



# SAFETY 26

CONFERENCE + EXPO

## Female EHS Leaders: Leveraging Your Superpowers

What are yours?



# Presenters

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## Moderator



**Kristi McClure**  
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## Presenters



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Co-Founder & CFO of BOLD  
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Podcast



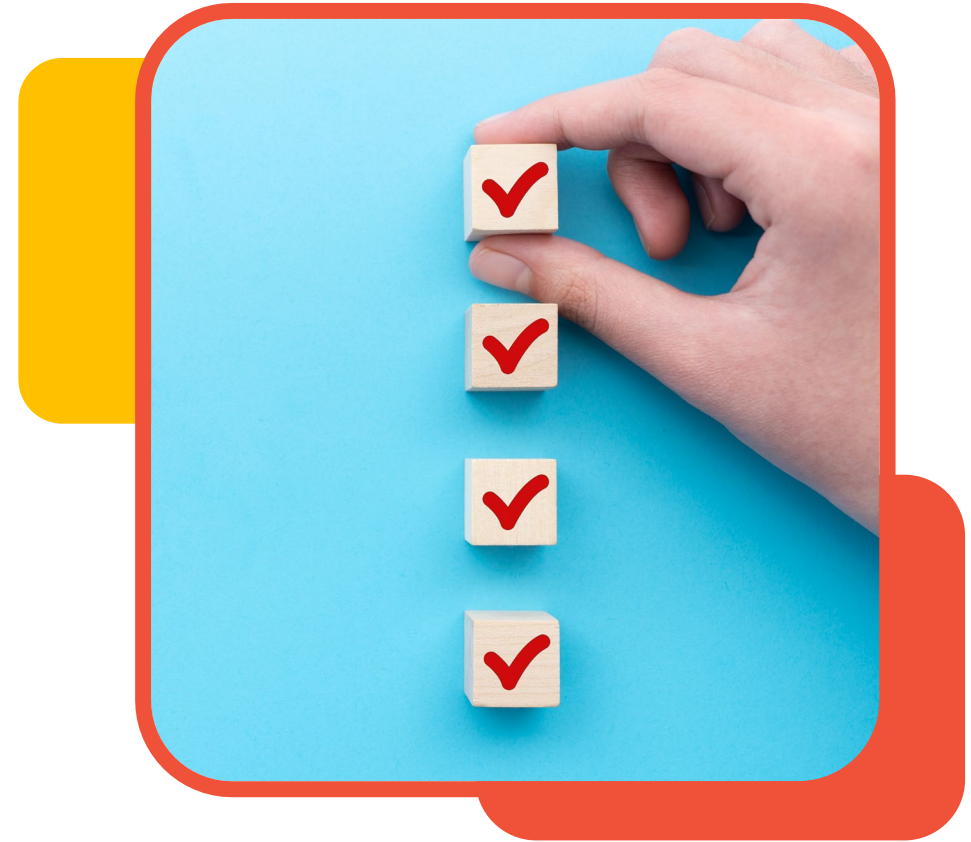
**Monique Parker**  
Chief Sustainability Officer  
Elevra Lithium



# Agenda Overview

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- Challenges of Leadership
- Confidence
- Communication
- Boundaries
- Salary Negotiation
- What's your Superpower?
- Growth/Next Steps



# Learning Objectives

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- Develop Effective Communication Skills
- Establish Leadership Boundaries
- Build Confidence in Salary Negotiations



# It's Lonely at the Top

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- Confidentiality
- Less collegial 'friends'
- Solo women
- Doubt
- Speak the language



# Know Your Value

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- Strengths-based focus vs. targeting weaknesses
- Role of experience
- Self-confidence
- Imposter syndrome



# Communication Considerations: Leadership

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- Concise
- Leadership perspective: know your audience
- Empathy: how you say is as important as what you say
- Difficult situations
- Transparency vs. oversharing
- Resilience



# Boundaries

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- Professional boundaries: job role/responsibilities
- Personal boundaries: ethics, north star, bring to work
- How to determine when to enforce a boundary?



# Boundaries: Techniques

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- Know your boundaries/limits at the outset
- Boundaries and communication go hand in hand:
  - passive-aggressive-assertive (watch for aggressive)
- Timing: address issues as they come up, don't wait
- Explain the why: back it up with facts and impact
- Negotiate: give and take
  - give what you can without compromising ethics
- Leadership: role modeling boundaries



# Salary: Considerations

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- Know your value
- Research salary standards for industry, role, geography
- Understand the total compensation package
- Understand the middle ground



# Salary: Techniques

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- Come Prepared
- Off-limit topics: know what's not ok to ask
- Communication and boundaries
- The basics of Negotiation
- New company vs. current company: considerations



