
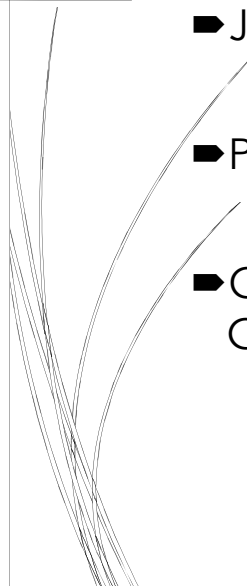
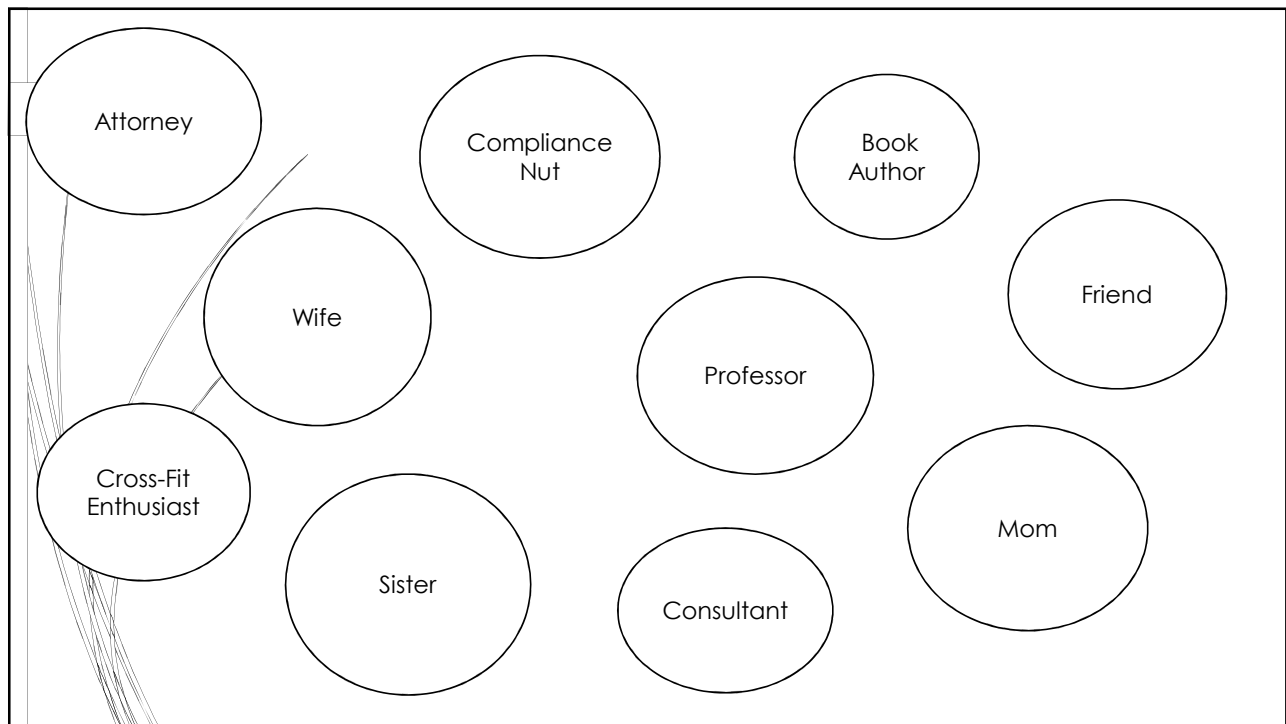




# Lean-In Circles

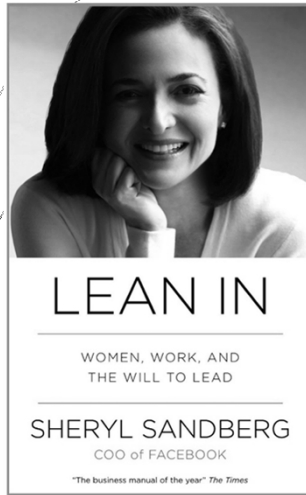
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- Judy W. Spain J.D., CCEP
  - Professor, Eastern Kentucky University
  - Compliance Collaborative Program Consultant,  
Georgia Independent College Association



## Why Are We Here Today?

- What is a Lean-in Circle?
- Develop and nurture a Lean-in Circle at your institution
- Consider joining a “long-distance” Lean-in Circle

## Who Started Lean-in Circles?



### Sheryl Sandberg

- Current Chief Operating Officer of Facebook; former VP of Global Online Sales and Operations at Google;
- In 2012, she became the eighth member (and the first female member) of Facebook's board of Directors;
- Ranked several times on *Fortune's* list of the 50 Most Powerful Women in Business;
- In 2012, she was named one of *Time's* 100 Most Influential People in the World;
- She has been listed as one of the world's 100 Most Powerful Women by *Forbes*. In 2014, Sandberg was listed as ninth, just behind Michelle Obama;
- She is reported to be worth over \$1.6 billion (July 2017), due to her stock holdings in Facebook and other companies.
- She holds a B.A. in Economics from Harvard College and an M.B.A. from Harvard Business School- receiving top honors in both degrees.

