Making Good, Authentic, Decisions

Amy Kan, Leadership Coach





AMY KAN COACHING

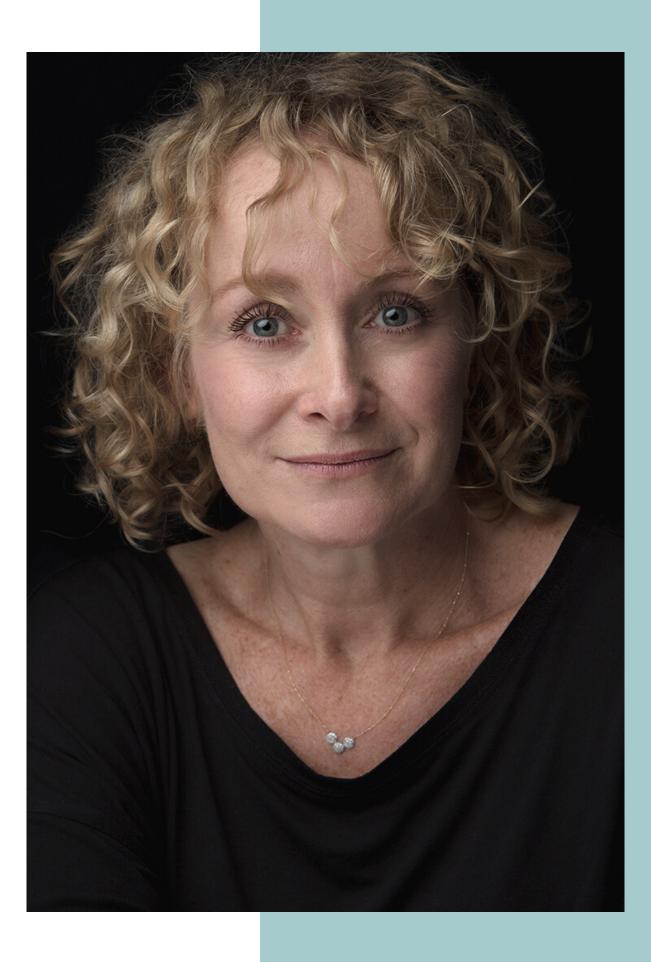
Amy Kan...

LEADERSHIP COACH

Working with mid-career women to develop & advance their careers

MY STORY

- 20+ years in Corporate Marketing
- Laid off from corporate job in 2015
- Deep self-discovery removed the fear of change
- Became a coach in 2018



My story

Women & Leadership

OF GLOBAL BUSINESSES HAVE NO WOMEN IN SENIOR MANAGEMENT ROLES

Grant Thornton, 2018.

