



LEADING

GRACEFULLY

**A WOMAN'S GUIDE TO CONFIDENT,
AUTHENTIC AND EFFECTIVE LEADERSHIP**

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Highest Path Publishing 2016**

The Time for Women is **Now**

131 Women in Congress 2019



The Tightrope





“When the author speaks of feminine and masculine, she is referring to the *qualities* invoked when we think of those words, not *gender* in the traditional sense of man and woman.”



Feminine Qualities

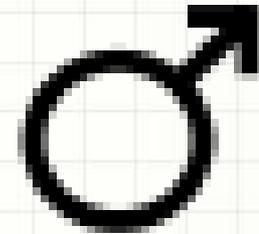
Vulnerability

Empathy

Humility

Openness

Collaboration



Masculine Qualities

Being Logical

Assertive

Daring

Decisive

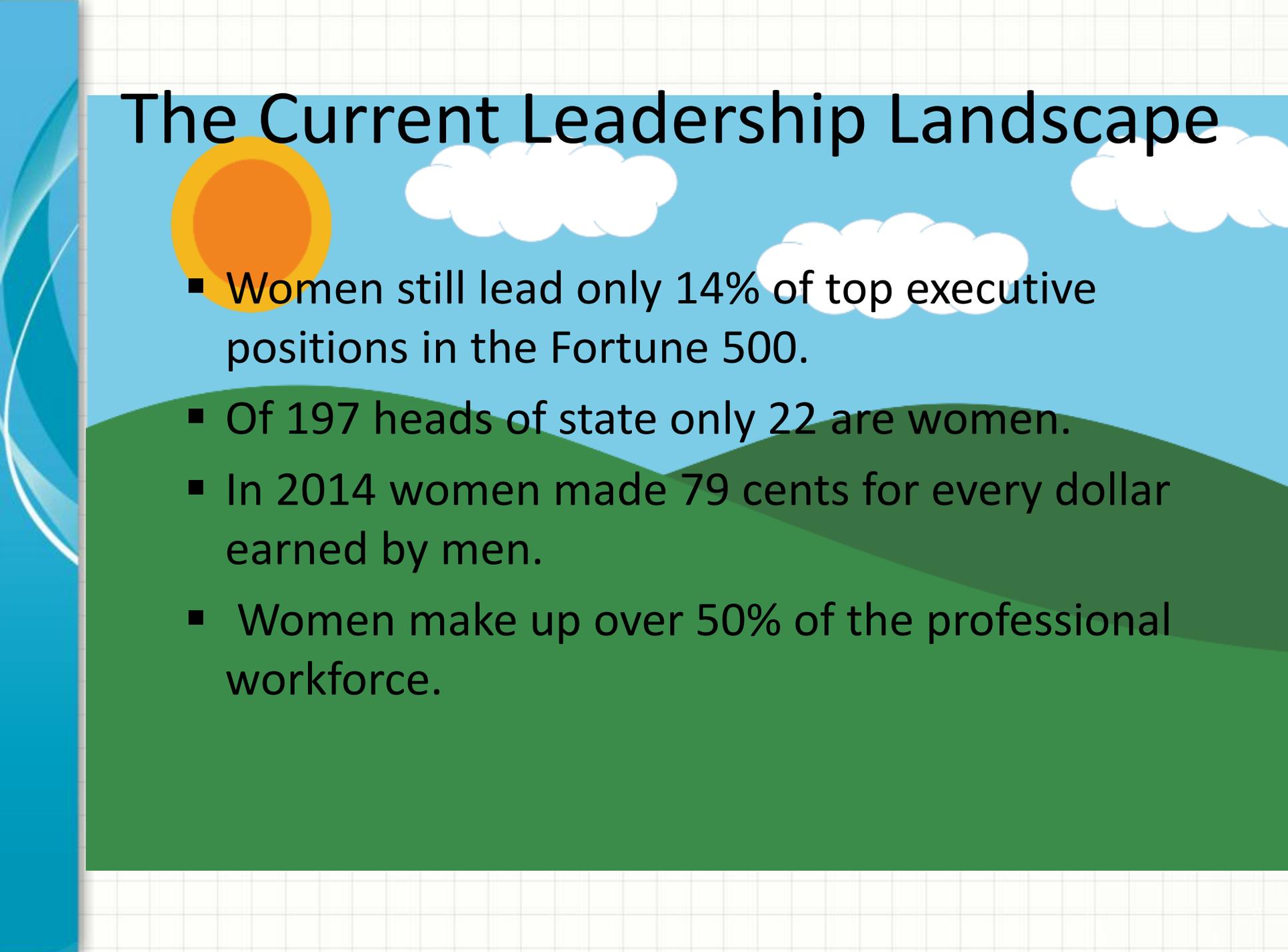
Resilient

The REAL Challenge



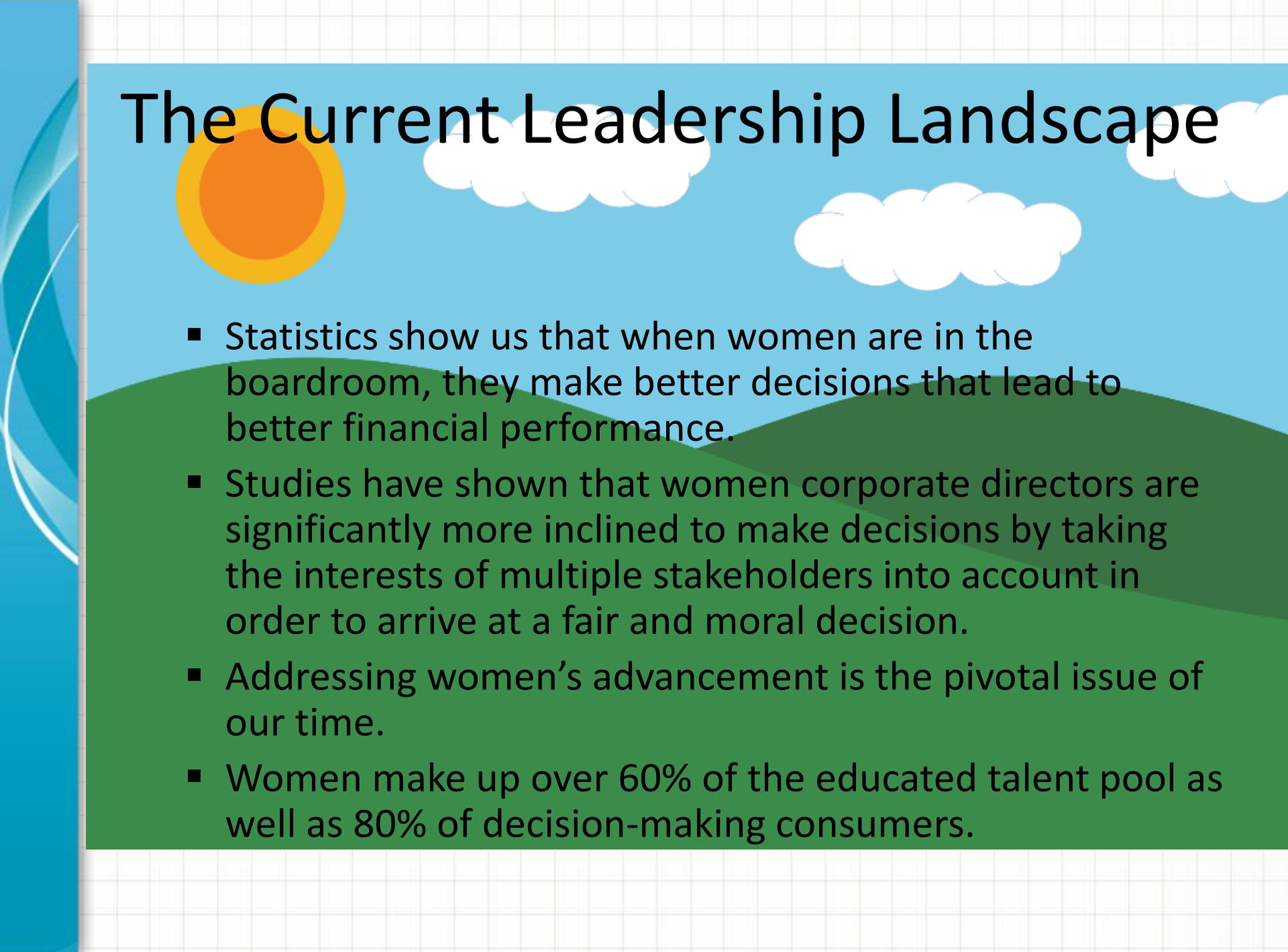
... **“How to walk that tightrope and balance these contrasting qualities in our leadership...how to stay open and receptive while being decisive, or how to be assertive while practicing humility, to ensure that we are liked and accepted by our peers and still be effective.”**

