
Women in Leadership

Bring Your Strengths to the Table

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Outline of Session

- Learning Goals
- Leadership Defined
- The Data
- Why Ed Abroad is a Great Place to Change the Numbers
- Strengths-Based Leadership
- Thomas Kilmann Conflict Mode Tool
- Group Work & Partner Activity
- Resources & Mentor/Mentee Sign up

Learning Goals:

- Define leadership, characteristics and qualities; and analyze and critique data, trends and barriers within international education.
- Discuss and develop a personal strategy, applying new tools gained, for personal and institutional international education leadership
- Create and utilize support networks for women's leadership development

What is Leadership?



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THE
FORUM
ON EDUCATION
ABROAD

Analysis of The Forum's database

2011	Total database population:		2855
	female	1688	59%
	male	1167	41%
2015	Total database population:		5998
	female	3964	66%
	male	2034	34%

What about Women's Leadership in OUR field?



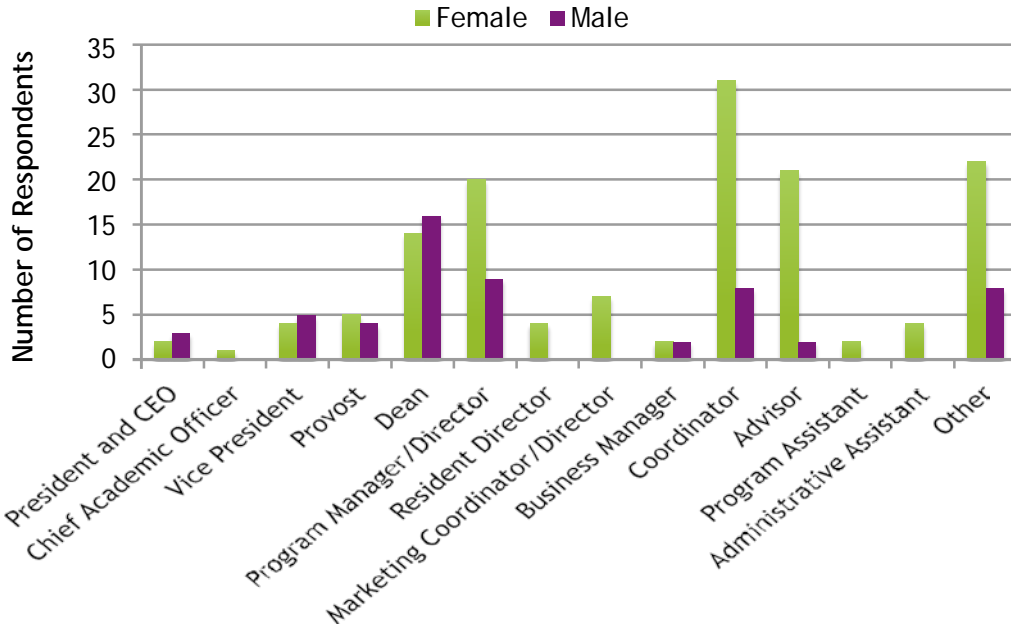
- 6:1 ratio male to female tenured faculty
- PhD: males 43%; females 16%
- "Assistant" position: 16% males; females 50%
- Fewer females on average received salary increases in each year