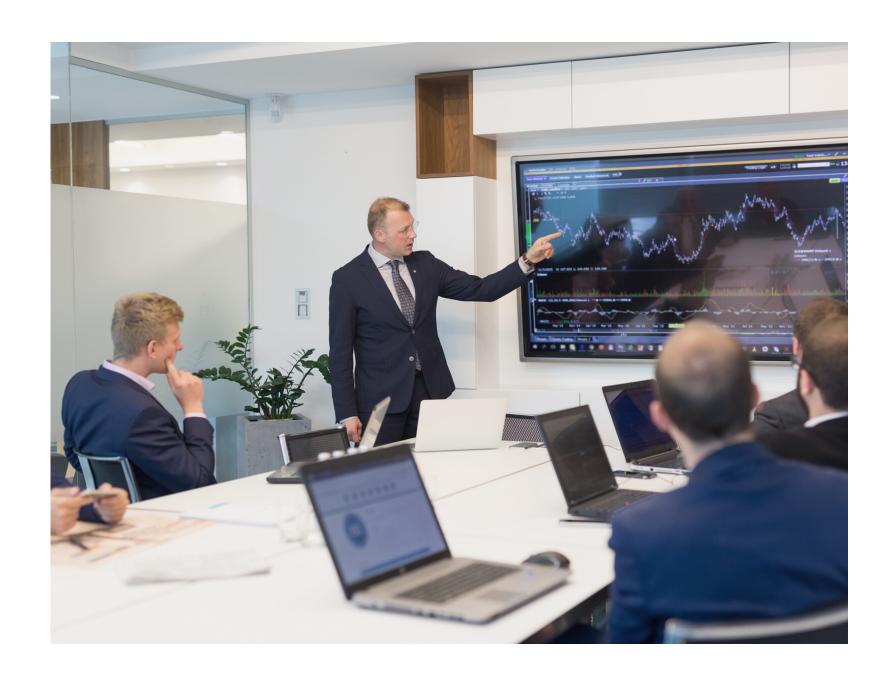
Women & Leadership

MEN ARE PROMOTED AT A

HIGHER RATE THAN WOMEN AT THE CRITICAL EARLY **STAGES OF THEIR CAREERS**

Fast Company, May 17, 2019 IN THE UNITED STATES,

There are more **CEOs of large** companies named John, than there are women CEOs.



WOMEN ARE AT A DISADVANTAGE

Diverse Leadership

Companies with diverse leadership teams perform better

women and minorities remain underrepresented. Likelihood of financial performance¹ above national industry median, % Executive gender d Executive ethnic diversity by quartile ersity by quarting 2014² 2017³ 2014² 2017³ 21% 35% 55 59 Top Botton Bottom Top Bottom Top Bottom Top -------------. _____ Average of Average of Average of Average of 12% minority 13% women 14% women 12% minority in sample in sample in sample in sample ¹Average earnings-before-interest-and-taxes (EBIT) margin, 2010–13 in Diversity Matters I and 2011–15 in Diversity Matters II. ²Results are statistically significant at p-value <0.10. ³Results are statistically significant at p-value <0.05.

McKinsey&Company

Gender and ethnic diversity are clearly correlated with profitability, but



What is authentic leadership?



When you are true to yourself, you reduce the stress that comes with pretending.

"The only way to avoid 'groupthink' and blind spots is to ensure representatives with diverse backgrounds and expertise are at the table when major decisions are made,"

DEVI SRIDHAR

Chair of Global Health at the University of **Edinburgh Medical School**

Why Are Women-Led Nations Doing Better With Covid-19? The New York Times, May 20, 2020



How stress affects decision-making

WE FOCUS ON POSITIVE OUTCOMES

Focus on rewards versus risks

WOMEN MAK DECISIONS

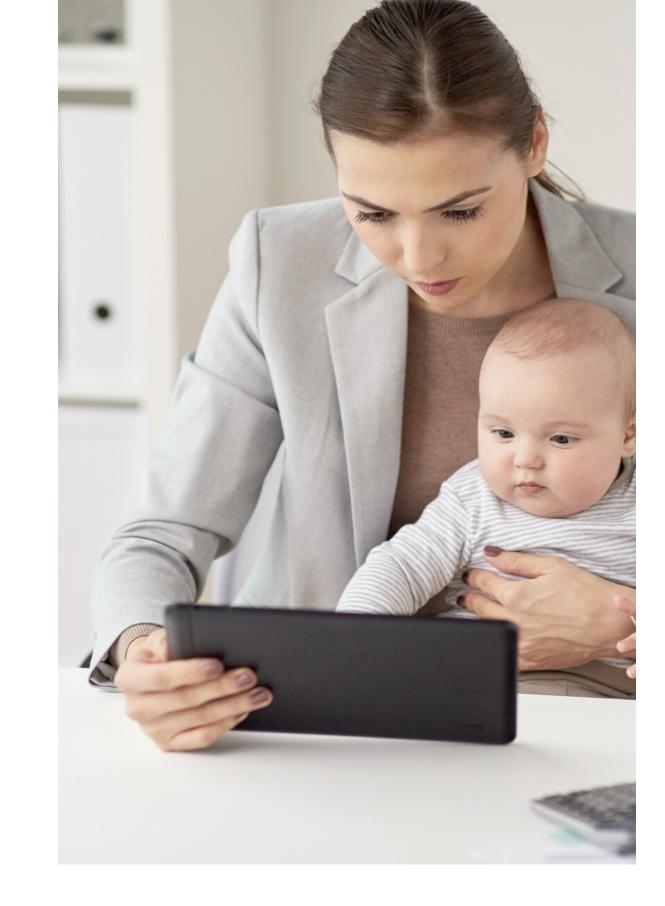
Men take greater risks.

