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# Lead and EmpowHER: A Workshop on Women and Leadership

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Abiding Love Women's Retreat  
April 20, 2024

[www.paigehaber-curran.com](http://www.paigehaber-curran.com)

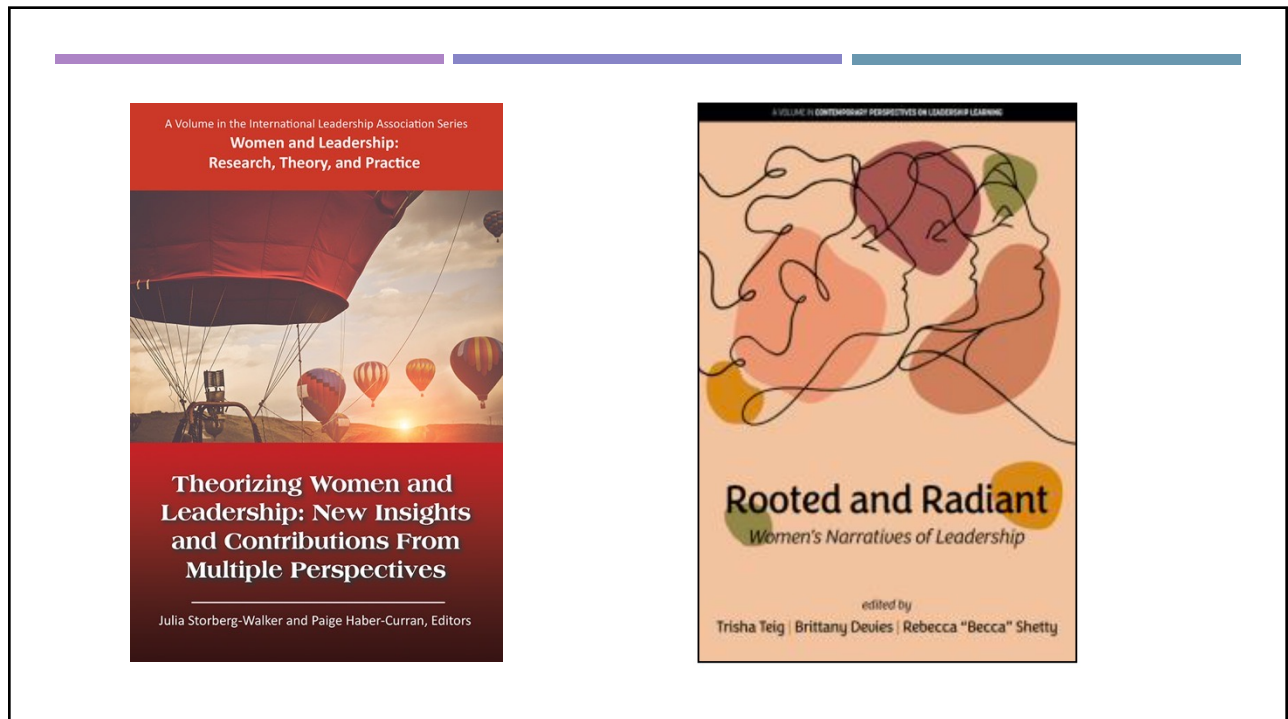
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# What is your WHY?

What brings you here today?

5

## AIMS OF THE SESSION TODAY

- Build and foster relationships and connection.
- Demystify the concept of leadership with a focus on servant leadership.
- Introduce concepts related to women and leadership.
- Encourage and empower engagement, involvement, and new ideas within the group and the congregation.

6



7

## LEADERSHIP MYTHS

- ❖ Leaders are born, not made.
- ❖ Leadership is hierarchical and you need to hold a formal position to be considered a leader.
- ❖ Leadership is about control.
- ❖ You must have charisma to be an effective leader.
- ❖ There is one standard way of leading.

8

## TRUTHS OF LEADERSHIP

- ❖ Leadership is an action or process, not a person or a position.
- ❖ Leadership can be learned and developed.
- ❖ Leadership is relational, with a focus on building relationships, empowerment, and collaboration.
- ❖ Leadership has a moral and ethical dimension.
- ❖ The intention of leadership is creating a positive change in something beyond oneself.