| Per Pay Period Amounts             | Annual       | %      | Current     | Annual Offer | %      | Offer       | Variance     |
|------------------------------------|--------------|--------|-------------|--------------|--------|-------------|--------------|
| Salary                             | \$100,000.00 |        | \$4,166.67  | \$125,000.00 |        | \$5,208.33  | \$1,041.67   |
| 401k (pre-tax)                     |              | 2.00%  | \$83.33     |              | 4.00%  | \$208.33    | \$125.00     |
| Taxable Income                     |              |        | \$4,083.33  |              |        | \$5,000.00  | \$916.67     |
| Federal Taxes                      |              | 22.00% | \$898.33    |              | 24.00% | \$1,200.00  | \$301.67     |
| State Taxes                        |              | 4.50%  | \$183.75    |              | 4.50%  | \$225.00    | \$41.25      |
| Social Security                    |              | 6.20%  | \$253.17    |              | 6.20%  | \$310.00    | \$56.83      |
| Medicare                           |              | 1.45%  | \$59.21     |              | 1.45%  | \$72.50     | \$13.29      |
| Insurance Premiums                 |              |        | \$200.00    |              |        | \$100.00    | -\$100.00    |
| Short Term Disability              |              |        | \$50.00     |              |        | \$50.00     | \$0.00       |
| Long Term Disability               |              |        | \$50.00     |              |        | \$50.00     | \$0.00       |
| Health Savings Account             |              |        | \$100.00    |              |        | \$100.00    | \$0.00       |
| Flex Spending Account              |              |        | \$50.00     |              |        | \$50.00     | \$0.00       |
| Employee Stock Purchase            |              |        | \$50.00     |              |        | \$50.00     | \$0.00       |
| Life Insurance                     |              |        |             |              |        |             |              |
| Bonus                              | \$30,000.00  | 30.00% | \$30,000.00 | \$43,750.00  | 35.00% | \$43,750.00 | \$13,750.00  |
| 401k (pre-tax)                     |              | 2.00%  | \$600.00    |              | 2.00%  | \$875.00    | \$275.00     |
| Taxable Income                     |              |        | \$29,400.00 |              |        | \$42,875.00 | \$13,475.00  |
| Federal Taxes                      |              | 25.00% | \$7,350.00  |              | 25.00% | \$10,718.75 | \$3,368.75   |
| State Taxes                        |              | 4.50%  | \$1,323.00  |              | 4.50%  | \$1,929.38  | \$606.38     |
| Social Security                    |              | 6.20%  | \$1,822.80  |              | 6.20%  | \$2,658.25  | \$835.45     |
| Medicare                           |              | 1.45%  | \$426.30    |              | 1.45%  | \$621.69    | \$195.39     |
| Pay Period Total                   |              |        | \$2,188.88  |              |        | \$2,792.50  | \$603.63     |
| Annual Total                       |              |        | \$52,533.00 |              |        | \$67,020.00 | \$14,487.00  |
| Annual w/Bonus                     |              |        | \$71,010.90 |              |        | \$93,966.94 | \$22,956.04  |
| Monthly Household Expenses         |              |        | X           |              |        | X           |              |
| Overall Annual Compensation        |              |        | Current     |              |        | Offer       | Variance     |
| Base Salary                        |              |        | \$100,000   |              |        | \$125,000   | \$25,000.00  |
| Bonus Potential                    |              |        | 30%         |              |        | 35%         | 5%           |
| Long Term Incentive/Equity         |              |        | 20%         |              |        | 20%         | 0%           |
| Vacation (weeks)                   |              |        | 3           |              |        | 4           | 1            |
| 401k vesting schedule (years)      |              |        | 3           |              |        | 0           | -3           |
| 401k match                         |              |        | 5%          |              |        | 6%          | 1%           |
| Accidental Death and Dismemberment |              |        | \$100,000   |              |        | \$200,000   | \$100,000.00 |

# Salary Worksheet



# Career MAP

| Role              | Cert/Edu                                   | Skills                                                                                                                                           |
|-------------------|--------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------|
| Intern            | BS, Occ Safety<br>OSHA 10<br>Continuing Ed | <ul style="list-style-type: none"> <li>• OSHA Regulations</li> <li>• Root Cause Analysis Tools</li> </ul>                                        |
| Safety Specialist | ASP<br>Train-the-Trainer<br>Continuing Ed  | <ul style="list-style-type: none"> <li>• Continuous Improvement</li> <li>• Industrial Hygiene Testing</li> <li>• Ergonomic Evaluation</li> </ul> |
| EHS Specialist    | Hazmat Certification<br>Continuing Ed      | <ul style="list-style-type: none"> <li>• Hazard Recognition</li> <li>• Hazardous Waste Mgmt</li> <li>• Training Techniques</li> </ul>            |
| EHS Manager       | CSP<br>Continuing Ed                       | <ul style="list-style-type: none"> <li>• Workers Comp Data Analysis</li> <li>• Human Organizational Performance</li> </ul>                       |
| EHS Director      | ME, Adv Safety Eng and Management          | <ul style="list-style-type: none"> <li>• ISO 45001</li> <li>• Internal Auditing</li> <li>• Leading a Team</li> </ul>                             |
| VP, EHS           | MBA                                        | <ul style="list-style-type: none"> <li>• Enterprise Risk Management</li> <li>• Stakeholder Engagement</li> <li>• Budget Management</li> </ul>    |

| Year   | 2006 | 2008 | 2011 | 2016 | 2026    | 2028/9 |
|--------|------|------|------|------|---------|--------|
| Period | PAST |      |      |      | PRESENT | FUTURE |

**Strengths**

- Regulatory knowledge
- Communication at all levels
- Data analysis
- Auditing

**Development Needs**

- Financial Acumen
- Investor Relations
- Project Management

**Opportunities**

- Board Position for non-profit or association
- Mentorship from a VP level colleague



# Resources

- Salary Comparison Worksheet
- Career Map
- Presentation deck
- Podcast episodes
- Women in Safety survey report
- Advocacy, Allies and Resilience for Female EHS Professionals Presentation info



# What are Your Superpowers **Now?**



# Growth: Personal and Professional

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- Allyship
- Personal Board of Directors
- Developing strengths
- Making space for others



# Thank you for joining us! Let's connect!

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**Jill James**



**Laynnea Myles**



**Monique Parker**

