

Female EHS Leaders: Leveraging your Superpowers

What are yours?



Session #30





Moderator



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Presenters



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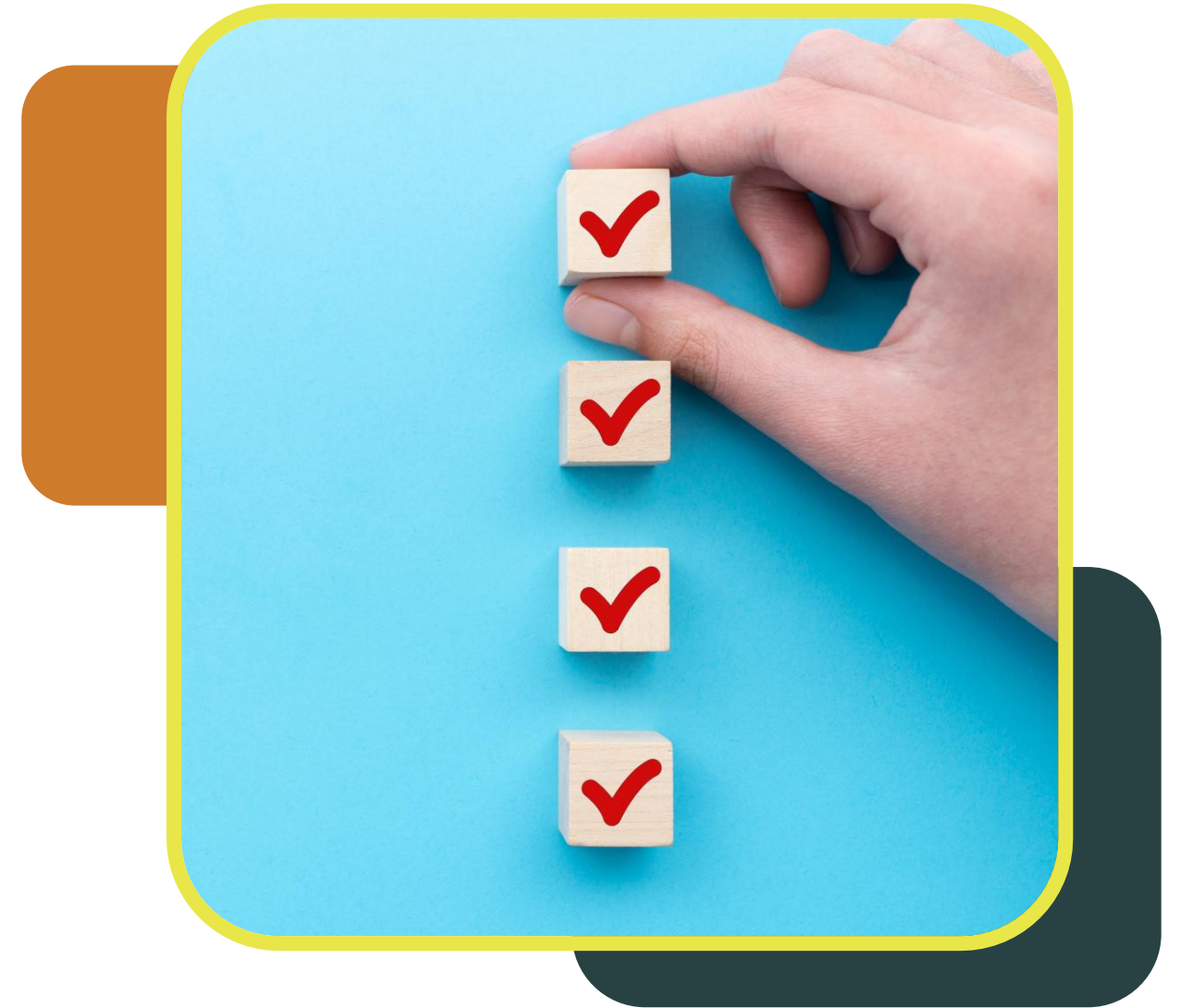


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SVP Safety,
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Agenda

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





Learning Objectives

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





It's Lonely at the 'Top'

