



The 5th Annual Lady Accountants Conference

Women in Management, Equality in the workplace, Re-socialization of the Woman Manager

Presentation by:

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The Indian Black Butterfly

Date: September 29th 2021 @9.30am

Overview and Agenda



Women in Management, Equality and Resocialization!

- * Women's roles and impact on businesses - 'Understanding the Feminine Principal'
- * How to create more Equal platforms and manage the challenges
- * Resocialization of both genders – shifting perspectives, attitude, behavior and creating healthy environments
- * Wrap up with Thanks!

Women in Management!



Women in Management!



- 21st Century – the work environment has changed drastically since the early 20th Century and there is not a single workspace where women are not involved.
- Capacities and competencies are the foundation of choosing the ‘appropriate’ person for a position
- Competitiveness is no longer a measure or healthy for men to women, women to women or men to women
- Leadership is based on skills, effectiveness, performance and delivery - not on a skirt or a pair of pants
- The world is changing and we cannot live in the past
- It is time to acknowledged and agree that discussing ‘gender’ is no longer valid

The Feminine and Masculine Principles!



Masculine Principle

- Profitability
- Planning next steps
- Logic & reason
- Cognitive intelligence
- Competition
- Power of hierarchy & position
- Shareholder value
- Commanding – Controlling
- Defends interests of the parts

Feminine Principle

- Sustainability
- Sensing what is emerging now
- Intuition
- Emotional intelligence
- Collaboration
- Power of social networks & connection
- Stakeholder engagement
- Inspiring – Coaching
- Defends interests of the whole

The Feminine and Masculine Principles!



- All men and women have both the Feminine and Masculine principles equally.
- The Masculine principle is based on the logic, reasoning, analytical, and action.
- The 'Feminine' Principle is based on receptivity, collaboration, nourishing, nurturing, empathy and intuition.
- Up to the last Century, we were governed by the old patriarchal ways of life that promoted the masculine principal and denied/demoted the feminine principal.
- Today, we require both aspects to create balanced workplaces, environments and this is even required in relationships/homes and for growing children.

How to create more Equal platforms and managing the challenges



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Equal platforms and managing the challenges



- * Accept that we are here to live, work, coexist in this world together. The world cannot exist with 1 gender only!
- * Time to blend the opposite principles and create understanding between women and men
- * Build respectful, honest, trusting relationships in the workplace
- * Taking responsibility of the functional aspects of the workspace being on the same side!
- * Work with each other NOT against each other.
- * Understand the differences and similarities and build on each person's strengths rather than weaknesses
- * We are evolving and life is too short to spend in toxicity!
- * Time to change the old and start afresh!

Resocialization – shifting perspectives, attitude, behavior and creating healthy environments



Resocialization – shifting perspectives, attitude, behavior and creating healthy environments



- * It takes both genders male and female to accept that the world is changing!
- * As we create more balance in the workplace and life equalizing opportunities and positions will be 'key'
- * Go beyond the problem and become solution oriented and open to new ways. Confront/discuss and resolve!
- * Competing against your own gender or the other gender will no longer be valid
- * Overcome past traditions, culture and beliefs that belittled the 'female'
- * Be honest and keep in mind the minus effect on the company/organization

Wrap up and Thank you!

www.tazim.net



A screenshot of a web browser displaying the website for Tazim Elkington. The browser's address bar shows the URL 'https://tazim.net'. The website's navigation menu includes 'HOME', 'ABOUT', 'HYPNOTHERAPY', 'SERVICES', 'VIDEOS', 'WRITING', 'EVENTS', and 'CONTACT US', along with social media icons for Facebook, Instagram, Twitter, and LinkedIn. A small butterfly icon is positioned to the left of the navigation menu. The main content area features a large profile picture of Tazim Elkington, a woman with blonde hair, smiling. Below the photo, her name 'Tazim Elkington' is displayed in a large, dark blue font, followed by her title 'The Indian Black Butterfly' in a green, cursive font. Her bio, 'Paradigm Shifter, Trainer and Facilitator, Hypnotherapist, Writer, Speaker, Poet and Qreator of the 'Q Factor'', is written in a smaller, dark blue font. The Windows taskbar at the bottom shows various application icons and the system clock indicating 12:23 PM on 2/20/2019.