



Stepping Up Seminar Series

For women going places...

Facilitated by Deborah May

Stepping Up, Stepping Out!

Many women are unclear about how to effectively advance their careers. Drawing upon her own current research as well as a body of international work, Deborah facilitates an interactive seminar that examines:

- *Factors that impede and facilitate women's advancement;*
- *Different strategies used by men and women to advance their careers;*
- *Traps to watch out for;*
- *What it takes to succeed the environmental context;*
- *The need for strategic planning – and the beginning of a plan!*

Bargaining Success: How Women can Master the Negotiation Minefield!

Whether it is negotiating greater flexibility at work, a promotion, a pay rise, a contract with a new client or a bigger role in decision making, women often inadvertently undervalue themselves and their power and tend to come away with less than their male colleagues. During this dynamic workshop, Deborah will explore how women can:

- *Recognise and successfully take advantage of a negotiating opportunity;*
- *Stay out of their own way;*
- *Uncover hidden agendas;*
- *Build a winning negotiation strategy;*
- *Bargain with success!*



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Saving Time, Savouring Success

This seminar uncovers common ways women undermine their effectiveness. Deborah shares some practical strategies and tools that will provide women with greater leverage and enhanced success at work. The session explores how women can more effectively:

- *Manage upwards;*
- *Prepare for and participate in meetings;*
- *Give and receive feedback;*

Be recognised for their contribution!

We're not Good Girls and we're not Perfect!

Over the years women internalise messages that impede their ability to be truly effective at work and in their lives. During this workshop Deborah explores these limiting self-beliefs and provides more useful alternatives. This session covers:

- *Letting go of perfectionism;*
- *Dealing effectively with conflict;*
- *The difference between confidence and competence (and why it matters);*
- *Claiming voice, claiming power!*