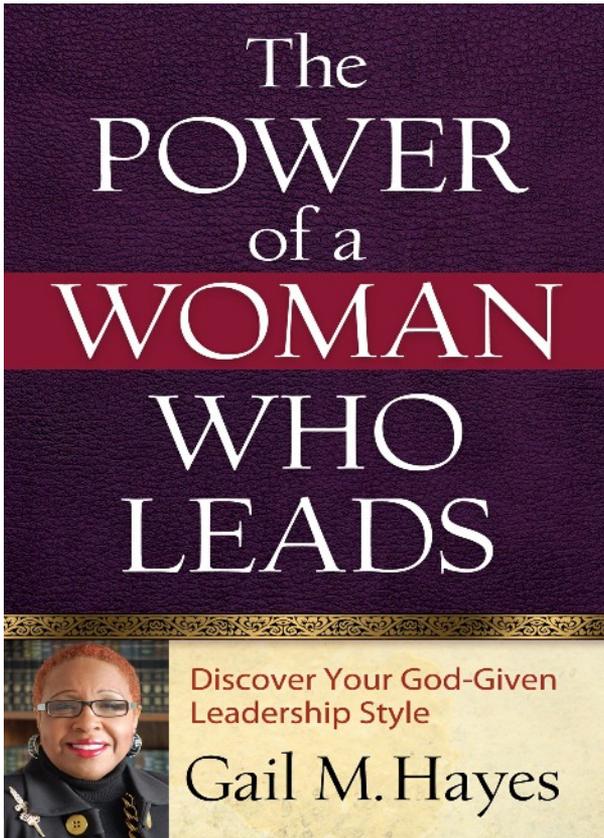


Looking Through the 2020 Leadership Lens



Adapted From the book

The Power of a Woman Who Leads

By Dr. Gail Hayes

Looking Through the 2020 Leadership Lens

Adapted from The Power of a Woman Who Leads

Order your autographed copy of the Power of a Woman Who Leads today. www.thepowerofawomanwholeads

Invite Dr. Gail to speak to your organization today!

Info@handleyourbusinessgirl.com

www.handleyourbusinessgirl.com

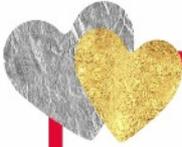


Follow Us!



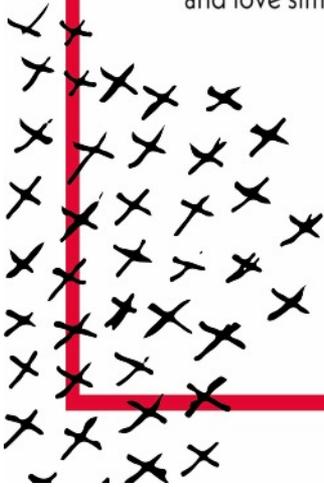
@DRGAILHAYES

@HANDLEYOURBUSINESSGIRL



Power & Love

The female of the species, when provoked, is always the most dangerous. But she is also the most nurturing. Remember, you are power and love simultaneously and feminine power ain't no joke!



@drgalhayes
#drgspeaks
#handleyourbusinessgirl
handleyourbusinessgirl.com



DO YOU FINALLY ACCEPT IT?

The word leadership can create fear and frustration for many women. Many of us are uncomfortable with our feminine power and would rather be called an influencer or counselor. But if we look at what we've accomplished, it is clear that we have earned the right to be called leaders.

. Even during historical times, women led. Almost any book or text you pick up, you can see that women ruled. They judged. They changed laws. They led armies. They did everything imaginable to craft societies and civilizations. They boldly stepped into history and wore the mantle of leadership with grace, dignity, and strength. Many of our sisters understood that they had divine authority to do what appeared to be impossible and guess what? They did it well.

Coming to terms with accepting that I am a leader, I experienced resistance. Most of that resistance did NOT come from men, but rather from women. Yes, men did resist me at times, but in the end, once I proved myself, they called for me to do certain tasks. I became known by what I could not and not who I was.