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





Know Your Value

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





Communication Considerations: Leadership

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





Boundaries

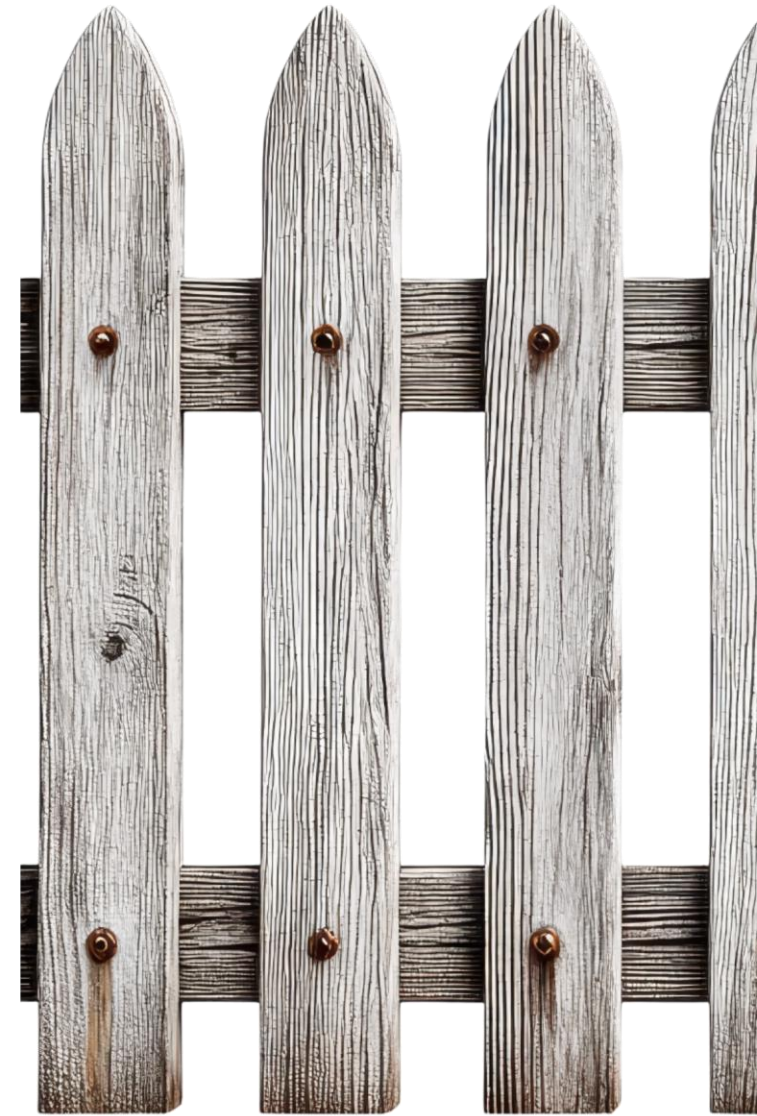
- Professional boundaries: job role/responsibilities
- Personal boundaries: ethics, north star, bring to work
- How to determine when to enforce a boundary?





Boundaries: Techniques

- 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

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





Salary: Techniques

- 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





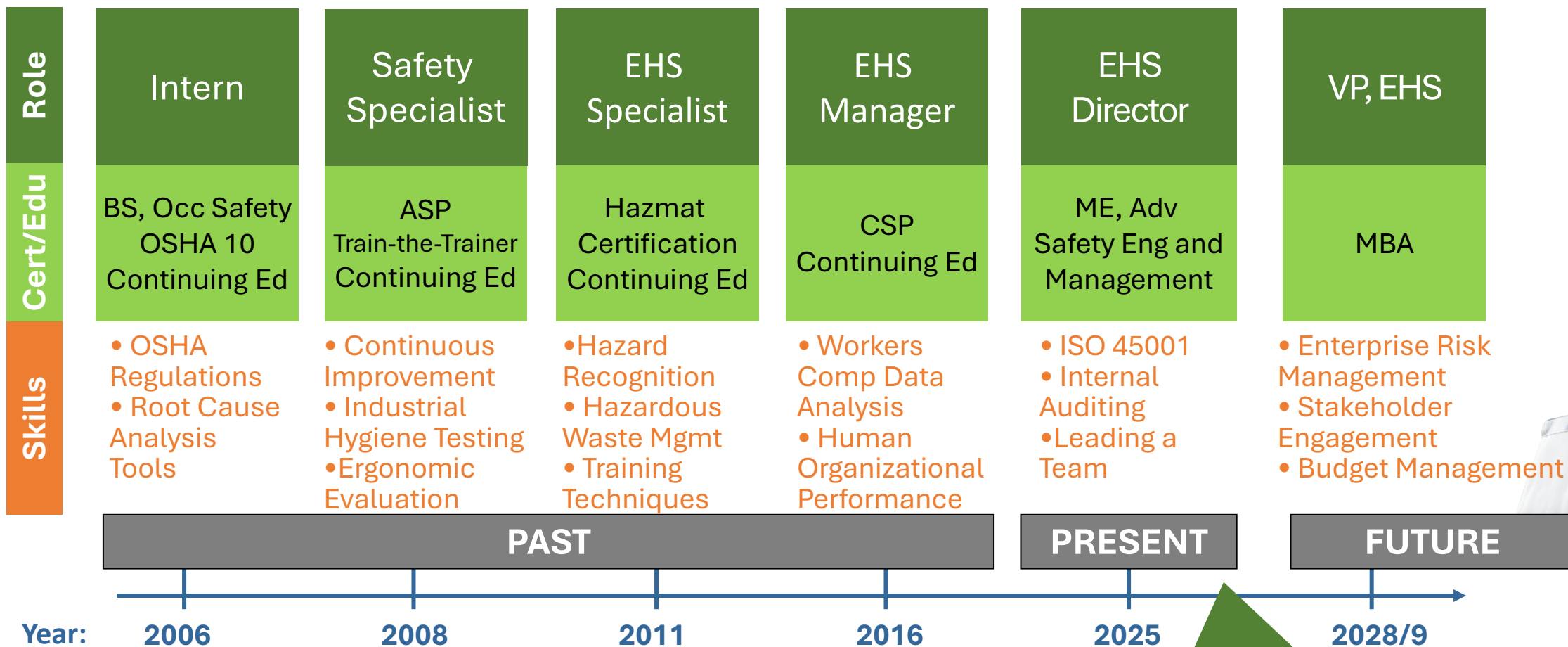
Per Pay Period Amounts		Annual	%	Current		Annual Offer	%	Offer		Variance
Salary		\$100,000.00		\$4,166.67		\$125,000.00		\$5,208.33		\$1,041.67
401k (pre-tax)			2.00%	\$83.33			4.00%	\$208.33		\$125.00
Taxable Income				\$4,083.33				\$5,000.00		\$916.67
Federal Taxes			22.00%	\$898.33			24.00%	\$1,200.00		\$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