The Current Leadership Landscape



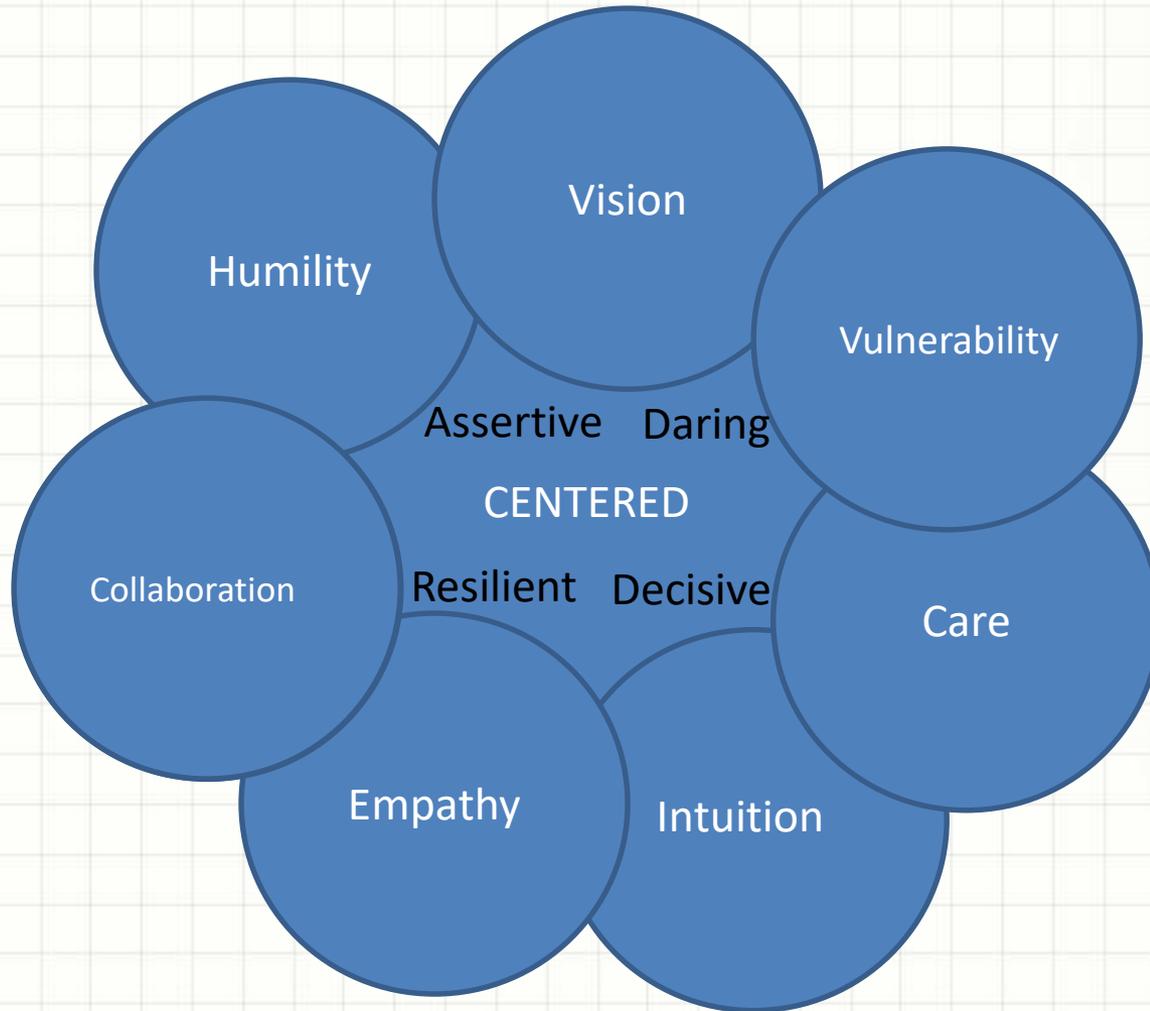
- Women still lead only 14% of top executive positions in the Fortune 500.
- Of 197 heads of state only 22 are women.
- In 2014 women made 79 cents for every dollar earned by men.
- Women make up over 50% of the professional workforce.

