

NOVA
Women Leading the Future in Tech
Day 2



Technology Ireland DIGITAL Skills genos

1

Day 2
WE ARE HERE



genos

- 09:15 - 09:45 Guest Speaker: Ray McGinn
- 09:45 - 11:15 Setting Yourself Up for Success
- 11:15 - 11:45 Coffee
- 11:45 - 13:15 Setting Yourself Up for Success
- 13:15 - 14:15 Lunch
- 14:15 - 15:45 Turning Obstacles into Opportunities 2
- 15:45 - 16:15 Coffee
- 16:15 - 17:30 Creating a Culture of Mentoring

2

NOVA
Women Leading the Future in Tech
Setting Yourself Up for Success



Technology Ireland DIGITAL Skills genos

3

Ray McGann
Managing Director, HPE Ireland



Technology Ireland DIGITAL Skills logo
genos logo

4



'The price of anything is the amount of life you exchange for it'
Henry David Thoreau

genos logo

5

Balancing Life Domains



genos logo

6

genos | National Health Service | NHS

When you **thrive**,
you show up
differently

7

7

genos | National Health Service | NHS

Life by **Design**
or **Default**?

46.9%

8

8

genos | National Health Service | NHS

Life Domains

Choose up to 10 of
the most important
domains in your life

Page 33

9

9

Wheel of Life

- Enter the names of life domains in the outer rim of the Wheel of Life.
- Rate level of satisfaction in each of the domains (0-10).
- Connect the lines to form an inner wheel

Page 34

10

Paired Exercise
- 20 Mins

- Which domains feel energising right now?
- Which feels neglected or stretched?
- What is one or two small actions you could take?

11

How might balancing out your life domains impact your leadership?

12



13



14



15

genos | University of South Wales | WU

2 Signals for Growth

- Longing
- Discontent

16

16

genos | University of South Wales | WU

What would you LOVE?

Page 38

17

17

genos | University of South Wales | WU

Paired Exercise

- Share your vision – in 3 years time I will be
- Partner listens with presence
- Share what you heard
- As you hear it back is there anything you would change or add
- Swap Roles

18

18

genos Supporting your business

Knowing & Owning Your Value

Reflective Space Pages 39 - 44



19

19

genos Supporting your business



Reticular Activating System

20

20



21

genos 



"I am not the product of my circumstances. I am the product of my decisions"

Dr. Stephen R. Covey

22

22

NOVA

Women Leading the Future in Tech

Turning Obstacles into Opportunities



Technology First and DIGITAL Skills 

genos

23

genos 

Growth Mindset



24

24

genos

Roger Bannister breaks the 4-minute mile



25

genos

Beliefs → Action → Growth

26

genos

Stories become true if they rob us of action

27

Watch out for:

- Perfectionism
- Comparison
- Comfort



genos

28

28

Courageous Conversations

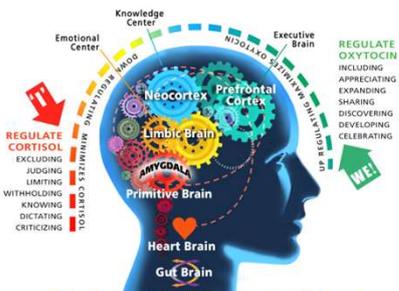


genos

29

29

THE SIX BRAINS
HOW THE BRAIN 'REALLY WORKS'



