

NOVA

Women Leading the Future in Tech

Day 1



Day 1

WE ARE HERE

09:15 - 10:45

Kickoff!

10:45 - 11:15

Coffee

11:15 - 11:45

Guest Speaker: Paula Sequeira

11:45 - 13:15

Becoming a More Authentic and
Emotionally Intelligent Leader

13:15 - 14:15

Lunch

14:15 - 15:45

Turning Obstacles into Opportunities

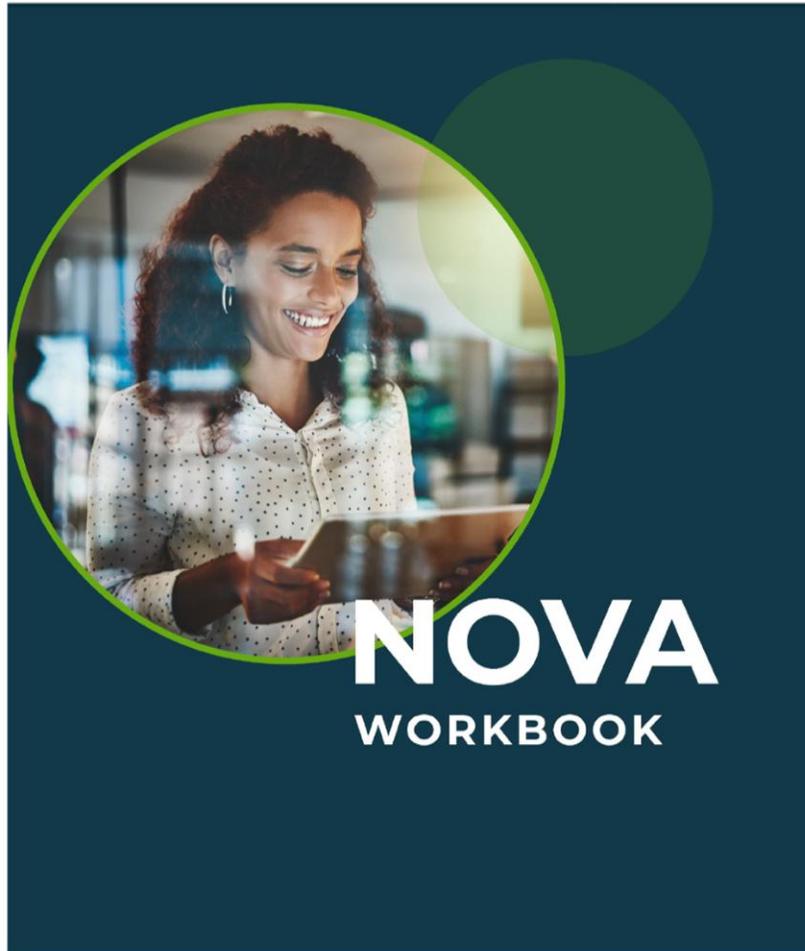
15:45 - 16:45

Coffee

16:15 - 17:30

Building Robust
Trustworthiness





Programme Overview

Date	Location	Core Themes
14 January	Workday, Dublin	<ul style="list-style-type: none"> • Emotional Intelligence • Obstacles into Opps • Trustworthiness
17 February	HPE, Leixlip	<ul style="list-style-type: none"> • Setting Yourself Up for Success • Mattering
11 March	Kerry Group, Naas	<ul style="list-style-type: none"> • Leading DEI • Structured Conversations
22 April	AMD, Citywest	<ul style="list-style-type: none"> • AI-Powered Thinking • Resilience • Being Most Informed Person in the Room
20 May	Microsoft, Dublin	<ul style="list-style-type: none"> Psychological Safety • Strengths • Capstone & Graduation

How Your Learning is Supported

-  Guest speakers
-  Journalling & Reflection
-  Learning Pods
-  360° Emotional Intelligence Assessment & Coaching
-  Capstone: Leadership Impact Presentation



What helps me learn, think and participate at my best?

What might get in the way of my learning if it's not named?

What support or consideration would help me show up fully?

What do I need from this group to feel safe enough to contribute?