9

- ❖ manage themselves well
- ❖ are committed to their organization and its purpose
- ❖ work hard and perform at high levels
- ❖ demonstrate courage, honesty, and credibility

10

## SERVANT LEADERSHIP

- ✿ The “natural feeling that one wants to serve, to serve first. Then the conscious choice brings one to aspire to lead” (p. 23)
- ✿ A commitment to serve others or a cause rather than serving oneself (put people and organizations before themselves)
  - -Robert Greenleaf, 1977

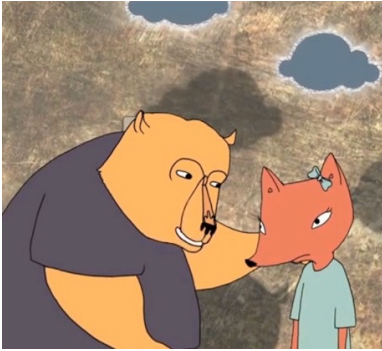
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## A SERVANT LEADER.....

1. Listens intently and receptively
2. Exercises empathy
3. Nurtures healing and wholeness
4. Unflinchingly and consistently applies ethics and values
5. Builds cooperation within the team
6. "Dreams big dreams"
7. Exercises foresight
8. Understands service and stewardship as the first and foremost priority
9. Nurtures the growth of others
10. Builds community within the organization

12

## BRENÉ BROWN ON EMPATHY



- Perspective taking- recognizing one's perspective as their truth
- Staying out of judgment
- Recognizing emotion in others
- Communicating that emotion
- “Feeling with people”
- The power and importance of connection

13

## ACTIVITY: EMPATHETIC AND NON-EMPATHETIC RESPONSES

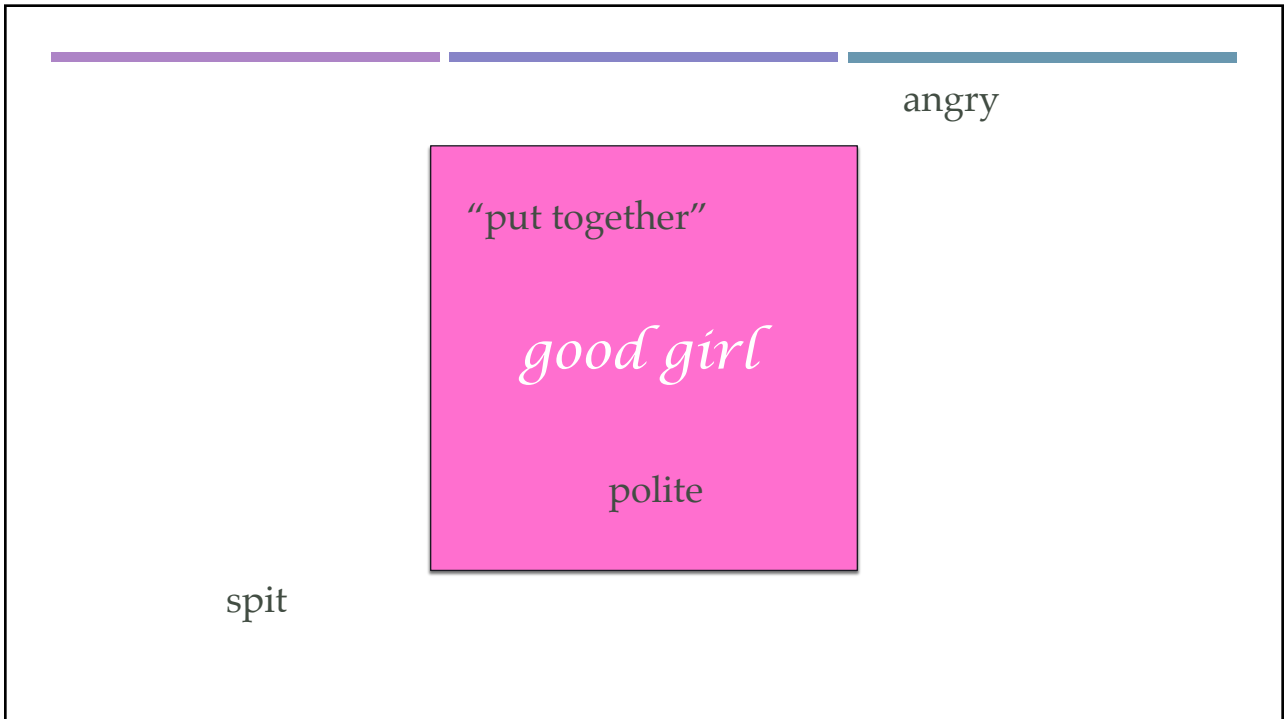
Example: “I totally bombed that test.”