The Forum's *State of the Field Report 2013*

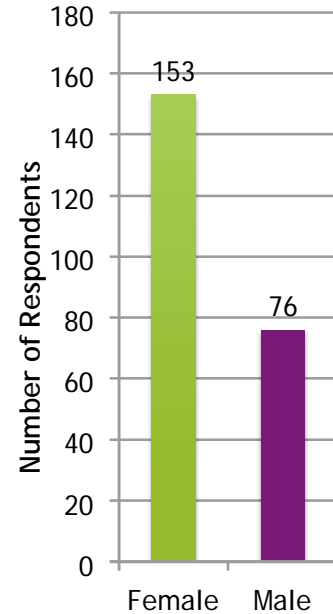


Job Titles

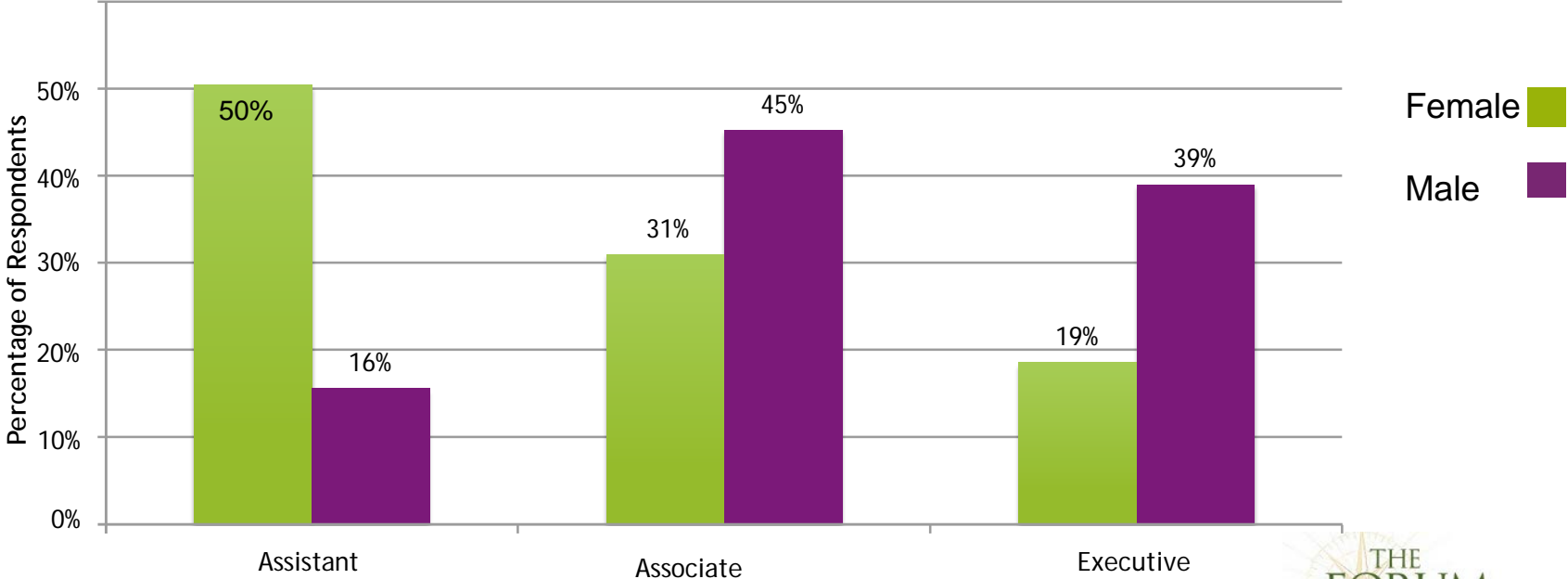
Job Title (Director Excluded)