WE MAKE DE HABIT

Versus goals.

WOMEN MAKE MORE CONSERVATIVE

WE MAKE DECISONS BASED ON



Good decisions will feel right because they are in line with your core beliefs.

Align them with your values.



Use the relevant information you have now and be careful of relying on past experiences..

Stay present.



LOGIC

Look at the facts. Pros-& Cons Best- and worst-case scenarios...

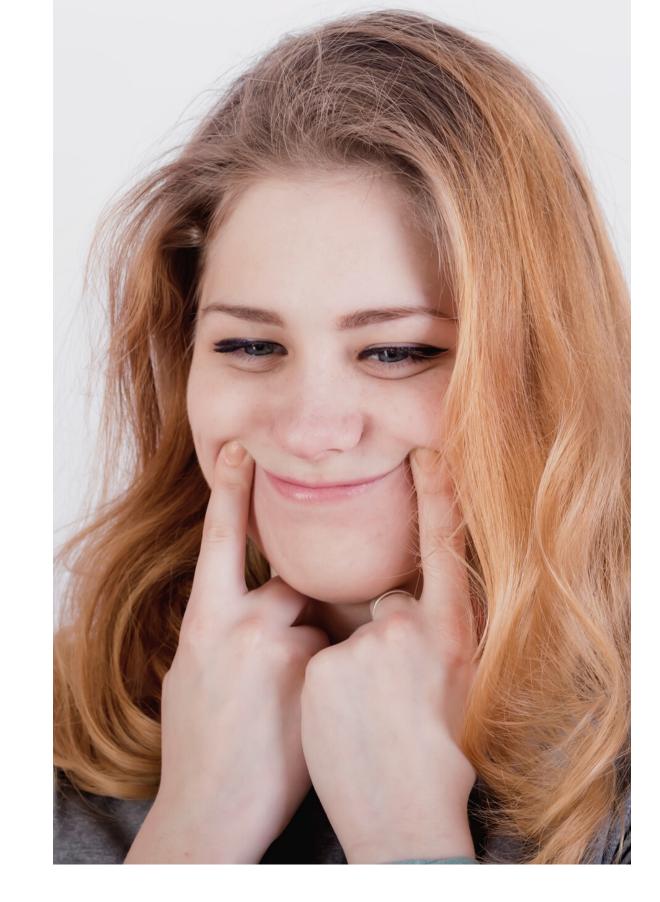
EMOTION

- Think about how you feel about
- it?(Are you excited? Apprehensive?)

INTUITION

Combined with the facts, what's your gut tell you?

Holographic Thinking.



How do you reframe so you make your decision something "you choose to" do?

Stop thinking, "I have to."



Sleep helps us process information we've taken in throughout the day and enables us to take in new information.

Sleep on it.

ALIGN DECISIONS WITH YOUR VALUES

Be clear on what your values are.

STAY IN THE PRESENT

Use only facts and relevant information.

STOP "I HAVE TO" THINKING

Don't make decisions based on fear.



5 WAYS TO MAKE BETTER DECISIONS

HOLIGRAPHIC THINKING

Think it through from different angles: logically, emotionally and from your gut.

SLEEP ON IT

Give the brain time to process information.

contact





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