

# KELLI THOMPSON

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## PROGRAM TITLE: MAKE YOUR IMPACT

Time/Format: 45-60 Minutes Keynote or as a two-hour workshop (can be online)

More women than ever are in leadership today, but there is still a gap in the top rooms where decisions are made. It's costing women, and organizations, in their potential and their paychecks.

McKinsey research shows that for every 100 men promoted to manager, 85 women are promoted (fewer for women of color). Only 28% of senior executives are women (even fewer women of color). *This is expensive for companies* because they realize a 50% increase in profit and share performance when women are well-represented at the top.

*This is expensive for women* as the gender pay gap still exists with women making approximately \$.82 for every dollar a man makes. Women will hold back and settle for lower paying roles, waiting until they are 100% qualified before applying for a job while men apply when they meet 60% of the qualifications.

Ruth Bader Ginsburg was almost right when she said, "Women belong in all places where decisions are being made." She's right, they need to be there, but not just to be the token woman in the room, but be empowered and supported to make her unique impact in any room.

Why does it matter to make your impact? Holding back, keeping your talents silent serves no one. Closing the gaps requires efforts both from organizations and also from women who want to claim their role as a confident leader. Participants in this session will learn tools to boost their confidence, trust themselves, overcome imposter syndrome and practice a model for advocacy at work. Above all else, somebody is counting on your unique calling.

### TAKEAWAYS & LEARNING OBJECTIVES:

- Reflect on your current approach to making your impact at work and create opportunities to influence and turn your ideas into results
- Choose confidence over conformity by learning how to trust yourself to make decisions, stop second-guessing, and decide with confidence
- Outsmart your doubt and overcome imposter syndrome by exchanging your expensive thoughts for high value actions so you can create the career you deserve
- Practice a model for advocacy to help you show up as your authentic self, advocate in alignment with your values, and make clear and compelling impact in the rooms that matter

**WORKSHOP VERSION:** Participants will take extra time to apply the tools discussed. Includes individual and small group confidence-building assignments to reframe their mindset, boost their confidence and practice their advocacy.