"Director" by Gender

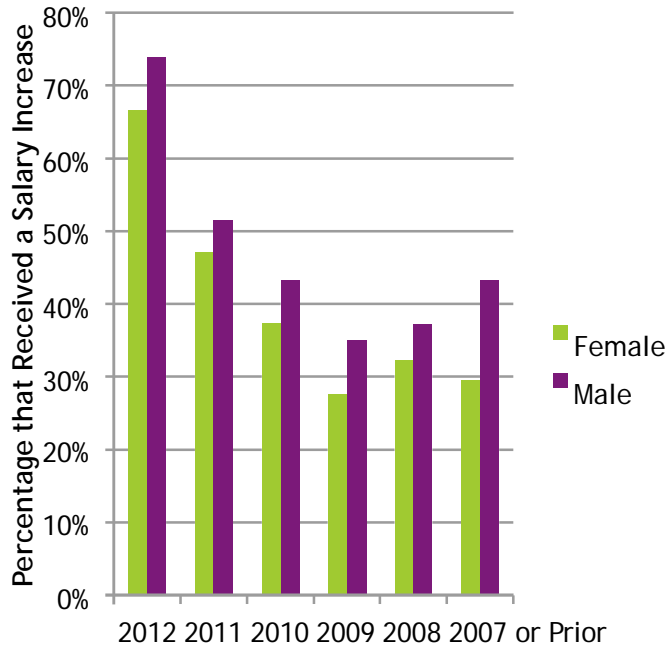


Job Prefixes

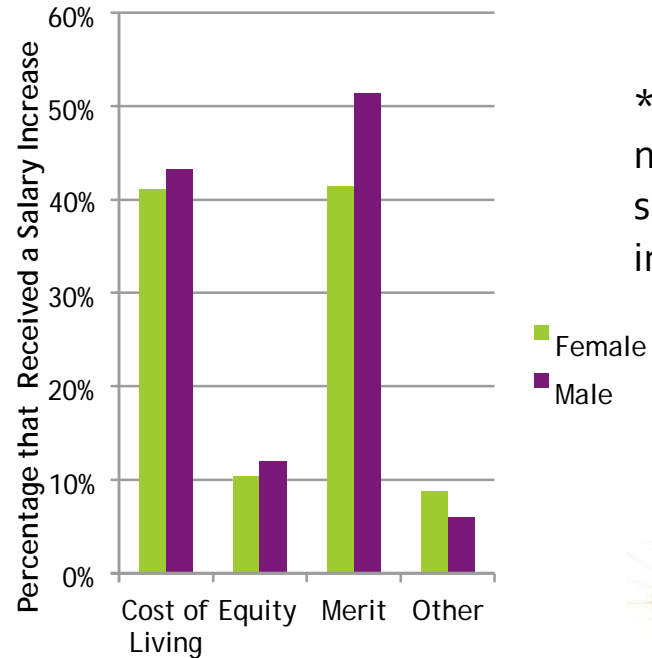


Instances of Salary Increase*

Received a Salary Increase (Y/N)



Salary Increases in 2011/2012



*Percentages have nothing to do with size of salary increase

Gender Pay Gap in Education Abroad

\$9,962

So, Tell Me
the Good
News...

We Can Do It !



HOW do we do it?

By Bringing Our Strengths to the Table

HOW do we do it?

Strengths-based Leadership!

How to change numbers at the top?



List challenges

(salary, support, resources, supervisory, etc)

- Write down the leadership-related challenges you face at work
- Pick 2 you'd like to focus on
- Share with the person next to you



Working from your Strengths

	Strength	Weakness
IS	Something that <i>strengthens</i> you	Something that <i>weakens</i> you
IS NOT	Something you are GOOD at	Something that you are BAD at
IS	Natural skill or talent	Natural deficiency

Working from your Strengths

S = Success and self-efficacy

I = Instinct

G = Growth

N = Needs (fulfillment of your needs)