It was a totally different story with women. I'll share a bit more on that a little later.

One lesson I learned was that I needed to work on me. How I chose to respond greatly impacted many of my less than positive encounters. In doing my self work, I watched others and discovered something interesting. I observed that many women really were uncomfortable with leadership because they weren't sure of "who they were" or what type of leader they wanted to be.

During my time of observation, I saw amazing women shrink from leadership roles because they thought they had to "hard" in order to get the job done when that was really not the case. It was their amazing ability to see the emotional side of leadership that really was a strength and they initially saw it as a weakness.

This emotional intelligence is now emerging as one of the key foundations necessary in today's world for today's leaders. While this is a powerful component of leadership, also knowing and embracing your leadership style is just as important.

I wrote the book, *The Power of a Woman Who Leads* for just that reason. Once you discover and embrace your leadership style, everything changes...including you!

THE SIX LEADERSHIP STYLES

Taken from the book, The Power of a Woman Who Leads

“Every woman is called to lead somebody somewhere to do something great!” - Dr. Gail Hayes

THE ACTIVIST LEADER

Are you an Activist Leader? Your leadership style statement is...No people. No mission. The Activist Leader is a visionary leader. You best operate when an organization has a new project that needs implementation or when an existing project needs revamping or upgrading.

Words to describe you are advocate, forward looking and thinking, futuristic, innovative, and ahead of your time. You have no problem with the word vision because you can see what others seem to miss. You have a gift for helping others work and move together towards a common goal. You help your team members see the vision and then prepare them to fight and move forward together as a team.

Whenever the need for a project appears, you like being in the midst of things. You are the one who rolls up your sleeves and immediately goes to work. You are a savvy project manager and you love the feeling of accomplishment. Loose ends do not agree with your spirit and you wish others could see and feel the joy of a task completed.

THE STRATEGIC LEADER

Are you a Strategic Leader? Your leadership style statement is...No plan. No mission. The Strategic Leader always operates with a plan. You work best when you are developing plans, policies, and operations for an organization. For you, order is the only way to work.

Your first thoughts always involve planning. In your mind, there is nothing more bound for failure than a woman without a plan. Your strengths are developing standard operating procedures, policy manuals, and rules of order in any organization. The first thing you look for as a new employee is the benefits manual. You want to know what benefits belongs to you and how to access those benefits should you need them.

Honor, respect and fairness are your leadership codes. You try to treat everyone as fairly as you can but you also realize that it is not always possible. Because of your unique ability to discern trouble before it starts, you get help from other team members. You stay connected with creative team members and solicit suggestions when faced with challenges in this area. Your domain is the policy manual. Their domain is people management.

THE TACTICAL LEADER

Are you a Tactical Leader? Your leadership style statement is...No flexibility. No mission. The Tactical Leader is gifted at flexibility. You understand the value of traditional methodology but have no problem finding new ways to achieve mission goals. For you, teamwork is the key to success.

You are a born people manager. Your leadership style has a highly positive impact on organizational climate. You motivate, encourage, nurture and push your team to victory. One of your strengths is sharing the credit for a job well done with your team members. The reason you are able to do this without hesitation is because in most situations, you started lower position and had to work your way to the top.

You are the leader who started as a secretary and ended up managing the entire department. You learned the organization from the ground up and have no problem conversing with team members at all levels.. This is one of the reasons you can get into doors that are closed to others. You nurture the gatekeepers like no other leadership style. You understand the flow of power and have no problem identifying and accessing it to get what you need when you need it.

“Tea time!” 

Oh, so I'm not invited to your tea party? Well, that's ok because I can still drink tea even if I'm not your guest. You see, I brought my own tea bags and the flavors are superb. I knew before I began my journey that these things happen. I also brought my own tea set. It's encrusted with jewels and is fit for a queen like me. So, when it comes to those who don't extend invitations to tea, my motto is, "Have tea set. Will travel."

@drgailhayes

© 2020 - Dr. Gail Hayes

www.handleyourbusinessgirl.com



LET'S HAVE TEA!