NSC Safety
Congress & Expo



Strengths

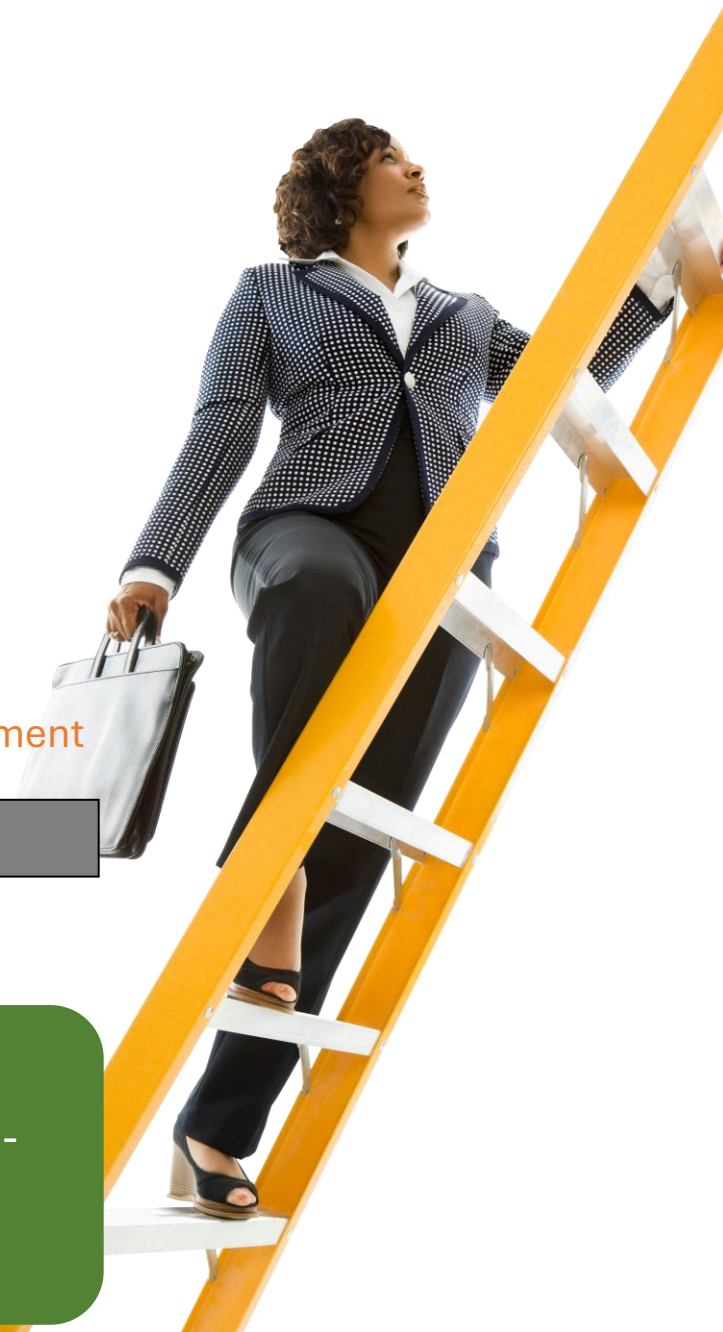
- Regulatory knowledge
- Communication at all levels
- Data analysis
- Auditing

Development Needs

- Financial Acumen
- Investor Relations
- Project Management

Opportunities

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





Resource Downloads

Salary Comparison Worksheet



Career Map





What Are Your Superpowers **Now?**



Growth: Personal and Professional

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





Thank you for joining us!

- Questions?
- Continue the conversation in
Booth 3549





Let's connect



Jill James



Laynnea Myles



Monique Parker