力量

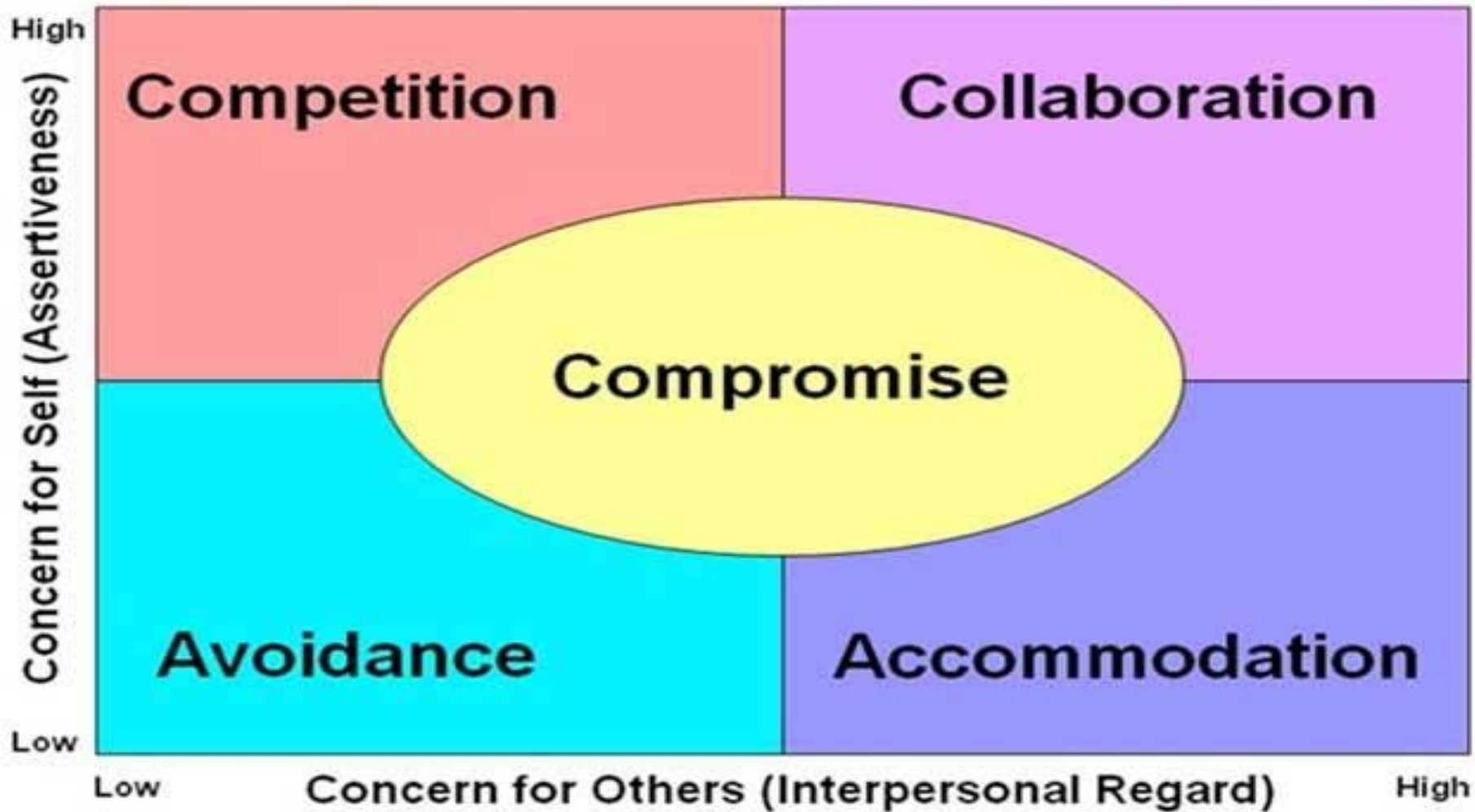
Strength

www.leanin.org

Thomas - Kilmann

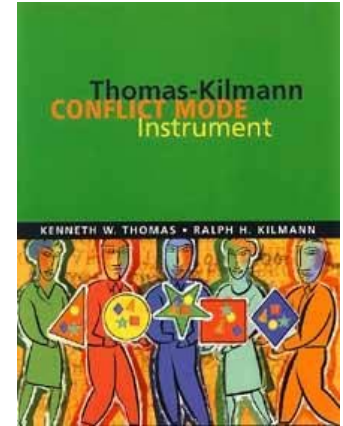
Learning about how conflict-handling modes affect personal, group, and organizational dynamics.