“Why do you like her? She just causes trouble. I’ll bet that she is not even married. You know she doesn’t like men!” Shirley’s comments cut through the air like a hot knife oozing with the infection of hatred. Gloria was surprised to hear Shirley, who was a senior manager in her company say such things about someone she barely knew. Shirley’s hostile tone challenged Gloria because she could not understand the origin of her negative attitude.

“How long has it been since you’ve seen Julie and how long have you known her? And when you saw her, did you see or hear her do or say anything that hurt others?” Gloria asked.

“Well, it’s been a long time ago and I’ve only seen her once but I know that something about her is just not right. Oh and yes, she is only interested in people who can help her get to the next career level. She completely ignored me in those days. But what does that matter?” Shirley responded.

Their exchange went on for several minutes and other women could overhear their conversation. Soon, two other women leaders joined the conversation and words spoken caused them all to stop and do some self examination.

Why did the change occur? Gloria refused to back down. She had witnesses too many people falsely accuse others of things that caused devastating atmospheric changes in her previous job and she understand the power of words. It was true that she had only been in Julie's presence only once and even then they barely spoke.

It had been years ago since Gloria had seen Julie, but the thought of others discussing her without giving her the opportunity to defend herself was unthinkable. I for one, would never forget how this incident impacted me because I am the Gloria character in this story.

Those behind-the-back attacks I suffered used to leave me speechless and distracted for several days. I cried and wondered why other women seemed to hate me. I went around others and then tried and fit in with their image of a strong professional woman. I just could not understand why other women attacked me, especially when I did nothing to deliberately harm them. This was the story of my life. No matter how hard I tried to get along with other women leaders, the results were the same.

How did I survive?

They gathered in their groups and had tea parties. I did not receive invitations to these events. I would overhear the laughter, talk of shopping trips, group lunches, and to top it off, I was the person who helped them discover many of their “favorite” places.

There are also people who love to start trouble and turn us against one another. As women leaders, we must learn to fight these impulses and not attack. Can you imagine what will happen once we come together and stop warring against one another? We would have no choice but to form a strong, united force and fight negative energy instead!

I no longer wonder why other women seemed to dislike me. Instead, I stand in the power of my leadership light and help other women understand just how powerful they really are. Like the story of “Gloria” I lovingly confront others and call them to be a sweet fragrance in their atmosphere.

It really is okay if they don’t invite me to their tea parties or shopping trips. It’s okay if they don’t ask me to dinner or drinks. I’ve learned a powerful lesson. When you call others out, you may have to stand alone. I’ve learned that even when they host tea parties, I may not be invited, so I carry my own tea set. In other words, have tea set – will travel.

THE CREATIVE LEADER

Are you a Creative Leader? Your leadership style statement is...No improvising. No mission. The Creative Leader is gifted at improvising. You are the expert at seeing new ways to do tasks but not necessarily in implementing them. Give you a mundane mission and you will create something new!

You have no problem with others shining or taking the spot light. You understand that in order for things to get done, everyone must play a role. Each person on your team must believe that their gifts are important. If they do not believe that they matter, then the project will suffer. You want only motivated and inspired people working with you because without inspiration, there will be no forward movement.

You never imitate anyone. You like being an original you. Being unique has never been an issue for you. Because you are comfortable in your own skin, you dress the way you want and are not a slave to the corporate culture. Others may see this as a bit off beat but that does not matter to you. You just do you without excuse. You avoid heated discussions. You leave those for more confrontational leadership styles. You have the unique ability to see both sides of a disagreement and point out the good in both sides.

THE COLLABORATIVE LEADER

Are you Collaborative Leader? Your leadership style statement is...No relationship. No mission. The Collaborative Leader is gifted at working with others. You have a passion for connecting with others who can “fill in the blanks” left by not receiving feedback from those who are different from you. The diversity of it all is what drives you.

Others also describe you as a team player and a low-risk taker. If anything requires a big risk, then others can count you out. You like the “sure thing” in your life and workplace. You are laid-back and purposeful and will work until something is completed. Others also see you as someone they can depend on in a crisis.

