

# Purpose-Centered Leadership

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# Purpose

- To share tips and tactics from my leadership journey
- To encourage women to take on leadership roles beginning where you are, and seek opportunities to expand your sphere of influence to positively impact society.



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# Why we need more women leaders in agriculture

- Agriculture is at the heart of key issues in the world today: food, environment, health, and political stability.
- Challenges in agriculture are growing in complexity.
- We need diverse ideas and a pipeline of leaders - both men and women, at all stages of professional development.



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# Morgan Stanley Report

More gender diversity, particularly in corporate settings, can translate to increased productivity, greater innovation, better products, better decision-making, and higher employee retention and satisfaction.

*"If women ran the world, there would be no wars."*



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# Leadership re-defined

Leadership is creating a vision of the future and strategies for producing the changes needed to achieve that vision; aligning people around the vision; and motivating them to overcome barriers and produce the changes needed to achieve the vision.

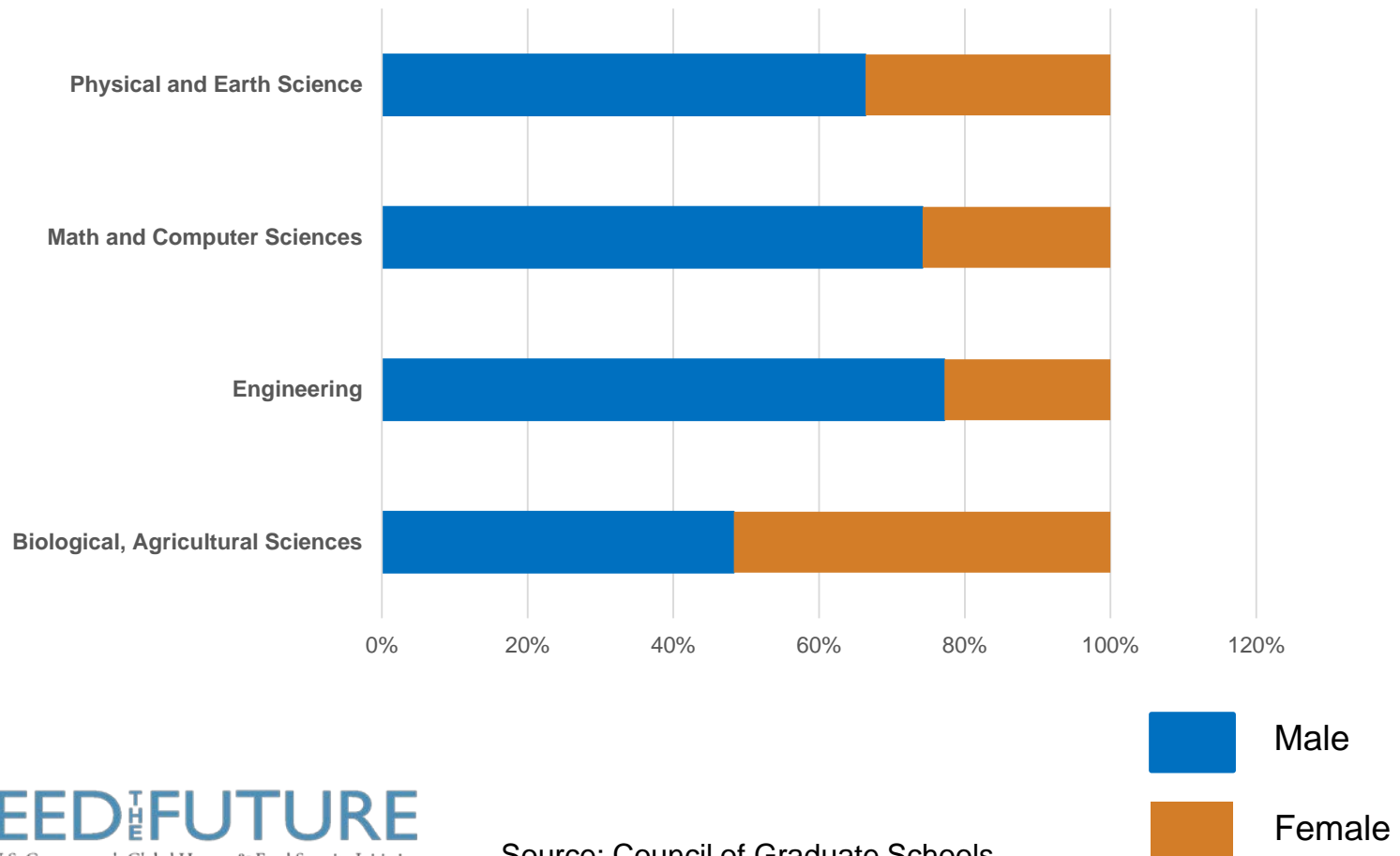
*- John Kotter*



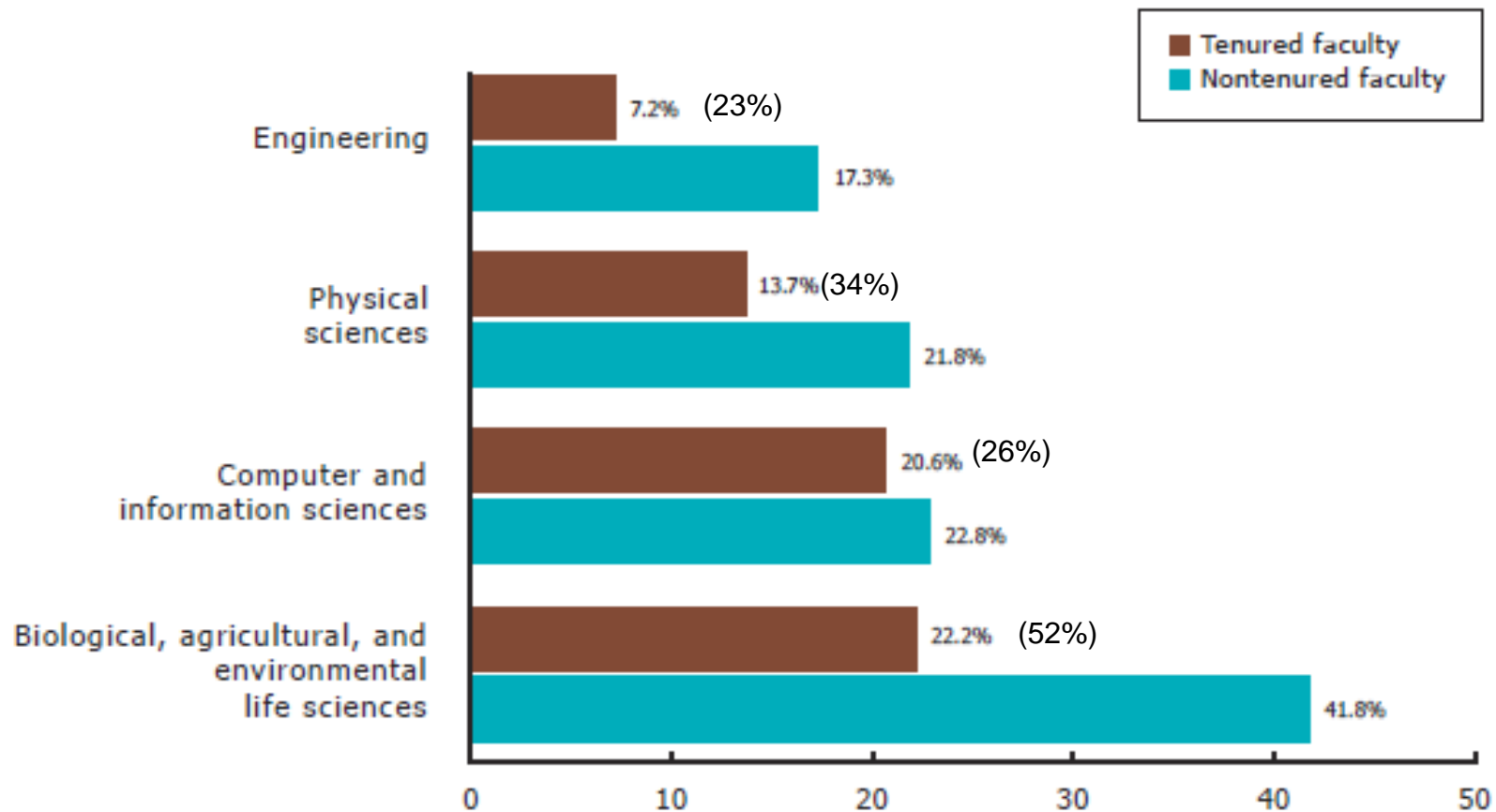
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# Males and Females Who Received PhD. Degrees in Science and Engineering in 2016



# Percentage of Tenured and Non-tenured Women Faculty in STEM Fields



# Women in Leadership Positions

## 2014 Report on Status of Women in Higher Education

- Male faculty members held a higher percentage of tenure positions at every type of institution even though they did not hold the highest number of faculty positions at every rank.
- On average, men out earn women by \$13,616 at public institutions and \$17,843 at private institutions
- As of 2011, women only held 27% percent of presidencies across all higher education institutions.

## Women Executives



14.6 % in  
Private Sector



34 % in  
Federal  
workforce



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*Source; American Council on Education*



# Challenges and Barriers for Women

- Second-generation bias as primary cause of women's persistent underrepresentation in leadership roles. These include:
  - Paucity of role models
  - Gendered career paths and gendered work
  - Women's lack of access to networks and sponsors
  - Double binds



# How Women Can Position Themselves for Leadership Positions

**A willingness to take risks and make changes anchored in a larger purpose.**

- **Defining your leadership purpose**
  - Purpose helps in pursuing goals that align with your personal values and advance the collective good.
  - Allows you to look beyond the status quo to what is *possible* and gives you a compelling reason to take action despite personal fears and insecurities.



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# How Women Can Position Themselves for Leadership Positions

- **Learn to be comfortable with discomfort**

Focusing on purpose can lead women to take up new activities that are critical to their success even if uncomfortable.

## Consider:

- Speaking up and contributing your points of view that add quality to a decision-making process
- Networking
- Shifting your energy from narrow functional interests to broader strategic interests



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# How Women Can Position Themselves for Leadership Positions

- **Discipline**

- What you do on a daily basis matters.
- Align what you do and who you are in the moment with your values and purpose.

An extraordinary life is all about daily, continuous improvements in the areas that matter most.

- *Robin Sharma*



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# How Women Can Position Themselves for Leadership Positions

- **Help other women (and men) in their leadership journey.**
  - Becoming a leader involves a fundamental identity shift.
  - People become leaders by *internalizing a leadership identity and developing a sense of purpose.*
  - Empower women by supporting their transition to a bigger role and anchoring women's development efforts in a sense of leadership purpose.
  - Affirmations and endorsements gives others confidence.



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# Key Takeaways

- Clarify your purpose.
- Learn to be comfortable with discomfort as you take on new activities or practices critical to transition to senior leadership roles.
- Practice discipline in daily, continuous improvements in the areas that matter most.
- Use your influence to support other women in their leadership journey.



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Thank You!



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