

Women in the Workplace and Leadership

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Conference

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By-passing the 7 Basic Rules

1. Have a plan.
2. Performance counts.
3. Toot your own horn.
4. Give/get feedback.
5. Network for career longevity.
6. Exude confidence.
7. Surpass your mentors.

The Advanced Level

What got you here . . . won't get you there.
You've got to leverage the power of diversity.

- Adding too much value
- Wisdom of the crowds
- Take risks. You need to diversify your experience.

Be Aware: The Game Changes.

- Executives hit ceilings. There are attitudes, behaviors, mindsets that helped you as a junior person, that will hurt you as a middle manager.
- You will hit a middle manager ceiling. In order to break through that ceiling, you may have to undo, re-learn or let go of certain behaviors or attitudes or you will sabotage your own career.
- Strategically welcome people who challenge your mindset and give you a more amplified and elevated point of view.

Adding Too Much Value

- Story of SVP who can't help but volunteer off-the-cuff comments about blue vs. red color
- When you were a junior staff, you added value by volunteering your viewpoint.
- When you become a senior executive . . .shut up, and let your team give you their ideas first, otherwise you stifle information.
- If you have stopped learning, if you forget that you may not have all the right answers, if you think you have all the answers, you are going to fail at higher levels of management.

Leveraging Diverse Opinions

- Story of two tables: 10 men vs. 7 men/3 women
- Who wants to be a millionaire? Friend vs. Audience - leverage the wisdom of the crowds.
- Build teams who bring you different perspectives. You need to supplement your viewpoint knowledge in order to make wiser business decisions.
- If you are surrounded by yes-men who fail to challenge your opinion, you will lose the game.

Appendix

“Play Like a Man, Win Like a Woman – What Men Know about Success That Women Need to Learn” by Gail Evans.

“Be Your Own Mentor – Strategies from Top Women on the Secrets of Success – by Sheila Wellington and Catalyst.

“What Got You Here Won’t Get You There by Marshall Goldsmith.

Back to the Basic

1. Have a strategic plan. You are the product. Look at your resume like a balance sheet of a company.
2. Performance counts. Everything notwithstanding, day-in day-out performance gets respect. The best isn't good enough. Perform beyond expectations. Deliver results on time or ahead of time.

Giving/getting feedback is basic.

3. Toot your own horn. If you are making good progress and excited about it, don't hesitate to show your excitement to your boss.
4. What could I do to make what I did better? Without feedback, in two years, you will be under-performing compared to your peers.

Networking is basic.

5. Exclusion from informal networks is one of the top barriers to success reported by women at or near the top. Networking is not about seeking people who agree with you or who like you. It means long-term contacts – and should serve as insurance for your professional longevity.

Confidence is basic.

6. Don't let anyone see your confidence shaken. The best way to react is not to simply complain; it is to plan your attack. Keep your cool. Guys can cry. You can't. Emotionalism makes you look unreliable and unprofessional. Get over it. Compromise on what you expect from one person, but never compromise on respect for you and your work.

Having mentors is basic

7. Everyone who makes it to the top, has a mentor. Multiple mentors ... the more the better. You can learn excellence from a distance. You can have an advisory board of mentors or one-shot mentors. And you should aim to achieve beyond your own mentors.