Thomas - Kilmann

1. Self-assessment
2. Determine your style
3. Read your style description
4. Circle the 3 characteristics that best describe you as an individual



Thomas-Kilmann Conflict Modes

ASSERTIVENESS

Focus on my needs,
desired outcomes
and agenda



Competing

- Zero-sum orientation
- Win/lose power struggle



Collaborating

- Expand range of possible options
- Achieve win/win outcomes



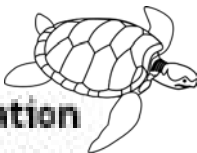
Compromising

- Minimally acceptable to all
- Relationships undamaged



Avoiding

- Withdraw from the situation
- Maintain neutrality



Accommodating

- Accede to the other party
- Maintain harmony



COOPERATIVENESS

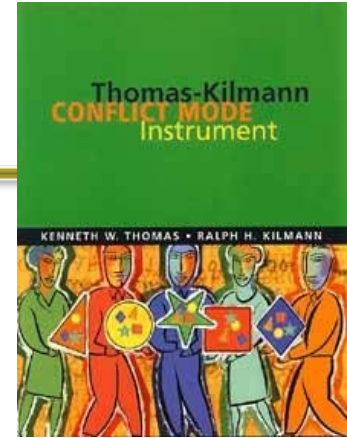
Focus on others' needs and mutual relationships



Group Work - at your table

1. What did you learn about yourself
2. What are your greatest strengths
3. What are your biggest challenges
4. What did you learn about other styles and how you interact with them?

Partner Activity - at your table



1. Discuss your results

2. How can you apply this to the current conflict, or challenge, you are facing?

Working from your Strengths

S = Success and self-efficacy

I = Instinct

G = Growth

N = Needs (fulfillment of your needs)

力量

Strength

www.leanin.org

Where do we go from here?

1. Access to presentations

Leave us your card

2. Mentoring Program

Leave us your card with either "mentor" or "mentee"

3. Resources that we have found

RESOURCE LIST

Women in Leadership: Bring Your Strengths to the Table, The Forum Conference 2015

WOMEN IN LEADERSHIP, INT'L EDUCATION

Dominant Beliefs and Alternative Voices: Discourse, Belief, and Gender in American Study by J Elias Gore <http://www.amazon.com/Dominant-Beliefs-Alternative-Voices-RoutledgeFalmer/dp/0415974577>

The Professionalization of the Field of Education Abroad, K. Sideli Chap. 9 from A History of US Study Abroad: 1965-Present www.amazon.com/History-U-S-Study-Abroad-Present/dp/B0044T48S8

WOMEN IN THE WORKPLACE

Lean In, S Sandberg www.leanin.org and www.amazon.com/Lean-In-Women-Work-Will/dp/0385349947

Women Lead the Way: Your guide to stepping up to leadership and changing the World L Tarr-Whelan www.amazon.com/Women-Lead-Way-Stepping-Leadership/dp/1605098736

President Obama Pushes for Fair Pay for Women, www.politicalticker.blogs.cnn.com/2014/03/20/president-obama-pushes-for-equal-pay-for-women/

Why Women Still Can't Have it All, A Slaughter www.theatlantic.com/magazine/archive/2012/07/why-women-still-cant-have-it-all/309020/1/

The Retro Wife, L Miller www.nymag.com/news/features/retro-wife-2013-3/

Women Work 'For Free' 59 Days per Year, Thanks To The Gender Pay Gap, J Berman www.huffingtonpost.com/2013/02/27/women-work-for-free_n_2775267.html

Lily Ledbetter Fair Pay Act www.lillyledbetter.com/

INTERNATIONAL WOMEN'S RIGHTS

Half the Sky: Turning Oppression into Opportunity for Women Worldwide N Kristof & S WuDunn www.amazon.com/Half-Sky-Oppression-Opportunity-Worldwide/dp/0307387097 Documentary Film www.halfthe sky movement.org/

