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DUBUQUE

wln

DESIGNED TO PROMOTE AND SUPPORT WOMEN IN BUSINESS AND THEIR PROFESSIONAL PRACTICES.

A LETTER FROM THE WLN PRESIDENT

Have the Confidence to Shine!

In today's world, we are faced with opportunities as well as obstacles. Are you resilient and confident enough to navigate through those challenging times? The rise of the imposter syndrome has been impacting women in leadership. It is the psychological phenomenon in which people are unable to internalize their accomplishments, despite evidence of success. Confidence comes from knowing what you can do to make a difference and not being afraid of being different. Fear should be motivation to overcome obstacles.

People become leaders by internalizing a leadership identity and developing a sense of purpose:

Confident Leader:

This type of leader shows their confidence on the outside, with their presence. It's how they walk into a room, the tone and words they use and the power they possess.

Leader with Confidence:

This leader shows their confidence by their humility. They give power away by empowering others and they are okay not being the smartest person in the room. Their tone and words impact and inspire others.

Some might think this second type of leader is weak because they show vulnerability. However, it's just the opposite, it's their healthy level of confidence that allows them the courage to show all of who they are. They don't hide behind a confident outside. Others benefit from knowing and experiencing these types of leaders. Confidence only on the outside is arrogance. Those leaders can be seen as an imposter, which will lead followers wanting to relocate in search of different leadership.

How to lead with confidence:

Serve instead of rule.

Empower and give away decision making. The more your team has to come to you for answers, the more your ego shows itself.

Develop others. Teach and let go, coach and improve. Set out to replace yourself.

Surround yourself with those who think differently. You will find, your way is not always the best.

Shhhhh! Don't talk so much. Let your team think and express their thoughts.

Don't dominate meetings. Let others run them while you sit back and listen for ideas and teaching points. Don't pounce every time you hear something you don't like.

Condescending and belittling may make you feel powerful but it alienates your people. You won't get the best from your team because they won't risk being chastised.

The most important ability that leaders with confidence bring is their ability to make those around them confident.

Join us at this month's luncheon as Shirley Templeton Vaughn speaks on the importance of confident, professional assertiveness and how it is key in protecting relationships at work and other areas of our lives. She will share ways to advocate for ourselves to reach our goals.

Keep Shining!



Lisa Schaefer

President, Dubuque Women's Leadership Network



MEET A MEMBER:

Kristyn Avalos

Kristyn Avalos Life and Success Coaching

kristyn@kristynavalos.com



1. Tell us about your family and social life.

I moved to Galena from Chicago earlier this year. My husband Jose and I love spending time outdoors taking in the beautiful scenery by hiking, canoeing or enjoying a campfire in the backyard. We also love learning about the local history and scavenging all the great antique shops around the area. We also enjoy going camping with friends and trying new restaurants. Most of our family lives in Chicago and Northwest Indiana, so we travel out that way a couple of times a month to spend family time.

2. Where do you work and what do you do there?

I recently started my own life coaching business. I help women who are overwhelmed and stressed from demanding responsibilities connect with their inner selves, so they can show up in their lives with more confidence, creativity and self-worth. I host women's circles, workshops and speak around these topics as well. You might also run into me at the Carnegie-Stout Public Library where I work as a library assistant in the circulation department.

3. How do you develop yourself as a leader?

I develop myself as a leader by learning as much about myself as I can. I'm a personal development junkie! Understanding my own strengths and weaknesses helps me to better understand my interactions with others. I also read a lot of self-help and psychology books, I try to put what I read into action by pushing myself to try new things and go outside of my comfort zone.

4. What is your favorite tip/trick when networking?

My favorite trick before networking is to get grounded. I do this by deep breathing and imagining tree roots connecting me to the ground or by using eft (tapping). One of my teachers gave me a great reason why this is so important. When we are anxious we are in our heads and people don't notice us. It can literally feel like we're invisible to other people! When we're grounded in our bodies, we have presence. People notice us and remember us, which is exactly what we want when we're connecting with others. I tend to get anxious in groups of people, so this technique has really been life changing for me both personally and professionally.

5. What is your dream vacation?

My dream vacation is to travel to Nepal and trek to the Mount Everest base camp. I love challenging myself physically, mentally and emotionally (even while on vacation) because that's where the greatest transformation happens. I think the ability to spend time in remote villages and learn about a different culture first-hand would make for the most amazing trip.

wln REMINDERS

REGISTER NOW!

www.dubuquewln.org

\$95 Members
\$125 Non-Members



15th Annual Women's Leadership Conference
Empowered Women Empower Women

Wednesday, September 13th, 2017

wln
WOMEN'S LEADERSHIP NETWORK

Hotel Julien Dubuque

8:00AM - 4:00PM

REGISTER NOW: AUGUST LUNCHEON

Date: August 22, 2017

Time: 11:30 a.m. - 1 p.m.

Topic Title: Know Thyself, Stand Up for Yourself

Presenter: Shirley Templeton Vaughn

Location: Grand River Center

Menu: Grilled chicken wrap with pesto mayo on sundried tomato basil tortilla, fruit cup and cookies

Cost: \$15 Members, \$20 Guests

RSVP: Noon, Friday, August 18

Meet our August Speaker, Shirley Templeton Vaughn



Shirley Templeton Vaughn is extremely active in her community. She is a passionate and an entertaining facilitator, trainer and speaker. She is a certified master trainer, instructor of trainers, holds a bachelor degree in business management and a master's degree in organizational leadership with an emphasis in ethics. Through a combination of employment in corporate manufacturing and as a small business owner, she has experience in management, leadership, human resources, training and development, budgeting, strategic planning, marketing, event planning, operations and supply chain management. In addition, to research and studies, Shirley utilizes proven results-producing techniques and work experiences. She has lead process improvement teams, created and presented to team and plant wide trainings.

If you have ever felt frustrated, overwhelmed, intimidated or defeated you will not want to miss Shirley's presentation, Know Thyself, Stand up for Yourself! She will guide us through recognizing failures and setbacks and how to stand back up to prevail. She will explain how confident, professional assertiveness is key to protecting relationships at work and all areas of our lives. Be ready to advocate for yourself and get to where you want to be. Shampoo, rinse and repeat...

Check Out the Women's Business Factory!

The Women's Business Factory is a resource for women of all backgrounds to encourage entrepreneurial and leadership development. The Factory promotes a safe space for businesswomen to encourage each other's unique business skills and mentor their growth as business leaders.

We would like to invite you to a focus group where we can have a conversation about what type of questions you might have on business creation and growth. Owning a business takes a certain inquisitive personality who is a risk taker. The rewards are great but is definitely not for everyone. We want to create workshops and speakers to address the needs of women in business. We value the women in our community and want to be of service.

For more information please contact Mary Parkin, founder and director at mary@parkinadvisors.com or visit www.wbfactory.org.



LUNCHEON BOOTH SPOTLIGHTS

Showcase your business or volunteer opportunities at a monthly luncheon. Open dates are available! There will be a max of 2 booths per luncheon and are on a first call first served basis.

Please send your booth request to Katie Kenne at: kkenne@DubuqueFightingSaints.com

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