You are an expert at creating people connections and harmony within the organization. Your style focuses on the social and emotional needs of your team and sometimes you place these things over the organizational needs. You have no problem flowing with other leadership styles and take the lead with social events. You never forget baby and bridal showers, birthdays, and promotions. You are the workplace glue that holds together the “human element” of the team.

THE DRAMATIC LEADER

Are you a Dramatic Leader? Your leadership style statement is...No glory. No mission. The Dramatic Leader does things in a big way. You may be seen as extreme and opinionated in your view, but you seem to always get the job done. You always look for “the glory” or the big payoff in every mission.

You believe that everyone has gifts to use and they want to include everyone,you’re your biggest need is for your environment to reflect your personality and for dramatic solutions. You understand that not everyone will admire your style. That’s okay with you because you are not out to please everyone. You are there to get the job done while connecting with people. You find out what makes their boss tick, and they tick with them.

You are a strong believer in team work. You believe that when you have a happy team, you will have a productive team. If there is not a degree of difficulty associated with a mission, then for you it is mundane. You love the feeling of just a little friction. It keeps things interesting. If there is not a degree of difficulty associated with a mission, then for you it is mundane. You love the feeling of just a little friction. It keeps things interesting.

“

The Power of Collaboration

Things happen when worlds collide!
Things happen when stars dance in the heavens.
That's the way it is when we collaborate!

It's a force so powerful, that it's a
like a tornado that only a meteorologist
can see but we feel. It's a creative surge
that never stops, not even for a passing meteor.

When our worlds collide, it creates a
force so fierce that we know together,
we are unstoppable!



@drgailhayes

#drgspeaks
#handleyourbusinessgirl

”

THE MAGNIFICENT WINNING WONDER OF COLLABORATION

Let's take a look at competition. When I say competition, I mean negative or toxic competition. Let's take a quick look and analyze it a bit and then look at ways to diffuse it.

Competition does not necessarily mean that you win. Winning with a high casualty count is not winning. If you have to step on someone or hurt someone in order to get what you want, you must count the cost. There is always a cost to be paid, even for a victory.

Take a look at what you had to do in order to obtain the victory. Who lost? What did they lose? Could you have obtained the victory and also had room to give a small concession to the losing party? Did you do your due diligence to ensure that the competition was fair? Can you sleep at night knowing you did the right thing the right way in your victory? In other words, was it a pure victory where everyone won something? If so, you won a mighty battle and will live to do it again.

I learned this lesson long ago by working with men. I served as the first Black female law enforcement officer and firefighter in a Chapel Hill, NC. They are mission focused and not as relational as

women. They look for skills in order to win. They will work with men they do not like as long as he has the skill set they need for a win. I also created and apply the IPD Principle into my work with others.

This helps to eradicate what I call the Toxic C's; **Comparison** leads to **Competition** which leads to **Corruption**. When you compare yourself to another person, you immediately compete with them. When you compete with them, then you will most likely corrupt the relationship. You remove the Toxic C's by the IPD Principle. Identity, Purpose, Destiny. Identity destroys comparison. Purpose demolishes competition. Destiny dissolves corruption.

Using that principle, I analyze so I can win a pure victory. When I win, I always share the victory. Competition will always exist but it doesn't have to be toxic. If you are competing to obtain riches or fame, then it's not my game. I value character. If you have golden intangibles (character), you can easily obtain golden material possessions and opportunities.

Remember, allies come from the most unlikely places. They oftentimes watch from the sideline and will step in to help you when they see honor in your conduct. Or they will allow you to step into a pit if they view you as less than honorable. Collaboration,

even with those who do not look or act like you, can help you win more than a victory. It can help you win a war!

Always remember...there is NOTHING like the power of a woman who leads!

Invite Dr. Gail to speak to your organization today!

Info@handleyourbusinessgirl.com

www.handleyourbusinessgirl.com



Follow Us!



@DRGAILHAYES

@HANDLEYOURBUSINESSGIRL

