

OWN YOUR CAREER

Secrets of Female Leaders



BIOGRAPHY

Shavon is an award-winning career development and mentorship strategist specializing in the advancement of diversity and inclusion initiatives in typically male dominated fields. She is the CEO of Mentoring Method, creator of Women Evolution® and Inclusion 360°™, and as a Forbes Contributor and former host of the “The CEO Show” on ESPN where she has interviewed over 200 executives and discovered exactly what is needed to move up within an organization.

SHAVON LINDLEY, CEO

www.mentoringmethod.com

shavon@mentoringmethod.com | 858-539-3929

CREATOR OF:

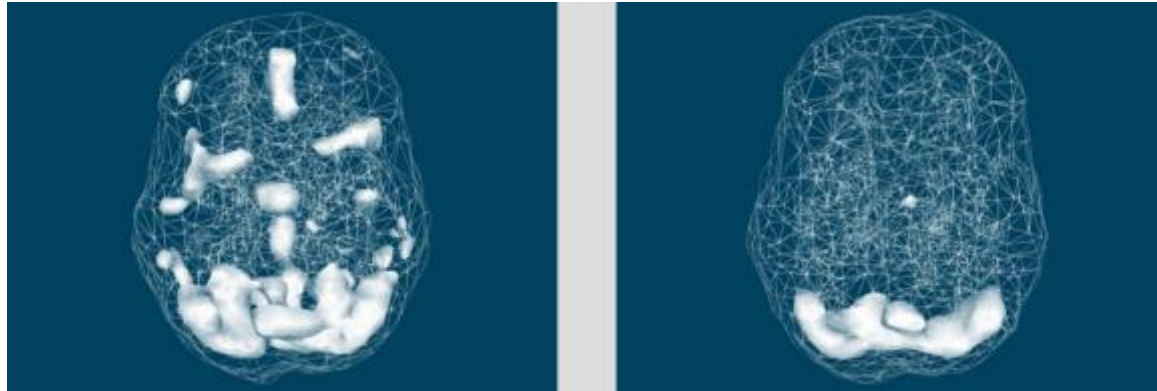


WOMEN EVOLUTION®
CREATING THE FUTURE OF FEMALE LEADERSHIP

INCLUSION 360°



**Which brain do you believe
represents a brain at rest?**

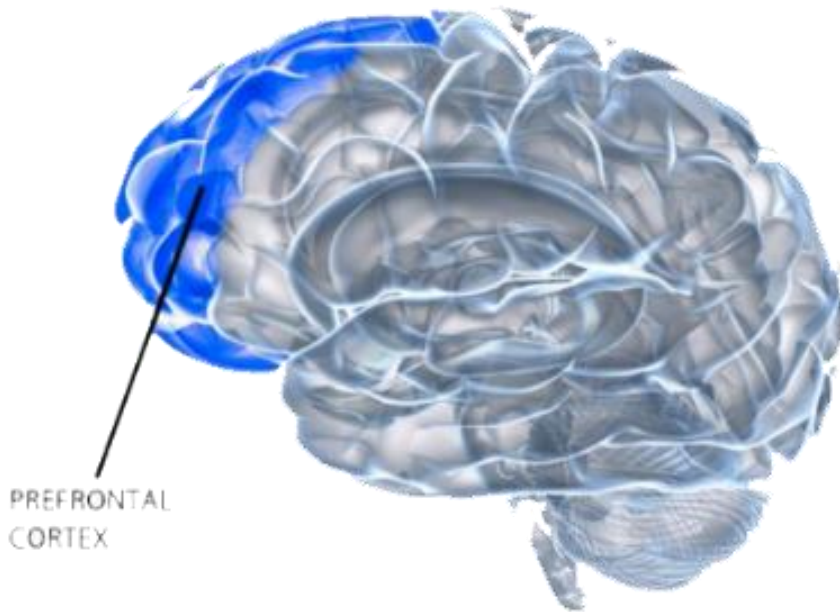


Brain 1

Brain 2

*courtesy of Dr. Daniel Amen

PREFRONTAL CORTEX



- The Prefrontal Cortex is larger in women
- Consequential thinking
- Decision making
- Oversees emotional information
- Manages the amygdala

Amen, D, Trujillo, M, Keator, D, et al. "Gender differences in rCBF in a healthy and psychiatric cohort of 46034 SPECT scans." Amen Clinics. 2013.