Our Agreement

Learning Pods



Over Coffee:

- Share Contact details
- Agree a date to meet before 17 Feb
- Nominate a Pod Lead for the first meeting

How your pod will work:

- Small peer group to support your development
- Meet for c.30 mins between sessions

Your Commitment:

- Hold the vision for what is possible
- Keep what's shared confidential
- Focus on progress, not perfection

Paula Sequeira

Director, Software Development
Engineering
Workday



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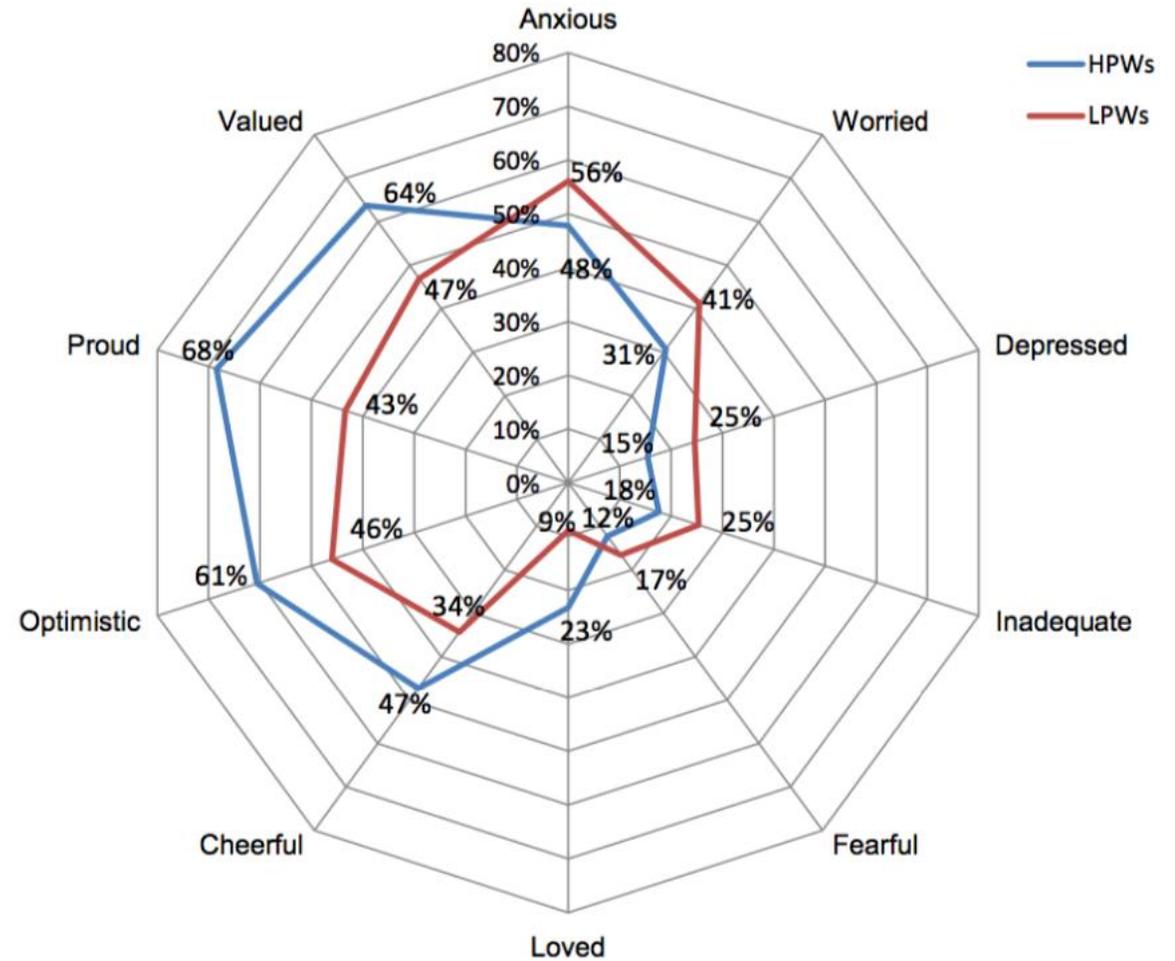
Becoming a More Authentic & Emotionally Intelligent Leader



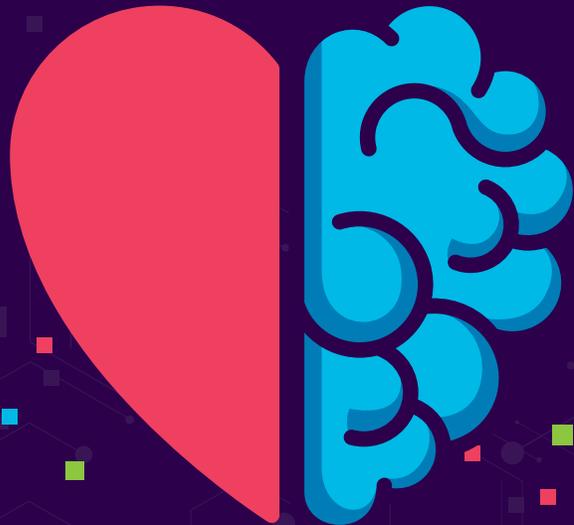


Why Emotional Intelligence?

