

The Ethics and Equity of Saying No™

Session One • Every Yes Has a Price

A BOLD LEADERSHIP SERIES

PILOT SERIES!

The Ethics & Equity of SAYING NO™

REAL LEADERS. REAL STORIES. REAL IMPACT.

COURAGEOUS LEADERS CONVERSATIONS™ that inspire, challenge, and equip you to activate strategic courage.

SESSION 1

EVERY YES HAS A PRICE™

Mariama S. Boney
Host & Facilitator
President & CEO, Achieve More LLC

Precious L. Williams
Featured Leader

THURSDAY, JULY 23, 2026
11:30 AM – 1:00 PM ET

YOU'LL LEAVE READY TO:

- Activate strategic courage.
- Protect your capacity.
- Lead with confidence and integrity.
- Make courageous, ethical decisions.

JOIN LEADERS WHO ARE READY TO:

- Build better boundaries.
- Reduce burnout.
- Strengthen relationships.
- Lead with greater clarity.

LIMITED TO 80 LEADERS!

REGISTER TODAY!
bit.ly/BoundariesAreBold

FOUR POWERFUL SESSIONS ON COURAGE, BOUNDARIES, EQUITY & THE POWER OF NO.

A PORTION OF PROCEEDS SUPPORTS GUEST SPEAKER HONORARIUMS AND IGIVE PROGRAMS.

LEARN MORE ABOUT THE SERIES: mboney.com/learn2elevate

Every Yes Has a Price™. Know the Cost. Lead with Courage.

Mariama S. Boney, LMSW, CAE, CPEC, SHRM-SCP
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Every Yes Has a Price

- Every yes is a decision.
- Every decision has a cost.
- Every leader chooses what to protect.

Welcome

Grab lunch.

In the chat... Where are you coming from?



What do you wish you had said NO to sooner?

Why This Series? Why Now?

- Burnout is a systems and self-leadership problem.
- How can we make better decisions about our ‘yes’?

LEADERSHIP

Fix The Leader. Free The Team. Coaching Leaders To Reframe Burnout From Self-Care To Systems Care



By **Mariama Boney**, Forbes Councils Member.

for **Forbes Coaches Council**, COUNCIL POST | Membership (fee-based)

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Mariama S. Boney, LMSW, CAE, CPEC coaches leaders and teams for greater impact as CEO of Achieve More LLC. Transformation is her lane.



GETTY

Burnout is not a personal failure. It is not a lack of resilience.

And it is not solved with another wellness webinar, well-being workshop, meditation app or reminder to “take PTO.”

Burnout is a leadership signal.

Our Yes Today - Learning Outcomes

- Understand why leaders overcommit.
- Learn P.A.U.S.E.[™]
- Use the Four Questions Before Every Yes.
- Complete My Yes Audit

Community Agreements & Community Conversation

Participate

Protect the Safe
Space

Share Perspective

Practice Precision



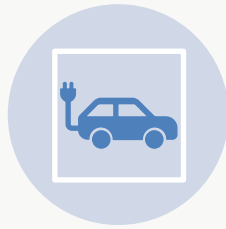
Let's Discuss. Share Your Preferences.

- Coffee or Tea?
- Ice Cream or Chocolate?
- Art Gallery or Museum?
- Reading • Watching • Listening?

Poll - What is Costing You The Most?



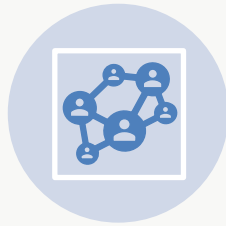
Time



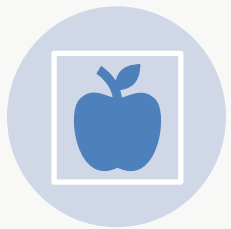
Energy



Focus



Relationships



Well-being



What Does the Data Say?

WHO: Burnout is an occupational phenomenon.