Women in the World, The Daily Beast womenintheworld.org/

The Status of Women and Girls, Institute for Women's Policy Research <http://www.iwpr.org/initiatives/the-status-of-women-and-girls>

LEADERSHIP

Crucial Conversations: Tools for Talking When the Stakes are High, Patterson, Grenny, McMillan & Switzler www.amazon.com/Crucial-Conversations-Talking-Stakes-Second/dp/0071771328

First, Break All the Rules: What the World's Greatest Managers Do Differently, M Buckingham www.amazon.com/First-Break-All-Rules-Differently/dp/0684852861

Now, Discover Your Strengths, Buckingham & Clifton www.amazon.com/Discover-Your-Strengths-Donald-Clifton/dp/0743518144

Conscious Business: How to Build Value through Values F Kofman www.amazon.com/Conscious-Business-Build-Through-Values/dp/1591795176

Work-Based Learning: Bridging Knowledge and Action in the Workplace J Raelin www.amazon.com/Work-Based-Learning-Bridging-Knowledge-Workplace/dp/0470182563

Creating Leadership Organizations: How to Bring Out Leadership in Everyone J Raelin www.amazon.com/Creating-Leaderful-Organizations-Leadership-Everyone-ebook/dp/B0056JUE5Q

The Leaderful Fieldbook: Strategies and Activities for Developing Leadership in Everyone J Raelin www.amazon.com/The-Leaderful-Fieldbook-Strategies-Activities-ebook/dp/B004C43SWC

Composing a Life MC Bateson www.amazon.com/Composing-Life-Mary-Catherine-Bateson/dp/0802138047

The Most Undervalued Leadership Traits of Women, G Lopolis www.forbes.com/sites/glennlopolis/2014/02/03/the-most-undervalued-leadership-traits-of-women/

Why Women are More Effective Leaders than Men, B Sherwin www.businessinsider.com/study-women-are-better-leaders-2014-1

Miss Representation, Documentary Film www.missrepresentation.org/

Harvard Business Review: Women Rising: The Unseen Barriers H Ibarra, R Ely & D Kolb

Executive Presence: The Missing Link between Merit and Success: SA Hewlett

WOMEN AND CULTURE

A Short Guide to a Happy Life, A Quindlen www.amazon.com/Short-Guide-Happy-Life/dp/0375504613

Battle Hymn of the Tiger Mother, A Chua <http://amychua.com/>

Bossypants, T Fey www.amazon.com/Bossypants-Tina-Fey/dp/0316056871

The Feminine Mystique, B Friedan www.amazon.com/Feminine-Mystique-Betty-Friedan/dp/0393322572

A Woman's Place, S Sandberg www.newyorker.com/reporting/2011/07/11/110711fa_fa_ct_auletta

Makers, Documentary Film www.makers.com/

ASSESSMENT TOOLS & TRAINING RESOURCES

Thomas Killman Conflict Management Chart, Test and Descriptions, Canadian Institute for Conflict Resolution <http://bit.ly/1kQOoYX>

Everything DiSC Work of Leaders Profile, J Geier www.discprofile.com/what-is-disc/overview/

Mindfulness Training in Intercultural Education, Pryor, Clark, Robinson & Cope www.slideserve.com/chelsey/mindfulness-training-in-intercultural-education

Killing Us Softly: Advertising's Image of Women, J Kilbourne, video and educational series www.jeankilbourne.com/videos/

NEWS, BLOGS, RESOURCES

Feministing.org <http://feministing.com/>

Forbes Woman www.forbes.com/forbeswoman/
Huffington Post Women www.huffingtonpost.com/women/

Ms. Magazine Online <http://www.ms magazine.com/>

Women's News <http://womensenews.org/>

Slate Double X www.slate.com/articles/double_x.html

Blog Her <http://www.blogger.com/>

Jezebel <http://jezebel.com/>

THANK YOU!

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