Why Emotional Intelligence?



Emotional intelligence— the essential skillset for the age of AI



Why Emotional Intelligence?

Demand for emotional intelligence skills will rise six times on average in the next three to five years



Why Emotional Intelligence?

Emotional Intelligence offers big benefits to the organisation and the workforce

Organisations can achieve returns up to four times higher by investing in EI skills

Share of organisations realising more than 20% benefits



Sources: Capgemini Research Institute, Emotional Intelligence research, Executive Survey, August – September 2019, N=750 executives.

Share of employees realising more than 20% benefits



Sources: Capgemini Research Institute, Emotional Intelligence research, Executive Survey, August – September 2019, N=500 executives.



DEIRINATOR





Why Emotional Intelligence?

"AI will increasingly replace repetitive jobs, not just for blue-collar work but a lot of white-collar work.

The jobs that won't be replaced are those that require empathy and human interaction.

Anything that requires emotional intelligence, **AI is not good at.**"

How Does **Emotional Intelligence** Impact in the 'Real World'?

Technology
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DIGITAL
Skillnet



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Think of your
Best Boss
Ever



Note their name
or initials on
page 8

Your experience of your Best Ever Boss

- Understands the impact their behaviour has on others
- Makes others feel appreciated
- Is open and honest about mistakes
- Makes ethical decisions
- Manages their emotions effectively in difficult situations
- Recognises others' hard work and achievements

Now, total those scores



01

Significantly less than others

02

Less than others

03

About typical

04

More than others

05

Significantly more than others

Think of your
Best Boss
Ever



How did they
make you feel?

Write down the first
3 words that come
to mind

Think of your
Worst Boss
Ever



Note their
name or initials
on page 8

Your experience of your Worst Ever Boss

- Understands the impact their behaviour has on others
- Makes others feel appreciated
- Is open and honest about mistakes
- Makes ethical decisions
- Manages their emotions effectively in difficult situations
- Recognises others' hard work and achievements



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*“People will forget what you said,
People will forget what you did,
But people will never forget
how you made them feel”*

Maya Angelou

Why it matters...

The way you 'show up' ...

- ...determines the way people feel, and the way they feel...
- ...determines the extent to which they can engage...
- ...and that impacts pretty much **EVERYTHING** about the outcome of that relationship...

Why Emotional Intelligence?

*“Culture is how employees’ hearts
and stomachs feel about Monday
morning on Sunday night”*

Bill Marklein



*“A 1% improvement every
day means you’re
37 times better at the end
of the year”*

James Clear

So What's
YOUR 1%?



So What's YOUR 1%?

- Groups of 3-4 for 10 minutes
- What's your biggest 'Aha!'?
- What would it prompt you to do differently?
- So what's **YOUR 1%**?



You assessed their 'Demonstrated Emotional Intelligence'



Don't 'fake it 'til
you make it'



Reflecting on Your **Best Self**



“When I am my Best Self I am...”

- Go to page 7 of your workbook
- You will write from the prompt until I say stop
- When we start keep the pen to the paper and keep it moving
- Forget planning, structure, grammar etc.
- If you run dry rewrite the prompt until you get started again

“Situations
making it easy
bringing my **Best
Self** include...”



“Situations that challenge me bringing my **Best Self** include...”



