

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

25%

OF GLOBAL BUSINESSES
HAVE NO WOMEN IN SENIOR
MANAGEMENT ROLES

Grant Thornton,
2018.

Women & Leadership

MEN ARE PROMOTED AT A

21%

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

Gender and ethnic diversity are clearly correlated with profitability, but women and minorities remain underrepresented.

Likelihood of financial performance¹ above national industry median, %



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.

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 MAKE MORE CONSERVATIVE DECISIONS

Men take greater risks.

WE MAKE DECISIONS BASED ON HABIT

Versus goals.

HOW TO MAKE GOOD
(AUTHENTIC) DECISIONS



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

**Align them with
your values.**

HOW TO MAKE GOOD
(AUTHENTIC) DECISIONS!



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

Stay present.

HOW TO MAKE GOOD (AUTHENTIC) DECISIONS!



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 TO MAKE GOOD
(AUTHENTIC) DECISIONS!



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

**Stop thinking,
"I have to."**

HOW TO MAKE GOOD
(AUTHENTIC) DECISIONS!



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.

HOLIGRAPHIC THINKING

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

STOP "I HAVE TO" THINKING

Don't make decisions based on fear.



SLEEP ON IT

Give the brain time to process information.

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