**COMPANIES WITH THE
GREATEST GENDER
DIVERSITY SEE 2
TIMES MORE REVENUE
AND 34% HIGHER
PROFITS ON AVERAGE**

1] UC Davis Graduate School of Management Study, 2014-2015

[2] Adler, Roy D (2001), Women in the Executive Suite Correlate to High Profits, Glass Ceiling Research

14 YEARS OF NO CHANGE

- **LESS THAN 22% OF SENIOR MANAGEMENT POSITIONS GLOBALLY**
- **MAKE 23% LESS THAN MEN**
- **117 YEARS TO REACH PARITY**

Source: Grant Thornton IBR 2014

MY PROMISE TO YOU:

I'll show you **3 simple secrets** you can implement immediately to:

- **Take ownership of your career**
- **Aligns with your natural leadership capabilities**
- **Transform your career trajectory and your career happiness NOW.**

IF YOU STAY UNTIL THE END...

I'LL GIVE YOU:

- **Peer-Mentoring Tool-Kit used at companies like Intel, CBRE, and Barona Casino**
- **Project Evaluation Tracker to nail your next review**
- **Negotiation Cheat Sheet**

NEED YOUR ATTENTION PLEASE:



- **Turn off/airplane mode cell phones**
- **No checking Emails or LinkedIn**
- **If you are ready for the next stage in your career the next 60 minutes might change your life.**

SHAVON LINDLEY - CEO



- **BS in Mathematics** - University of Texas at Austin
- **Contributing Writer for Forbes**
- **ESPN Radio Show Host** – Over 200 Exec Interviews
- **CEO and Co-Founder of Mentoring Method** - Creator of Inclusion 360° and Women Evolution leadership and mentoring programs implemented in companies like **Walmart, Intel, CBRE, Planned Parenthood and more**
- **I was the branch manager of a financial planning firm** by the of age 26 in a male dominated industry and was featured on the front page of **YAHOO!** by 31 based upon the success of my firm.

IMAGINE WHAT LIFE WOULD BE LIKE...

- You continuously get handed projects that you absolutely **LOVE** working on.
- You land that promotion or raise you have been waiting for with total **EASE**.
- You feel **CONFIDENT** to navigate any challenge because you have trusted peers to strategize with under any circumstance.



Kathy Van Ness, Former President, Diane Von Furstenberg





SECRET #1: ASK YOURSELF...
“WHAT WILL MAKE ME HAPPY?”

The path to **HAPPINESS** is
knowing what to say YES to.

The path to **SUCCESS** is knowing
what to say **NO** to.



Step 1. Determine your core values

From the list below, check off *EVERY* core value that resonates with you.

Do not overthink your selection. If you think of a value that is not on the list, write it down.