Breakout Session

- Pairs – 2 minutes each
- Person with closest birthday goes first
- “When I am my Best Self here’s what I bring into the room...”
- ‘Coach’ your partner to help them to full clarity on their Best Self

Awareness of situations that light you up and power you down build **Self-efficacy** and **Self-confidence**





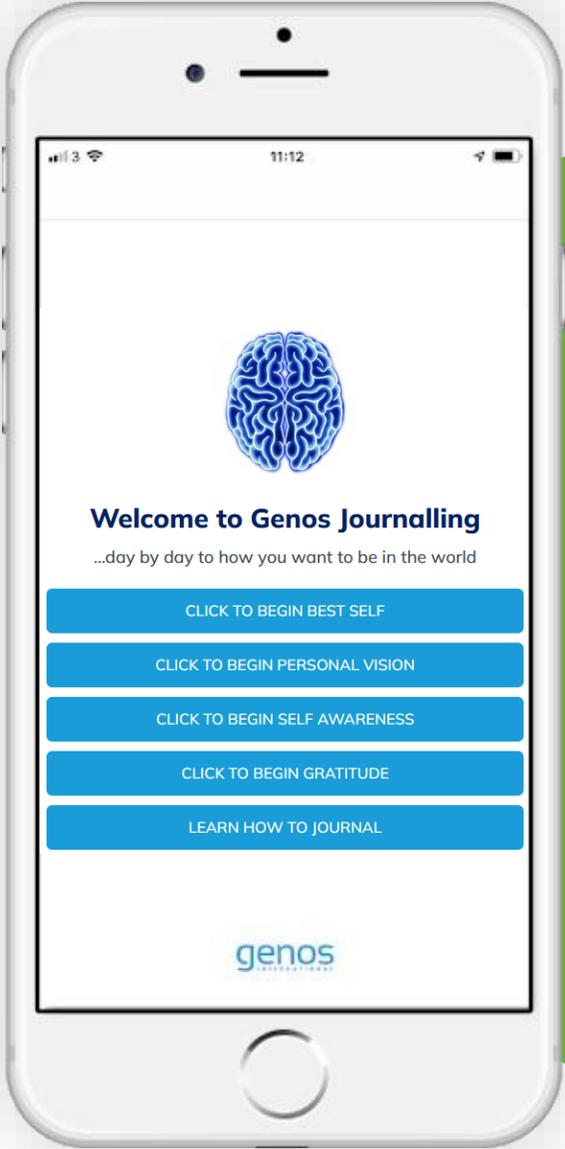
“Authenticity is not something we have or don’t have. It’s a practice — a conscious choice of how we want to live.

Authenticity is actually a collection of choices, choices that we make every day.

The choice to let our true selves be seen.”

Brene Brown

Best Self
Personal Vision
Self Awareness
Gratitude



How do I want
this person to
feel after
we meet?



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Ireland
DIGITAL
Skillnet



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EUROPE

Making it a Habit





“Set intentions before you take action. Blind action is sometimes worse than no action at all.”

Akiroq Brost

Turning Obstacles Into Opportunities



Amy Purdy



Respond and Connect

React and Disconnect

What Stands in the Way ...Becomes the Way



Step One: Name the Obstacle

- A current challenge
- A leadership stretch
- A situation that drains you
- A pattern on repeat

Step Two: My Perception

- What assumptions am I making?
- Where might my thinking be narrowing?
- What emotion is colouring my view?
- From Above the line ... what else might be true?

Step Three: Choose Action

- What is one small step I could take now?
- What conversation, decision, or boundary might help me move forward?
- What is within my control, even if the outcome isn't?
- How do I step into Creatorship?

Step Four: Strengthen Will

- Who do I choose to be?
- What quality do I want to bring?
- How do I want to show up for myself in this moment? In every moment?
- The kind of Leader I choose to be ...