- |   |  |
|---|--|
| <ul style="list-style-type: none"> <li>■ Example response (non-empathetic)- I'm sure you did fine.</li> <li>■ Example response (empathetic)- I can see you're upset about it - what makes you think you bombed it?</li> </ul> | <ol style="list-style-type: none"> <li>1. “I'm nervous about giving it a try.”</li> <li>2. “I feel like we're not ready for the event.”</li> <li>3. ”I feel so frustrated and just want to walk away.”</li> <li>4. “I don't feel ready to step into a leadership role.”</li> </ol> |
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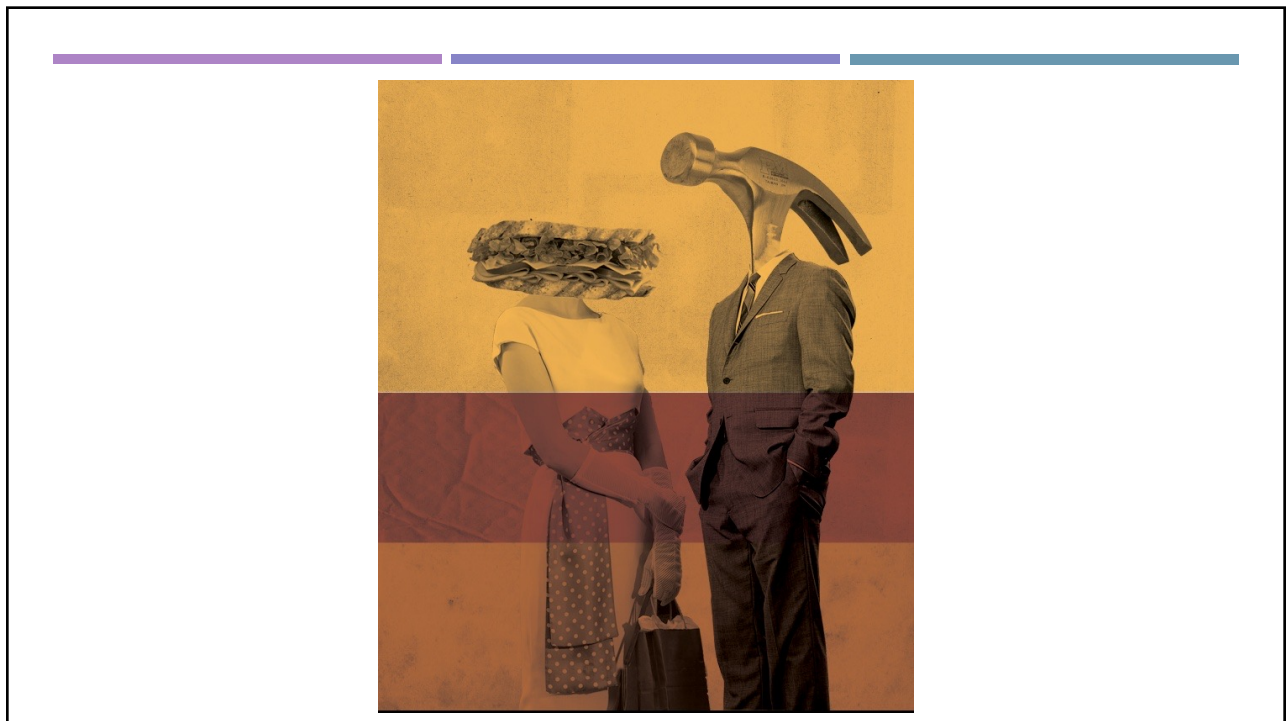
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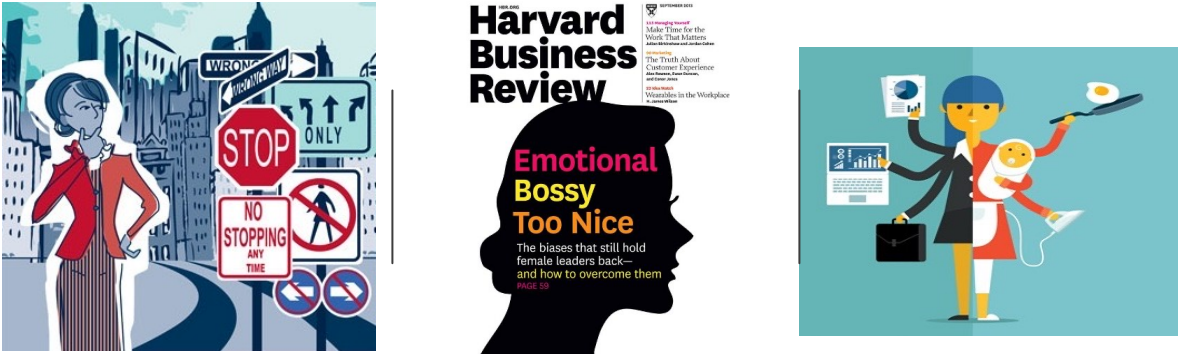
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18



