

# **Breakout Session Topic: Rooted in Leadership: Thriving, Inspiring, and Advancing Together**

**Description:** This session explores how authentic, purpose-driven leadership can inspire growth, and the importance of creating spaces where diverse voices are heard, valued, and empowered. Participants will learn how mindset, self-awareness, and goal setting can drive personal and professional development. Grounded in research and practical strategies, the session encourages thriving where you are while helping others do the same. Together, these perspectives invite you to reimagine leadership as a personal, grounded, and transformative journey rooted in who you are and how you show up for others.

## **I. Microsoft Forms QUESTION UPON ENTERING**

- **Which of the following best reflects your current approach to leadership?**
  - A) I focus on achieving goals but haven't yet explored how my mindset or values shape my leadership.
  - B) I strive to lead with purpose and authenticity, but I'm still learning how to support others in thriving.
  - C) I actively create spaces for others to feel heard and valued, and I prioritize growth for myself and my team.
  - D) I see leadership as a title or role, and I'm just beginning to think about how it can be personal and transformative.

## **II. INTRODUCTION/WELCOME (5 MINUTES)**

- Set the tone: "This session is about thriving where you are, embracing your values, and growing your influence—while helping others do the same"

## **III. ROOTED IN LEADERSHIP (15 MINUTES) - DAWN**

- What is authentic leadership?
- Evidence that women lead authentically and that others recognize women in leadership.
- Question and Discussion - What is one intentional action you will take to grow or help someone else grow?

## **IV. EMPOWERING GROWTH (15 MINUTES) - LINDA**

## **V. CLOSING (5 MINUTES)**

- Thriving where you are while helping others
- Leadership as Personal, grounded and transformative journey rooted in who you are and how you show up for others

# Rooted in Leadership: Thriving, Inspiring, and Advancing Together

MI-ACE Women's Network Conference | June 2025

## RESOURCES

### Podcasts

#### **Brené Brown "Dare to Lead" Podcast**

Brené Brown's *Dare to Lead* podcast is an extension of her bestselling book, focusing on cultivating courageous leadership through vulnerability, empathy, and trust. The podcast features a blend of solo episodes and interviews with change-makers, culture-shifters, and innovators, aiming to equip listeners with the tools to lead with authenticity and resilience.

#### **Dave Stachowiak - "Coaching for Leaders" Podcast - <https://www.youtube.com/@CoachingforLeaders>**

Dave Stachowiak's Coaching for Leaders podcast is a weekly show dedicated to helping professionals become more effective leaders through insightful conversations. Since its inception in 2011, the podcast has garnered over 40 million downloads and is recognized as a top resource for management and leadership on Apple Podcasts.

### Articles

#### **"Who's Got the Monkey?" By William Oncken, Jr. & Donald Wass**

"Who's Got the Monkey?" is a classic Harvard Business Review article by William Oncken Jr. and Donald L. Wass. It uses the metaphor of a monkey to illustrate how managers unintentionally take on subordinates' responsibilities, creating overload. The article teaches effective delegation and time management to empower employees.

#### **Research: Women Score Higher than Men in Most Leadership Skills by Zenger and Folkman**

<https://hbr.org/2019/06/research-women-score-higher-than-men-in-most-leadership-skills>

A Harvard Business Review study analyzing thousands of 360-degree reviews found that women outscored men in 17 of 19 key leadership competencies, including initiative, resilience, and integrity. Despite these findings, women remain underrepresented in senior leadership roles, suggesting that opportunity, not capability, is the limiting factor.

### Professional Development

#### **MI-ACE Senior-Level Leadership Job Shadow Program**

<https://www.gvsu.edu/miace/senior-level-leadership-job-shadow-program-17.htm>

The MI ACE Senior-Level Leadership Job Shadow Program provides mid-level women leaders who aspire to a senior-level position, the opportunity to gain impactful mentorship, learn from diverse institutional viewpoints and enhance professional knowledge and skills. This program utilizes best practices from established job shadow and fellowship resources which creates an exceptional experience for select women in higher education in Michigan.

The program connects with presidents in the state to serve as “host site” leaders and will select a senior staff leader as a primary mentor. This is a personalized program which encourages learning both through observation and application.

If you are a mid-level woman leader in higher education eager to enhance your leadership skills and/or aspire to senior-level career opportunities, please consider applying! As a result of participating in the program, women will engage with various leadership and management styles.

The application and selection process allows institutions and participant needs to align for a successful experience.

### **HERS Leadership Institute**

<https://hersnetwork.org/hers-institute/>

The HERS Leadership Institute is a transformational, leadership development program for higher education professionals, founded to fill leadership pipelines across the United States with dynamic leaders, each capable of ushering their respective institutions into a more inclusive and equitable future.

Participants are asked to share their vision of leadership and what they hope to contribute to their respective institutions and are then challenged to develop the skills to actualize their professional vision. As a non-competitive space, participants are also encouraged to champion the growth of other participants. Alums of the HERS Leadership Institute (HLI) emerge more confident and skilled at leading with their unique voice, providing institutions and the higher education sector overall with a much-needed infusion of bold new leadership.

The HERS Leadership Institute is an inclusive program, with a focus on women and people who are gender diverse. HERS programs and services are open to all regardless of gender identity.