I Notice

I Choose

I Move

I Stay True

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**Women Leading the
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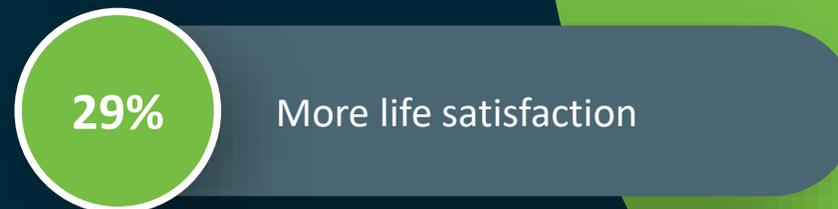
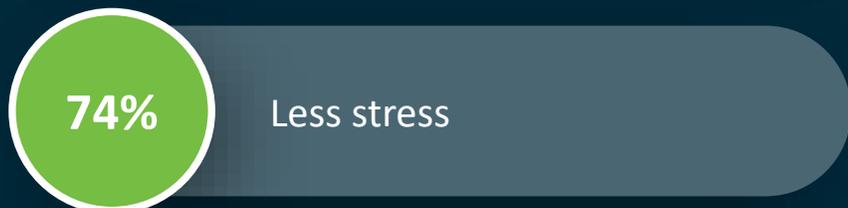
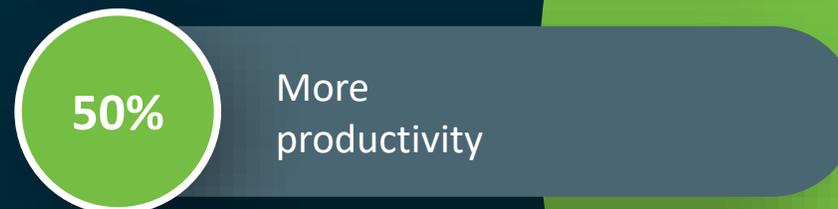
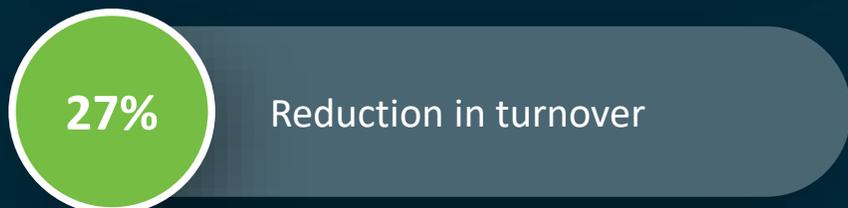
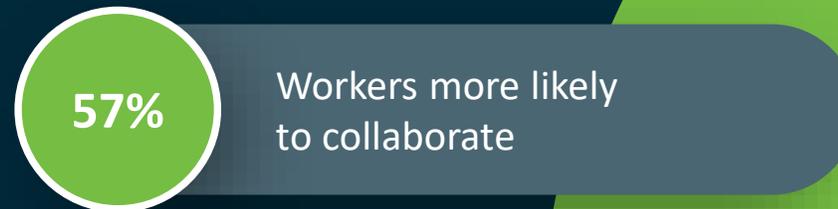
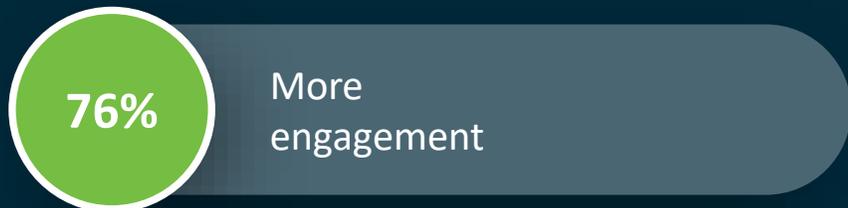
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EUROPE



Why this session matters



Why this session matters



Sources: Gartner Research, [The Missing Element in Nearly Every Learning Strategy](#); Gallup, [State of the American Workforce Report](#); Zak, Paul J., [“The Neuroscience of Trust,”](#) Harvard Business Review,

Trust



Trust:

Personal Benefits

- Improved Relationships (Dirks & Ferrin, 2001).
- Reduced Stress Levels (Lenton et al., 2013).
- Enhanced Self-Esteem (Twenge & Campbell, 2002).
- Increased Opportunities (Dirks & Skarlicki, 2004).
- Career Advancement (Colquitt, Scott, & LePine, 2007).
- Greater Happiness (Dunn & Schweitzer, 2005).
- Longer Life (Post, 2005).
- Increased Resilience (Richey, Brown, & Begeny, 2021).
- Improved Mental Health (Wang, Pan, Wan, Tan, Xu, McIntyre, Choo, Tran, Ho, Sharma, & Ho, 2020)
- Increased Influence (Cialdini, 2001)

Compared with people at low-trust companies, people at high-trust companies report;

- 74% less stress,
- 106% more energy at work,
- 50% higher productivity,
- 13% fewer sick days,
- 76% more engagement,
- 29% more satisfaction with their lives,
- 40% less burnout

The Neuroscience of Trust

Management behaviors that foster employee engagement by Paul J.

Zak

From the Magazine (January-February 2017)





Trust

“...the belief that somebody is good, sincere, honest, etc. and will not try to harm or trick you”

20th ANNIVERSARY EDITION

"A rich source of examples and experiences that guides the development of truly special relationships with one's clients." —**RICH LESSER**, CEO, Boston Consulting Group



The
**TRUSTED
ADVISOR**

**David H. Maister
Charles H. Green &
Robert M. Galford**

Think of...

