2009 Women’s Leadership Webinar Series
Jo Miller, CEO
Women’s Leadership Coaching Inc

- 10 years providing leadership coaching and seminars
- Coached hundreds of women worldwide
- Seminars for women’s networks at Intel, Oracle, Alcatel-Lucent, Nortel, Rockwell Collins, UBS, and more
Nina Simosko, Global COO
SAP Education, SAP America

- Member of the SAP Senior Executive team, responsible for more than half a billion euros in global software and services revenue
- More than fifteen years of sales and operations management experience with a tremendous understanding of the global high-tech industry
- Prior to SAP, was Siebel Systems’ General Manager of Education for the Americas and Asia Pacific/Japan regions and ran Global Support & Maintenance Sales
- Led Oracle’s Global Education Sales & Marketing team.
Nina’s blog:

www.NinaSimosko.com
Why did you start the blog?
THE EMERGING LEADER’S PARADOX:

You can’t get a higher level job without leadership experience…

But you can’t get the experience without the job.
What skills and/or characteristics do women need, to break out and become recognized as up-and-coming leaders?
OFFICE POLITICS

Do you enjoy playing the game?
Why did this topic interest you?
Why do you think so many women are turned off by office politics?
“…avoiding (office) politics altogether can be deadly for your career.

Every workplace has an intricate system of power, and you can -- and should -- work it ethically to your best advantage.”

- Erin Burt, Seven Career Killers.
Office Politics

Organizational Awareness
Office Politics

Organizational Awareness

*Being a savvy observer of the communication and relationships that surround you in the organization*
What are the benefits of being a savvy observer of relationships and communication in your organization?
THE ORG CHART
Doesn’t tell the full story
THE SHADOW ORGANIZATION
✓ Relationships
✓ Relationships
✓ Influence
✓ Relationships
✓ Influence
✓ Coalitions
✓ Relationships
✓ Influence
✓ Coalitions
✓ Key influencers
✓ Verticals
EXERCISE:

• Map your shadow organization
What are some ways to gather information, to strengthen “organizational intelligence”? 
Tell us about a relationship or coalition that you actively cultivated, that made a difference to your career, or to the business.
Every organization has unwritten, unspoken ‘Rules of the Game’.
What were some of the unwritten, unspoken “rules of the game” you have encountered in your career, and how did you respond?
EXERCISE:

1. Identify some ‘Rules of the Game’ in your organization.

2. What are some ways to ethically, effectively navigate these rules?
Have you ever had to draw a line between “playing the game” and upholding your ethics or values?
To conclude, what are some key points you would like women to take away from this program?
NINA’S KEYS TO SUCCESS

• Having the right relationships
• Focusing on the desired outcomes
• Genuinely demonstrating a desire to help others
• Working both smart and hard – and don’t ever think that hard work alone can result in great success. Smart work is far more fruitful.
4/28 Your Sphere of Influence

• Build a robust network of relationships, coalitions and sponsors.
• Create a strategic networking plan.
• Leverage your network to access hidden resources, information and opportunities.
• 5 key people you need to have in your network.
Upgrade to the series!
$39 off when you register

- Your sphere of influence
- Create your leadership brand
- Are you the invisible employee
- Becoming a person of influence
- Resiliency redefined

Coupon code: UPGRADE
www.WomensLeadershipCoaching.com

We help women create a roadmap into leadership positions in business.
DISCUSSION QUESTIONS

• Begin mapping your shadow organization. What did you observe?
• What are some ways to gather this information?
• What are some of the “Rules of the Game” in your organization?
• What are some ways to ethically, effectively navigate these rules?