- | | | | | | |
|---|--|--|--|--|--|
| <input type="checkbox"/> Abundance | <input type="checkbox"/> Cleverness | <input type="checkbox"/> Excellence | <input type="checkbox"/> Kindness | <input type="checkbox"/> Popularity | <input type="checkbox"/> Simplicity |
| <input type="checkbox"/> Acceptance | <input type="checkbox"/> Community | <input type="checkbox"/> Expressiveness | <input type="checkbox"/> Knowledge | <input type="checkbox"/> Power | <input type="checkbox"/> Spirituality |
| <input type="checkbox"/> Accountability | <input type="checkbox"/> Commitment | <input type="checkbox"/> Fairness | <input checked="" type="checkbox"/> Leadership | <input type="checkbox"/> Preparedness | <input type="checkbox"/> Stability |
| <input type="checkbox"/> Achievement | <input type="checkbox"/> Compassion | <input type="checkbox"/> Family | <input type="checkbox"/> Learning | <input type="checkbox"/> Proactive | <input type="checkbox"/> Success |
| <input type="checkbox"/> Adventure | <input type="checkbox"/> Cooperation | <input type="checkbox"/> Friendship | <input type="checkbox"/> Love | <input type="checkbox"/> Professionalism | <input type="checkbox"/> Teamwork |
| <input type="checkbox"/> Advocacy | <input type="checkbox"/> Collaboration | <input type="checkbox"/> Flexibility | <input type="checkbox"/> Loyalty | <input type="checkbox"/> Punctuality | <input type="checkbox"/> Thankfulness |
| <input type="checkbox"/> Ambition | <input type="checkbox"/> Consistency | <input checked="" type="checkbox"/> Happiness | <input type="checkbox"/> Making a Difference | <input type="checkbox"/> Quality | <input checked="" type="checkbox"/> Thoughtfulness |
| <input type="checkbox"/> Appreciation | <input type="checkbox"/> Contribution | <input type="checkbox"/> Health | <input type="checkbox"/> Mindfulness | <input type="checkbox"/> Recognition | <input type="checkbox"/> Traditionalism |
| <input type="checkbox"/> Attractiveness | <input type="checkbox"/> Creativity | <input type="checkbox"/> Honesty | <input type="checkbox"/> Motivation | <input type="checkbox"/> Relationships | <input type="checkbox"/> Trustworthiness |
| <input type="checkbox"/> Autonomy | <input type="checkbox"/> Credibility | <input type="checkbox"/> Humility | <input type="checkbox"/> Optimism | <input type="checkbox"/> Reliability | <input type="checkbox"/> Understanding |
| <input checked="" type="checkbox"/> Balance | <input type="checkbox"/> Curiosity | <input type="checkbox"/> Humor | <input type="checkbox"/> Open-Mindedness | <input type="checkbox"/> Resilience | <input type="checkbox"/> Uniqueness |
| <input type="checkbox"/> Being the Best | <input type="checkbox"/> Daring | <input type="checkbox"/> Inclusiveness | <input type="checkbox"/> Originality | <input type="checkbox"/> Resourcefulness | <input type="checkbox"/> Usefulness |
| <input type="checkbox"/> Benevolence | <input type="checkbox"/> Decisiveness | <input type="checkbox"/> Independence | <input type="checkbox"/> Passion | <input type="checkbox"/> Responsibility | <input type="checkbox"/> Versatility |
| <input type="checkbox"/> Boldness | <input type="checkbox"/> Dedication | <input type="checkbox"/> Individuality | <input type="checkbox"/> Peace | <input type="checkbox"/> Responsiveness | <input type="checkbox"/> Vision |
| <input type="checkbox"/> Brilliance | <input type="checkbox"/> Dependability | <input checked="" type="checkbox"/> Innovation | <input type="checkbox"/> Perfection | <input type="checkbox"/> Risk Taking | <input type="checkbox"/> Warmth |
| <input type="checkbox"/> Calmness | <input type="checkbox"/> Diversity | <input type="checkbox"/> Inspiration | <input type="checkbox"/> Performance | <input type="checkbox"/> Safety | <input type="checkbox"/> Wealth |
| <input type="checkbox"/> Caring | <input type="checkbox"/> Empathy | <input type="checkbox"/> Intelligence | <input type="checkbox"/> Personal Development | <input type="checkbox"/> Security | <input type="checkbox"/> Well-Being |
| <input type="checkbox"/> Challenge | <input type="checkbox"/> Encouragement | <input type="checkbox"/> Integrity | <input type="checkbox"/> Playfulness | <input type="checkbox"/> Self-Control | <input type="checkbox"/> Wisdom |
| <input type="checkbox"/> Charity | <input type="checkbox"/> Enthusiasm | <input type="checkbox"/> Intuition | | <input type="checkbox"/> Selflessness | <input type="checkbox"/> Zeal |
| <input type="checkbox"/> Cheerfulness | <input type="checkbox"/> Ethics | <input type="checkbox"/> Joy | | <input type="checkbox"/> Service | |

LLIVING

OUR

VALUES

EVERYDAY

KNOW YOUR VALUES

SECRET #2: BUILD YOUR CASE TO PREPARE FOR THE ASK

Project Evaluation Tracker - [Insert Name]



MENTORINGMETHOD™

Contact Information:
Shavon Lindley, CEO Mentoring Method
shavon@mentoringmethod.com | 619.780.2575

