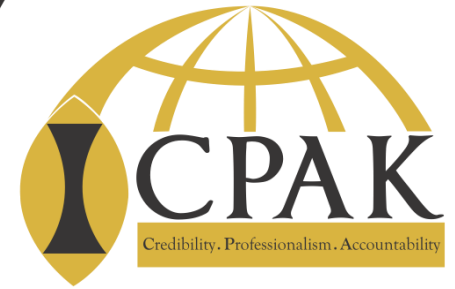
**4/62 Listed companies (6.5%)**

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# Areas of Departure on Gender Parity

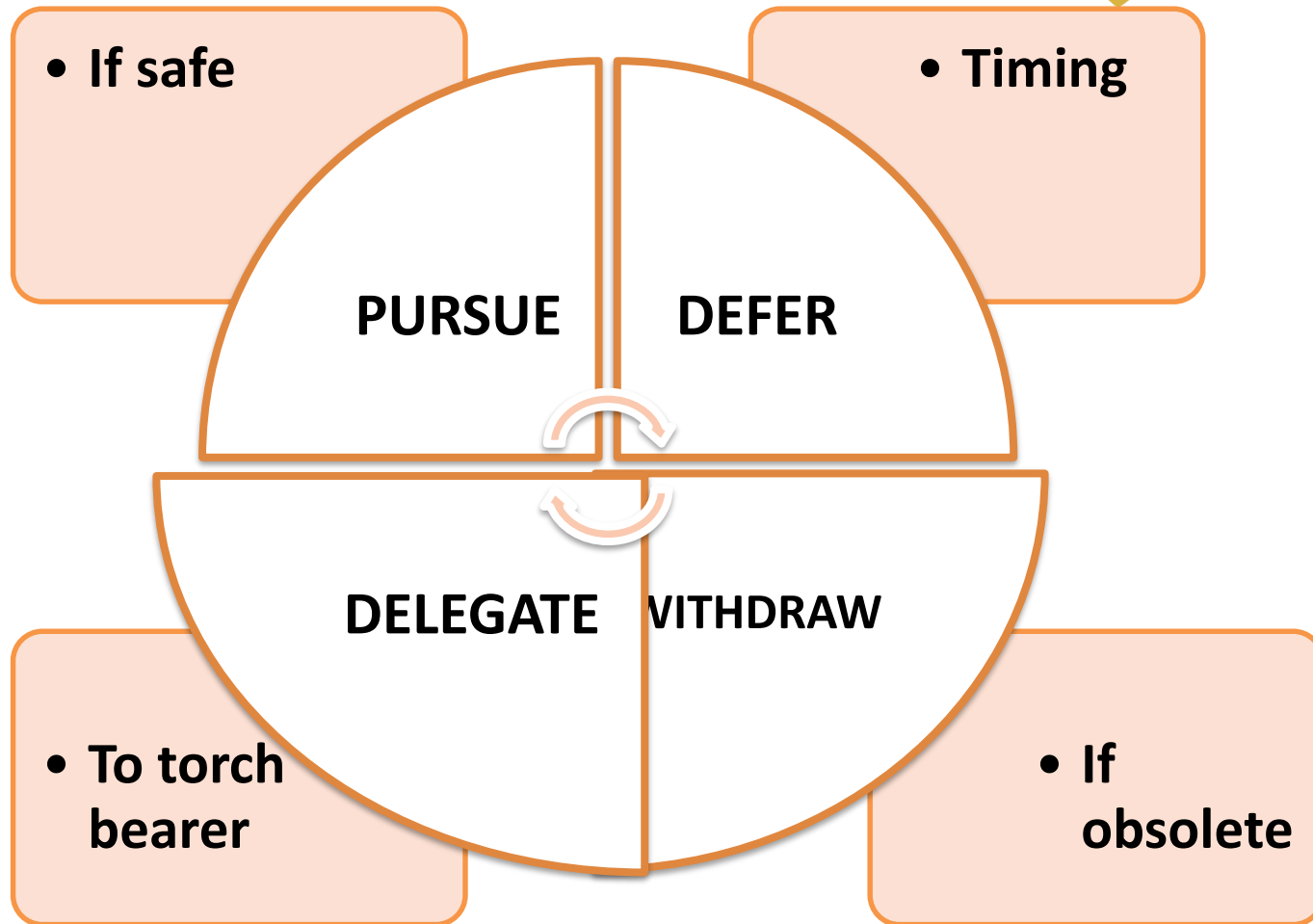


# Barriers to Gender Parity



- ☐ **Business Culture.** Majority of appointments continue to be made in a largely informal process, based in the proverbial “old-boy” networks, fed by family, clan, school and business relations.
- ☐ **Structural Barriers (Corporate)–** Lack of a transparent nomination/ recruitment process
- ☐ **Structural Barriers (Governmental)** - Weak regulatory enforcement of current guidelines makes institutional reporting inconsistent and incomplete.
- ☐ **Self imposed stereotypes**

# Where Do Women MISS the point



# How Do we move from here



- ☐ Leadership will
- ☐ Policy framework-Be intentional
- ☐ Affirmative action
- ☐ Self will- Personal initiative

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# CONCLUSION



**Being an impactful woman leader!**

**Be strong but not rude;**

**Be kind but not weak;**

**Be humble but not timid; and,**

**Be proud but not arrogant!**

**“Often it isn’t the mountains ahead that wear you out, it’s the little pebble in your shoe.” Muhammad Ali**