**DOUBLE BIND, MULTIPLE ROLES**

19

Effortless Perfection

Imposter Phenomenon



20

## HOW REMARKABLE WOMEN LEAD (BARSH, LEWIS, & CRANSTON, 2009)

- **Meaning:** The **sense of meaning and purpose** is what inspires women leaders, guides their careers, sustains their optimism, generates positive emotions, and enables them to lead in creative and profound ways.
- **Framing:** Framing situations in a **positive, constructive way** and adapting a **flexible mindset** provides strength and clarity.
- **Connecting.** Women leaders **make meaningful connections to develop sponsorship and followership**, and to collaborate with colleagues and supporters with **warmth and humanity**.
- **Engaging.** Successful leaders take **ownership for opportunities along with risks. They have a voice and they use it.**
- **Energizing.** To succeed long-term and to accommodate family and community responsibilities, women leaders learn **to manage their energy reserves and to tap into flow.**

21

## STRATEGIES

1. Be Agentic & Communal
2. Be Confident in Your Competence
3. Step Up & Take Risks
4. Don't Try to Please Everyone
5. Empower Your Self and Others



22






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25

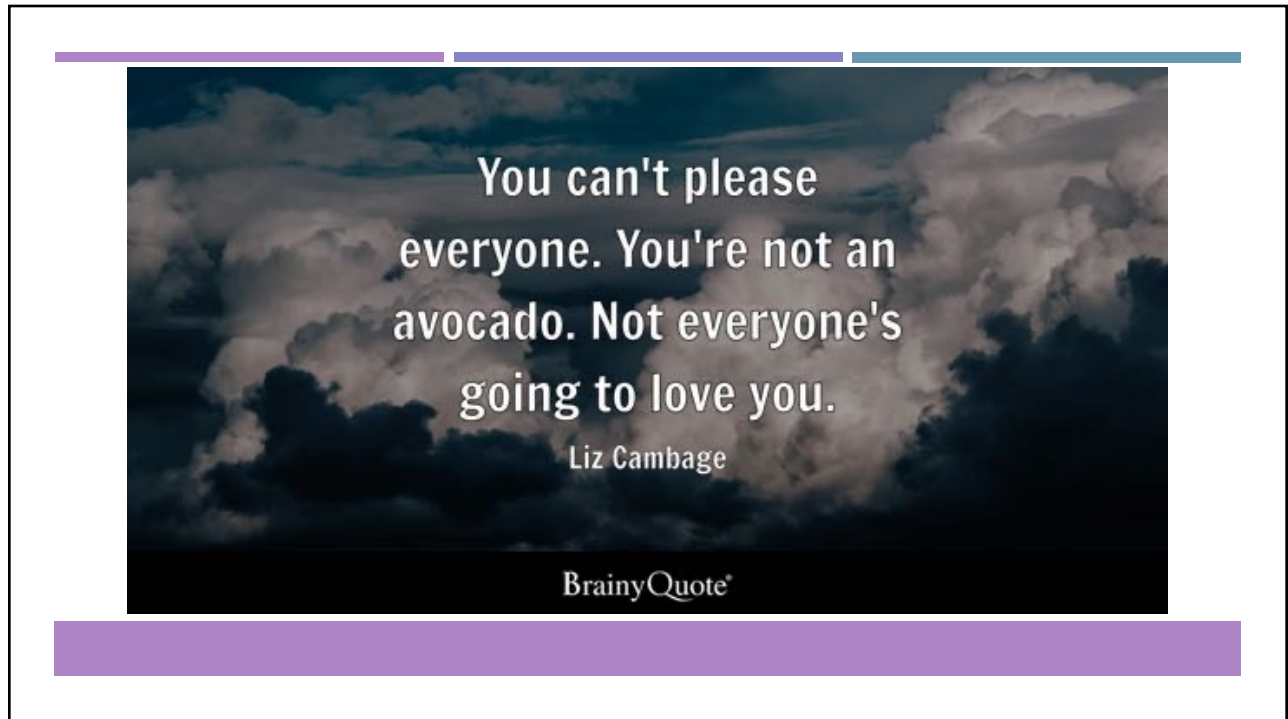


Women need to shift from thinking "I'm not ready to do that" to thinking "I want to do that- and I'll learn by doing it."

— *Sheryl Sandberg* —

**AZ QUOTES**

26



27



28



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30

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