genos

REGULATE CORTISOL
EXCLUDING
JUDGING
LIMITING
WITHHOLDING
KNOWING
DICTATING
CRITICIZING

EMOTIONAL CENTER

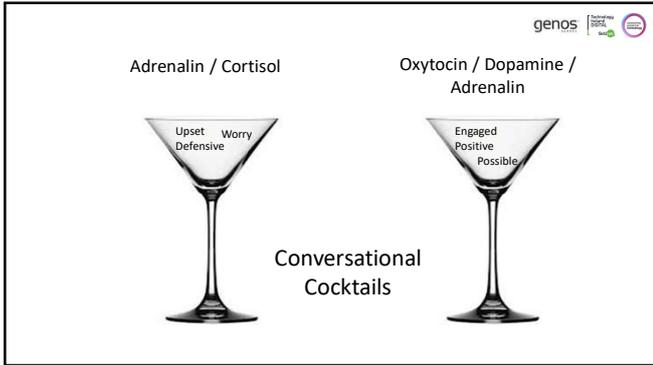
MINIMIZE CORTISOL

REGULATE OXYTOCIN
INCLUDING
APPRECIATING
EXPANDING
SHARING
DISCOVERING
DEVELOPING
CELEBRATING

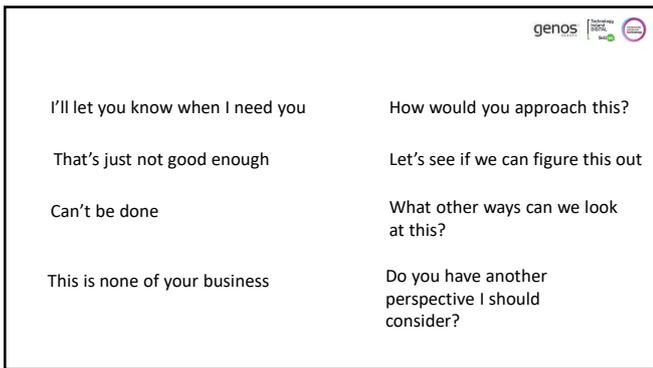
WE!

© Benchmark Communications, Inc. and The Creative Edge Institute. All rights reserved.

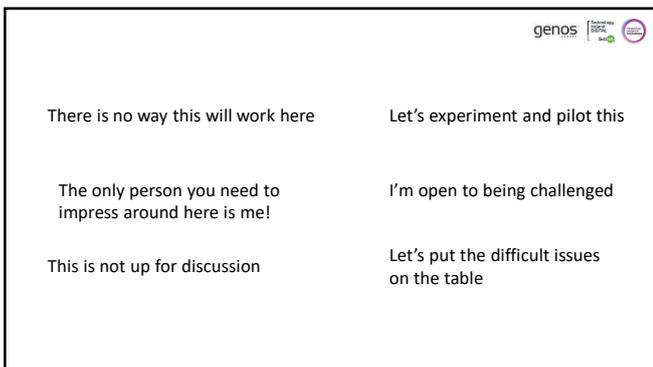
30



31



32



33

genos

Ladder of Conclusions

- Listen to Connect not judge or reject
- Ask Questions for Which you Don't have the answers
- Make Thinking Visible

© Benchmark Communications, Inc. and The Creativity® Institute. All rights reserved.

34

genos

Observation without Evaluation

35

genos

The Invitation

- "I'd like to talk to you about but first I'd like to get your point of view."
- "I think we have different perceptions about... I'd like to hear your thinking on this."
- "I'd like to talk about... I think we may have different ideas on how to..."
- "I'd like to see if we might reach a better understanding about.... I really want to hear your feelings about this and share my perspective as well."

36

36

genos INTEGRATED
SOLUTIONS

3 Levels of Listening

L1 What I'm Thinking is

L2 What you're saying is

L3 Am I hearing

37

37

genos INTEGRATED
SOLUTIONS

Asking Questions

- Reduce uncertainty
- Connect and find mutuality
- Empowers
- Overcome the problems of perception and misunderstanding
- Builds relationships

38

38

genos INTEGRATED
SOLUTIONS

Without a good question a good answer has
no place to go

39

39

genos

Double Click



40

40

genos

What Not **Why**

Why did you do that?
What were you hoping for here?

Why did you think this was a good idea?
What made you choose this course of action?

Why are you bothering with this?
What is important for you here?

41

41

genos

Tell Your Own Story with **Clarity**

Fact not Story

Perception not Truth

I not You

Contribution not Blame

Feelings / Impact not Accusations

42

42

genos Supporting the NHS

Move to Problem Solving

Mutual Caretaking

43

43

genos Supporting the NHS

Address Resistance

- What do you need?
- Where to from here?
- What do we still need to solve for?

44

44

genos Supporting the NHS

Behind every complaint is an unfulfilled wish



45

NOVA
Women Leading the Future in Tech

Mattering
A Spark to Ignite Connection



Technology
Belongs
DIGITAL
Skills
CONNECTION
MATTERS
GENOS

genos

46

Those were
'Anti-Mattering'
Experiences



genos

47

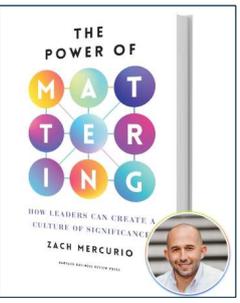
47

THE
POWER OF

MATTERING

HOW LEADERS CAN CREATE A CULTURE OF SIGNIFICANCE

ZACH MERCURIO



genos

Mattering is...
"The feeling that we're a significant part of the world around us,
the belief that we're noticed, important, and needed"

48

48

People feel they matter less and less...