Someone you trust
without hesitation

Someone you
do not trust at all



Score them 1-5 for

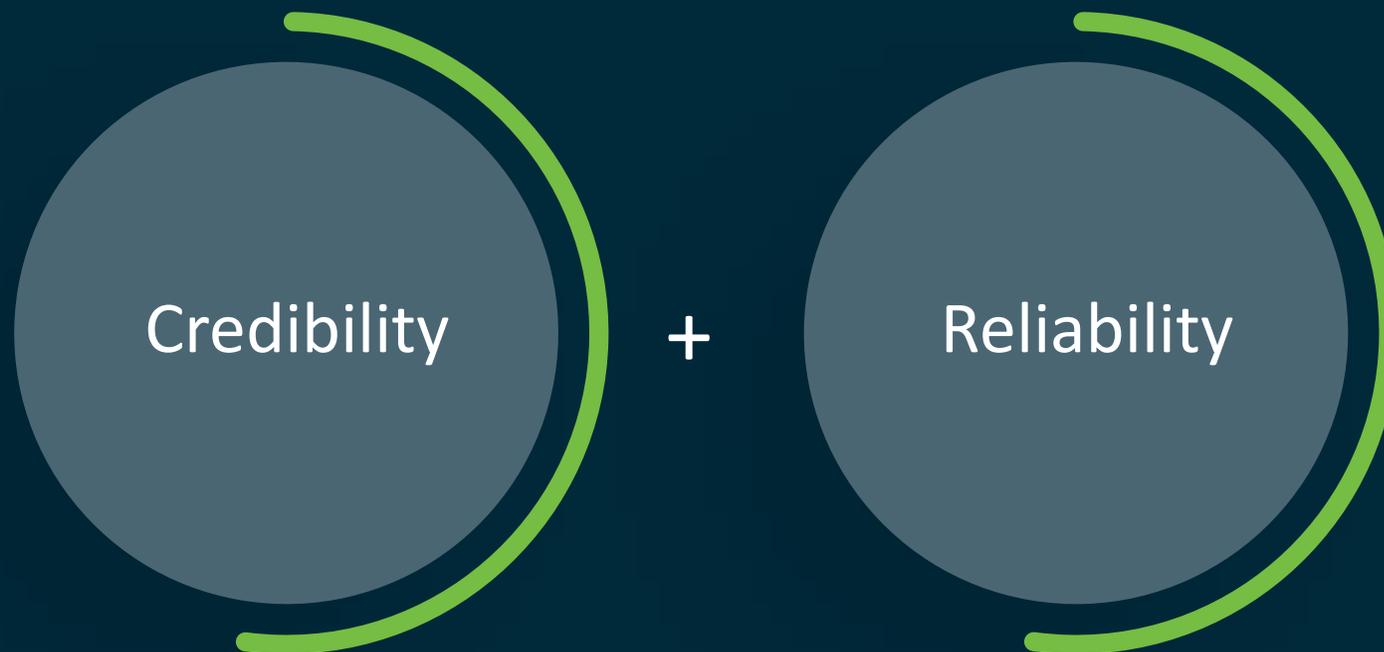


Credibility

Credibility is all about the words we say, and how we say them.

Being knowledgeable, honest (OK with saying 'I don't know'), prepared and well-read all contribute to credibility.

Score them 1-5 for



Reliability relates to our actions – it is the perception you're dependable; that 'your word is your bond'.

You keep your promises and you follow through.

Score them 1-5 for



Emotional Connection is about a sense of connection, safety, security, and ease we create for others.

It is exemplified by a sense that one can openly and honestly speak their minds, even on difficulty topics.

Score them 1-5 for



Self Orientation is about where your focus is seen to be - is it on yourself or others?

It's about your perceived motives: why do you do what you do?

Calculate the
'Trust Quotient'
(TQ) for each



Trust Quotient: So what?

- Groups of 3-4 for 10 minutes
- What's the gap?
- What can you learn from this?
- So what?



Now calculate your own Trust Quotient



How does it compare with the other two?

Instinctive focus



'Low Hanging Fruit' (How you 'show up')



How You 'Show Up'



'Low Hanging Fruit' ("Get off your 'S'")





Trust is personal...

Unless we take responsibility for our personal behaviours around trust, there will never be a culture of trust

Increasing your TQ

- Self Reflection – 5 minutes
- What could you do **more** of?
- What should you do **less** of?
- What could you do **differently**?

Capture your thoughts in your journal