

# NATIONAL COMMAND AND STAFF COLLEGE



## WOMEN IN LEADERSHIP Confidence to Succeed Module 4

4 Hours

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## MODULE 4: WOMEN IN LEADERSHIP – Confidence to Succeed

### **COURSE DESCRIPTION**

In Module 4, participants will explore the 5 components of Emotional Intelligence (EI) and its effect on leadership credibility. Participants will discuss workplace bullying, what it looks like, what it feels like, and the detriment it has on an individual and organization. Lastly, participants will engage in a facilitated discussion and develop strategies for success and happiness. Each topic will serve as an important foundation to develop trust and respect among peers, subordinates, superiors, and the public.

### **COURSE OBJECTIVES**

The course objectives build and reflect upon all modules.

- Describe why Emotional Intelligence is key to developing credibility
- Discuss the detriment of workplace bullies and the “Mean Girl Notion”
- Develop strategies for success and a happier you

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## **EMOTIONAL INTELLIGENCE**

Emotional Intelligence is the ability to identify and manage your own emotions and the emotions of others.

–Daniel Goleman

### **Five EI Competencies**

- Self-awareness ~ personal competence
- Self-regulation ~ personal competence
- Internal motivation ~ personal competence
- Empathy ~ social competence
- Social skills ~ social competence

### **Self-awareness**

Recognize and understand your own moods and their effect on others.

#### Emotional maturity traits:

- Self-confidence
- Sense of humor
- Aware of the impression you leave
- Know your audience (reading others)
- Understanding your emotions, strengths, weaknesses, needs, and drives

### **Self-regulation**

The ability to think before you react or respond.

#### Emotional maturity traits:

- Take personal responsibility
- Adapt to change
- Trustworthy
- Integrity

### **Internal Motivation**

An interest in continuing to learn.

#### Emotional maturity traits:

- Initiative and commitment to complete a task
- Perseverance in the face of adversity
- Optimism even in the face of failure
- Organizational commitment

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Verbal - Direct bullying:

- Name-calling
- Face-to-face
- Intimidation tactics
- Shunning
- Work product sabotage
- Dismissive of ideas
- Comments on personal appearance

What does it feel?

- Painful – mentally, physically, emotionally
- Lonely
- Scary

How do you stop it?

- Remember, you’re not the one with the problem, you just happen to be the target
- Tell the employee to stop (if safe to do so)
- Notify a supervisor of the issue
- Seek out other strong employees for a support group
- Seek out counseling if needed (EAP)
- Keep track of the occurrences
- If it doesn’t stop seek a legal opinion
- Follow your organizations policy

Queen Bee Syndrome - Defined

The term “queen bee syndrome” was coined in the 1970s, following a study led by researchers Graham Staines, Toby Epstein Jayaratne and Carol Tavis at the University of Michigan. They surveyed over 20,000 women and examined promotion rates in the workplace following the women’s movement in the 1960’s and 1970’s.

Queen Bee Syndrome – Findings

- Upon making it to the top, women would
- Push aside future competitors
- Chip away at self-confidence of other women
- Undermine professional status

Instead of providing a hand up, some women who rose to the top provided a roadblock for other women aspiring to achieve the same feat \*Selfish Ascension\*

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Queen Bee Syndrome – Combat

- Guide other women in their journey
- Don't sabotage others
- Appreciate and embrace differences
- Develop competence/confidence in yourself
- Don't take out your inadequacies on others

**CARRER LADDER©**

Your Ladder – Your Success – Your Way

Others

- Promotion
- Legitimate Power-status
- Test
- In-Group (who you know)
- Cush Job (political connection)
- Extracurricular activity (pay golf, cards, etc.)
- Opportunity w/o development
- First day (job/new assignment)

You

- Promotion
- Expert/reverent power-earned respect
- Test
- In-group/out-group (relationships)
- Assignment diversity (hard work)
- Put in extra hours (on/off duty)
- Develop job competence
- First day (Job/new assignment)

**STRATEGIES FOR SUCCESS**

- Be intentional in your success
- Be an active participant in your destiny
- Identify your purpose/passion
- Continuous learning
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## LEARNING ACTIVITY – Module 4

### **Discussion Board Topic:**

Develop a leadership quote, different from your initial leadership quote, that will inspire you and others.



### **Personal Growth Notes:**

Now, become the leader you were meant to be and pay it forward!