- 43% of employees feel 'invisible' *
- Cigna Insurance: 47% feel 'forgotten' **
- Deloitte: 40% feel isolated in work ***
- Gitnux: 60% feel 'emotionally detached' in work
- ...and 19% 'feel miserable' ****

* Source: Research Gateway.
 ** Source: Cigna.
 *** Source: Deloitte.
 **** Source: Gitnux.

49

49

And not mattering matters

- Decline in mood (62%)
- Decline in mental health (48%)
- Reduction in productivity levels (49%)
- Reduction in quality of work (39%)

...a sense of not mattering is quite simply bad for business

*** Source: Deloitte

50

50

The Neuroscience of Mattering

Science

BRAIN CONNECTIVITY

Physical Pain

Social Pain

51

51



When people feel they matter...

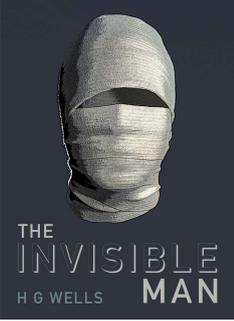
- 31% higher motivation and goal persistence
- 33% more likely to contribute ideas & speak up
- 31% higher motivation and goal persistence
- 34% lower anxiety and depressive symptoms
- 30% higher reported life satisfaction & wellbeing

Sources: Gordon L. Flett, York University (2019-2022); Flett & Zangeneh (2023), Journal of Psychoeducational Assessment, The Psychology of Mastering (Elsevier, 2022)

genos | 

52

52



THE INVISIBLE MAN
H G WELLS

"I am invisible, understand, simply because people refuse to see me."
Ralph Ellison, The Invisible Man

genos | 

53

53

hi!

Hi,
How are you?!

- "Great!"
- "Grand"
- "I've been better"
- "Outstanding!"



genos | 

54

54

genos Supporting the 2030 Agenda

"Sawubona!"
"I see you: all my attention is with you"

"...Shikoba"
"...I'm relieved to know that I exist for you"



55

55

genos Supporting the 2030 Agenda



Note 3 people
That absolutely must know their contribution matters to the success of your team

56

56

genos Supporting the 2030 Agenda

RAISE:
We Feel we Matter When we Feel...

R Respected

I Involved & Valued

E Empowered & Heard

A Appreciated & Affirmed

S Seen & Included



57

57

RAISE:
Keep the learning going:
Do You Make People Feel They Matter?



<https://qr.me-qr.com/l/matter>

58

58



Deiric McCann, Genos EU

Zach Mercurio

59



"If it wasn't for you..."

Zach Mercurio
Author, *The Power of Mattering*

60

60

genos Supporting the
SOPH
WELL



“Schedule your good intentions”

Zach Mercurio
Author, *The Power of Mattering*

61

61

genos Supporting the
SOPH
WELL



**Recognised,
Appreciated & Affirmed**

- **Recognising**
Shining a light on contributions – giving thanks for **WHAT** they do
- **Appreciating**
Valuing their presence – giving thanks for **WHO** they are
- **Affirming**
Showing them specific evidence of their value and significance and how they matter

62

62

genos Supporting the
SOPH
WELL



“Affirming someone strengthens their belief that they’re worthy and capable ...”

Zach Mercurio
Author, *The Power of Mattering*

63

63



genos Supporting People's Wellbeing

"I will show these 3 people they matter by..."

64

64



genos Supporting People's Wellbeing

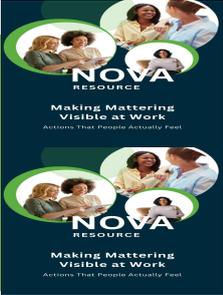
Review your results, and

- Identify three things **you'll commit to** personally to let people in your team know they matter
- Identify one thing **you can do in your team** to make people aware of how much they matter
- 10 minutes

Taking Action 1

65

65



genos Supporting People's Wellbeing

Taking Action 2

In groups of three for 15 minutes:

- Elect a spokesperson to keep notes and share your thoughts
- Share all of your best ideas for creating a greater sense of mattering in your team

66

66