The Current Leadership Landscape



- Statistics show us that when women are in the boardroom, they make better decisions that lead to better financial performance.
- Studies have shown that women corporate directors are significantly more inclined to make decisions by taking the interests of multiple stakeholders into account in order to arrive at a fair and moral decision.
- Addressing women's advancement is the pivotal issue of our time.
- Women make up over 60% of the educated talent pool as well as 80% of decision-making consumers.

FEMININE LEADERSHIP MODEL



Description Leading Gracefully



- **Leaders are able to encourage those they lead to be more inclusive.**
- **People feel like their ideas matter.**
- **Input is valued.**
- **People feel part of a larger purpose.**
- **People feel acknowledged for their contributions.**
- **The climate created by leading gracefully gives birth to innovative ideas and ultimately leading to better results.**

True Power and Leading Gracefully

True power lies not in your ability to **control others but rather in your ability to **inspire** others.**

“If your actions inspire others to dream more, learn more, do more and become more, you are a leader.”

John Quincy Adams

Four Quadrants of LEADERSHIP

Empowered Feminine

Centered
Visionary
Vulnerable
Caring
Empathic
Intuitive
Collaborative
Humble
Grounded
Multiple-Stakeholder-Focused

Empowered Masculine

Direct
Resilient
Assertive
Daring
Confident
Curious
Flexible
Strategic
Emotional Intelligence
Multiple-Stakeholder-Focused

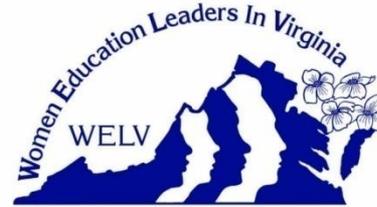
Disempowered Masculine

Dominating
Command/Control
Aggressive
Fear-based
Manipulative
Hierarchical
Insecure
Ego Driven
Scarcity based
Short-term Thinking

Disempowered Feminine

Powerless
Victimized
Blameful
Angry
Withdrawn
Over-analytical
Competitive
Self Doubt
Manipulative
Dramatic

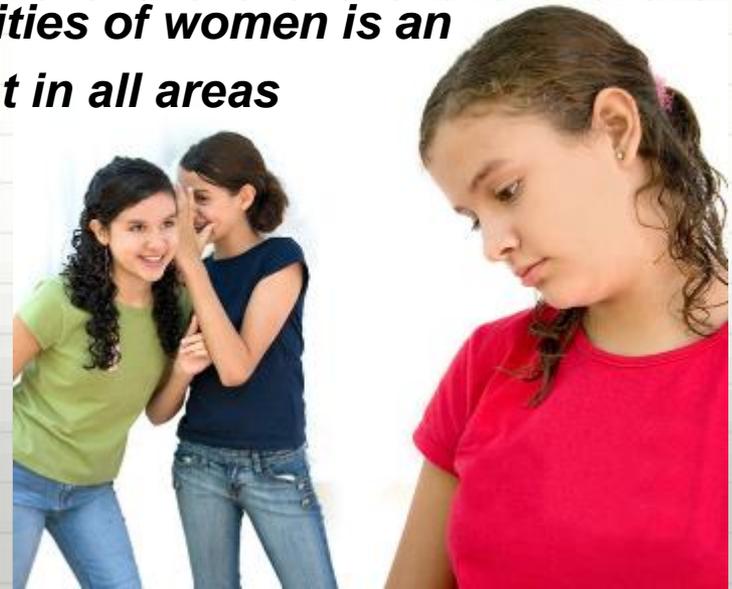
WELV and Leading Gracefully



EMPOWERING & MENTORING
WOMEN LEADERS

The **goal of this book aligns well with the **mission** of WELV.**

“The tendency to be competitive or judgmental will fade away. Feeling intimidated or jealous of other women’s abilities or achievements won’t be a thing anymore. You’ll find yourself wanting to support women to thrive and you’ll realize the importance of encouraging each other’s successes. And in this day and age where women face so many obstacles, forming supportive communities of women is an integral piece for women’s advancement in all areas and in all parts of the globe.”



Leading Gracefully