Projects				Deliverable(s)		Measurements and Outcomes					
Status	Priority	Start Date	Deadline	Project Name	People Involved	Project Goal/Objective	% Done	Impact to Organizational Goals	Impact to Personal Goals	New Skills Learned	"Aha!" Moments
Q1 2018											
January											
<input checked="" type="checkbox"/>	High	1/5/18	6/27/18				100%				
<input checked="" type="checkbox"/>	High	3/15/18	8/27/18				50%				
<input type="checkbox"/>	Low	10/4/18	2/20/19				0%				
<input type="checkbox"/>	Low	5/25/18	9/21/19				0%				
February											
<input type="checkbox"/>											
<input type="checkbox"/>											
<input type="checkbox"/>											
<input type="checkbox"/>											
March											
<input type="checkbox"/>											
<input type="checkbox"/>											
<input type="checkbox"/>											
<input type="checkbox"/>											
Q2 2018											
April											
<input type="checkbox"/>											
<input type="checkbox"/>											
<input type="checkbox"/>											
<input type="checkbox"/>											
May											
<input type="checkbox"/>											
<input type="checkbox"/>											
<input type="checkbox"/>											
<input type="checkbox"/>											
June											
<input type="checkbox"/>											
<input type="checkbox"/>											
<input type="checkbox"/>											

TEXT THE WORD: MENTOR TO 66866



A close-up photograph of a red and white 'CARREFOUR' sign. The sign is tilted and shows signs of wear, with some paint peeling. A dark horizontal band runs across the middle of the image, containing the text 'OWN YOUR REVIEW' in white. The background is a blurred mix of red and white.

OWN YOUR REVIEW

CARREFOUR

SECRET #3: ASK FOR SUPPORT



GIVE SUPPORT

ASK FOR SUPPORT

**TEXT: MENTOR
TO 66866**



WOMEN EVOLUTION®
CREATING THE FUTURE OF FEMALE LEADERSHIP



PEER-TO-PEER MENTORING TOOL-KIT

GUIDE FOR A 6-MONTH PEER MENTORSHIP PROGRAM

"You Can't Be What You Can't See." – Marian Wright Edelman

OWNING YOUR CAREER

- 1. Know Your Values**
- 2. Own Your Review**
- 3. Give & Ask for Support**



ATD WEBCAST: OWN YOUR CAREER

Secrets of Female Leaders

Negotiation Cheat Sheet

Listen

Listen to the offer and/or feedback in a non-reactive, thoughtful way. Don't be defensive and don't take any of the information personally. You can't be effective if you're reactive. Sometimes listening is about being quiet.

Prepare in Advance

Don't fly by the seat of your pants. Prepare a list of bulleted points and questions to bring to the discussion. There is strength and power in preparation and thought. Consider possible responses you'll receive and prepare for

contributions to the organization. It's okay to first listen to what is being offered, but it's important to come with a number in mind.

Ask Good Questions

If you disagree or don't understand, ask good quality questions that are grounded in personal responsibility and not blame. Good rules are to have the words 'what' and 'I' in your questions along with a verb. For example, *"What do you need from me to be seriously considered for this opportunity?"*

Push Back

**AVAILABLE 24 HOURS AFTER
THIS WEBCAST ENDS ON THE ATD WEBSITE!**



I'M GOING TO GIVE YOU:

- **Peer-Mentoring Tool-Kit used at companies like Intel, Walmart, and Barona Casino**
- **Project Evaluation Tracker to nail your next review**

**TEXT THE WORD: MENTOR
TO 66866**



MENTORINGMETHOD™

Full Suite of Capabilities
Scalable Mentoring Technology
Build Inclusive Workplaces
Women's Leadership
Development



TEXT TO RECEIVE

Peer-Mentoring Tool-Kit
Project Evaluation Tracker
Text the word: **MENTOR** to
66866

SHAVON LINDLEY, CEO

www.mentoringmethod.com

shavon@mentoringmethod.com | 858-539-3929

CREATOR OF:



WOMEN EVOLUTION®
CREATING THE FUTURE OF FEMALE LEADERSHIP

INCLUSION 360°

