



Authenticity in Leadership Finding Your Vibe

Coalition of Oregon School Administrators
2024 Women's Leadership Summit
October 11, 2024

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Attributes of Authentic Leaders

Integrity



Self-Aware



Empathetic



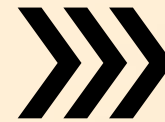
Genuine in relationships



Strong adherence to values and beliefs



Why is Authenticity in Leadership Important?



*Employee
Growth,
Satisfaction and
Development*

Female Leaders and the Struggle with Authenticity

According to a 2020 study by [LeanIn.org](https://leanin.org) & McKinsey, women still face pressure to exhibit stereotypically masculine leadership traits like assertiveness and dominance. They often feel the need to wear a “work persona” that hides their true self.

“

*If they don't like you
for being yourself, **be
yourself even more.***

TAYLOR SWIFT





Early Lessons

“

I WANT EVERY
LITTLE GIRL WHO'S TOLD
SHE'S BOSSY TO BE TOLD
INSTEAD THAT SHE HAS
LEADERSHIP SKILLS.

SHERYL SANDBERG

*Five words to describe me
as a child –*

- Driven
- Attention-Seeking
- Competitive
- Fearless
- Annoying

Group Discussion / Table Talk / Share

- What are some words that would describe your personality as a child?
- Were there traits that were celebrated and others that were discouraged?
- Is there one quality that you feel you “leaned into” and helped to define who you are today?



Coming of Age



New York Times

NEW YORK, THURSDAY, MAY 21, 1992



*Vice President
Dan Quayle*

TUESDAY
AFTERNOON

"It doesn't help matters when prime-time TV has Murphy Brown . . . mocking the importance of fathers by bearing a child and calling it 'just another life style choice.' "

WEDNESDAY MORNING

"I have the greatest respect for single mothers. They are true heroes."



*Marlin Fitzwater
White House spokesman*

WEDNESDAY
MORNING

"The glorification of the life of an unwed mother does not do good service to most unwed mothers who are not highly paid, glamorous anchorwomen."

WEDNESDAY MID-MORNING

"The Murphy Brown show [exhibits] pro-life values which we think are good."

...quick tangent...simply cannot resist!

If we don't succeed, we run the risk of failure.

“It isn't pollution that's harming the environment. It's the impurities in our air and water that are doing it.”

What a terrible thing to have lost one's mind. Or not to have a mind at all. How true that is.

No, I had no problem communicating with Latin American heads of state - though now I do wish I had paid more attention to Latin when I was in high school.



I stand by all the misstatements that I've made

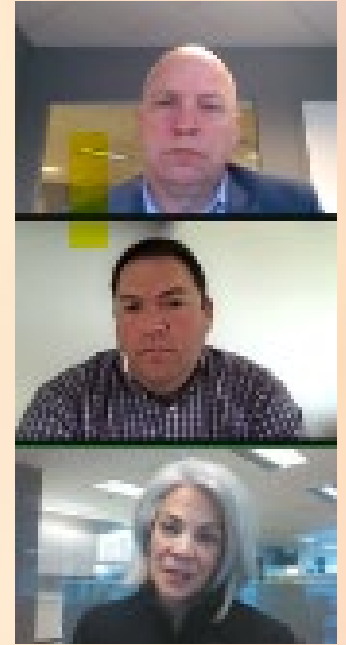
Career Path

Finance –

So. Many. Dudes.

Not so fun facts...

- 10% of Fortune 500 companies are led by females
- It will take nearly 50 years for the number of women in leadership to reflect their share of the U.S. population





Embracing my Roots

Words to describe
me as a child
circa 1978

Driven
Attention-
Seeking
Competitive
Fearless
Annoying

Achiever
Relator and
Connectedness
Competition
Focus
< ? >

Gallup Strengths
2024



Group Discussion / Table Talk / Share

- When do you feel most authentically yourself?
- Are there differences in the “you” that you show to your family and friends versus the “you” that you show in your career?

Your Unique Leadership Style

- Save your energy – be yourself!
- When you are playing to your strengths, embracing your true self, you move through the world more naturally
- It's exhausting to do it any other way

**A Woman in harmony
with her spirit is like a
river flowing...prepared
to be herself and only
herself.**

Maya Angelou

Group Discussion / Table Talk / Share

- What aspects of yourself are you trying to control or diminish in your professional life?
- What would happen if you let go of that control?

“

**A girl should
be two things:
who and what
she wants.**

”

- coco chanel