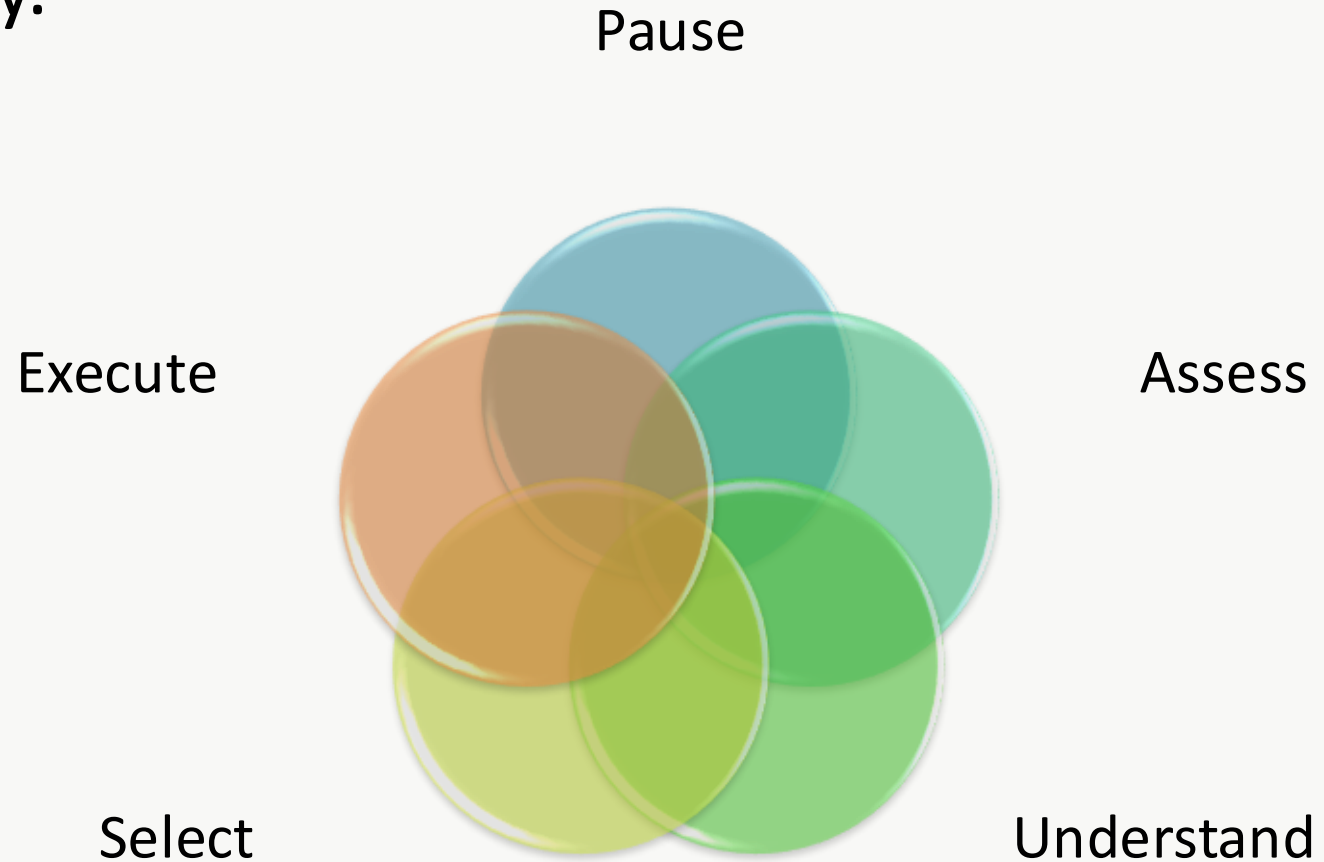
Gallup: Burnout lowers engagement.

Harvard Business Review: Decision fatigue reduces judgment.

P.A.U.S.E.™ Before Promising

What I've Seen

- The strongest leaders paused before promising.
- A pause creates clarity.



The P.A.U.S.E.™ Model

A de-escalation framework before saying yes.

P – Pause: Avoid immediate commitment.

A – Assess: Review facts and capacity.

U – Understand: Clarify the request.

S – Select: Choose the best response.

E – Execute: Communicate confidently.

Sample Language:

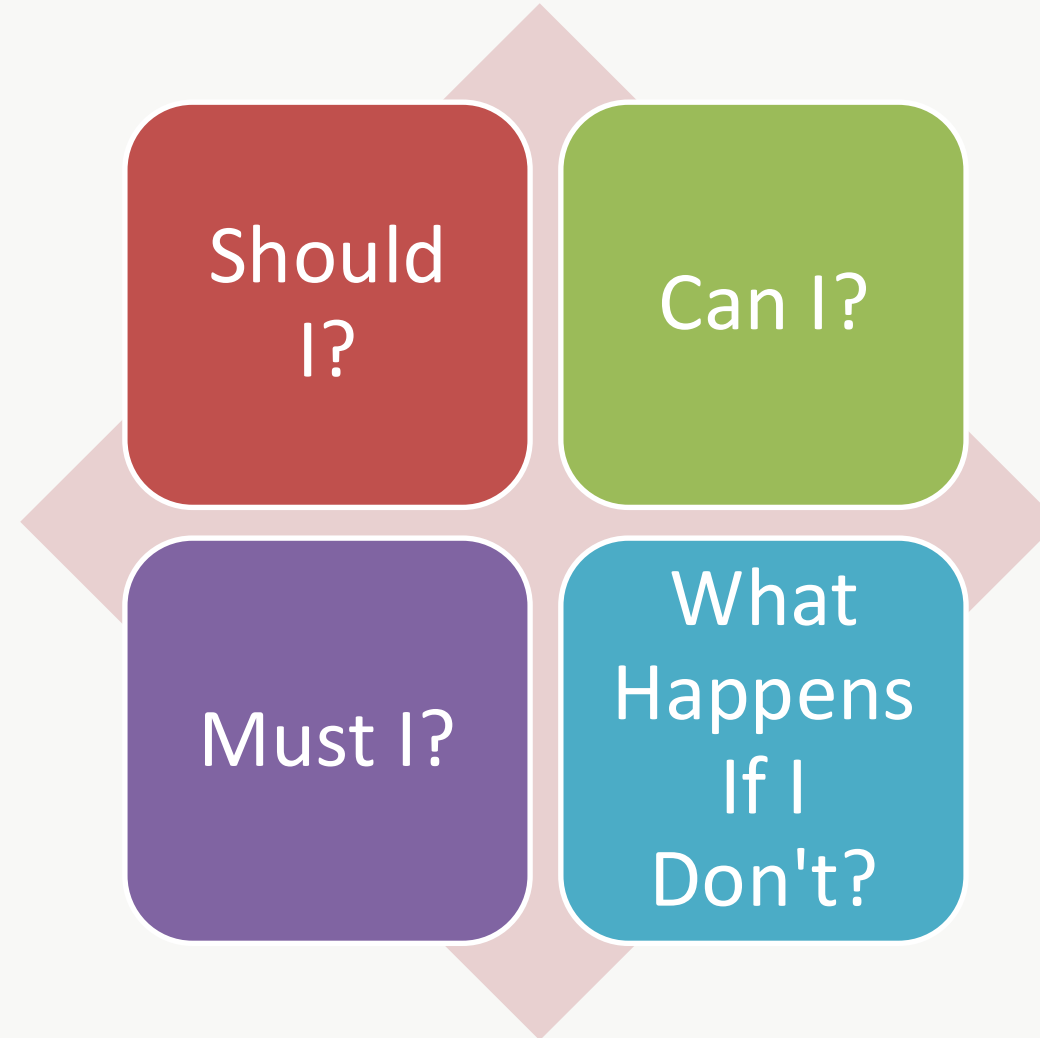
“Thank you for thinking of me. Let me review my commitments and get back to you.”



How many of us
have said YES
too often?

Four Questions Before Every Yes

- 1. Should I? (Ethics)**
- 2. Can I? (Capacity)**
- 3. Must I? (Role Responsibility)**
- 4. What Happens If I Don't?**
(Consequences; Real vs. Fear)



If leaders consistently ask these four questions, they dramatically improve decision quality, reduce burnout, and strengthen ethical leadership.

My Yes Audit

What do I need to
say YES to more...

What do I need to
say NO to more...

Where am I
Overcommitted...

Which asks aren't
Values aligned...



Capacity is an ethical issue.

When we ignore our limits, someone always pays the price.

Featured Courageous Leaders Conversation™

Precious L. Williams
CEO, The Perfect Pitch Group

What did your YES cost you?

Follow. Connect. Like. Share.

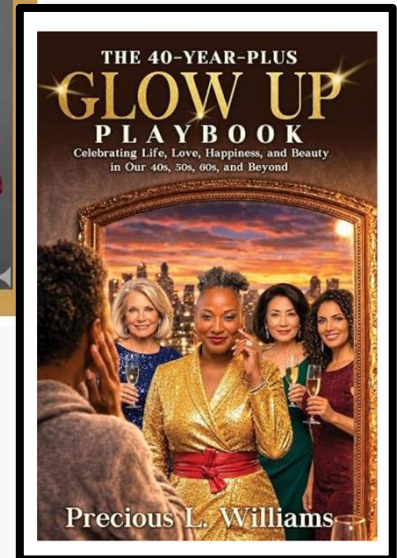
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Youtube: <https://www.youtube.com/c/PreciousLWilliams>



<https://perfectpitchgroup.com/>



<https://a.co/d/02tTfoYb>

Key Takeaways & Action Plan

Every yes is a no
to something else.

Who benefits?

Who bears the
burden?

What are the
consequences?

This week

- I will say NO to...
- I will say YES to...
- I will protect...



Closing Reflection & Thank you!

Q. What boundary do you need to honor **today** so you can better serve **tomorrow**?



Every yes costs something.

Ethical leaders understand the cost before they make the commitment.



What insight will stay with you?



Join us for Session Two:
The Ethics of Boundaries™:
When Saying Yes Becomes
Unethical
August 27, 2026
Lead with courage. Choose with intention.