## What is a Lean-in Circle?

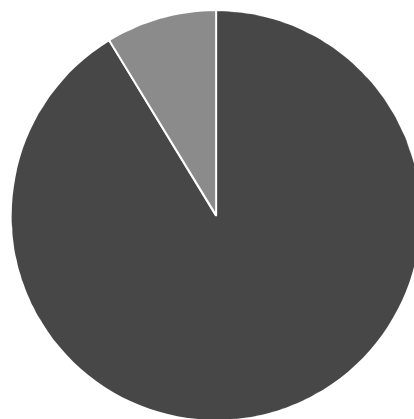
- Small groups who meet regularly
- Provide peer support
- Learn and grow together
- 34,000 Circles
- Spanning 150 Countries

Source: <https://leanincircles.org> accessed Feb 2018

**“The blunt truth is that men still run the world”.**

Sandberg, p.5

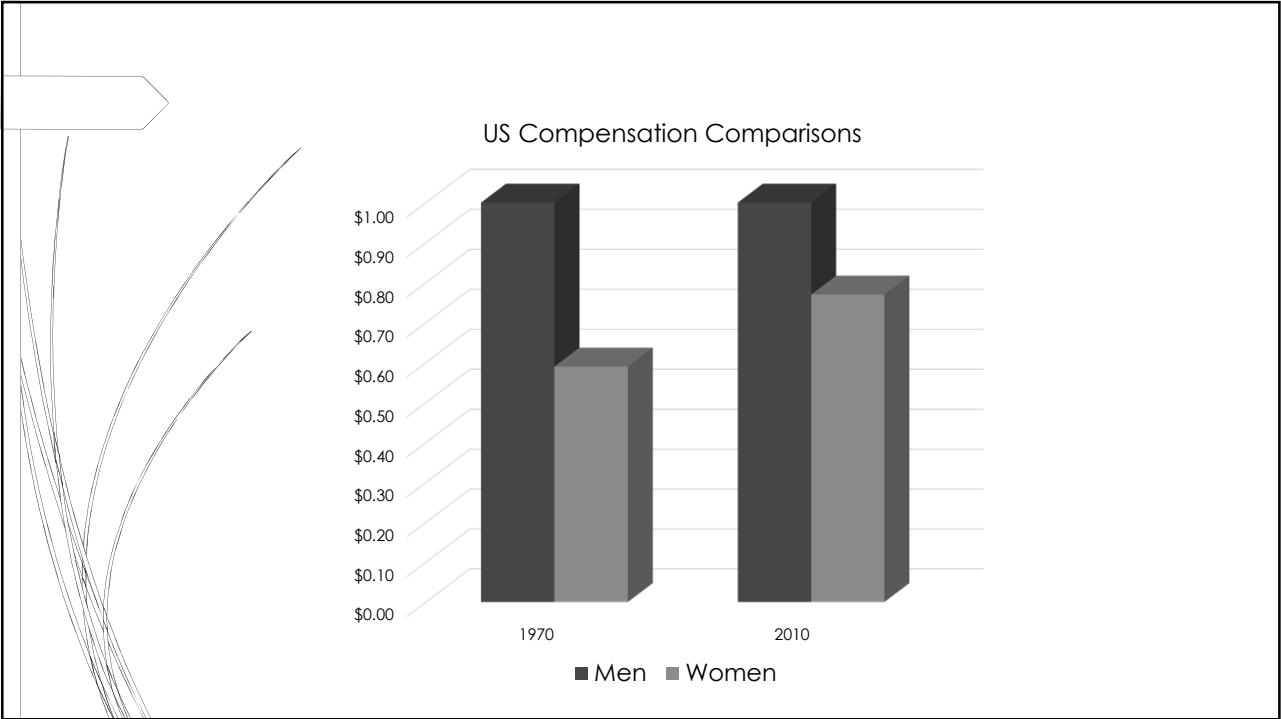
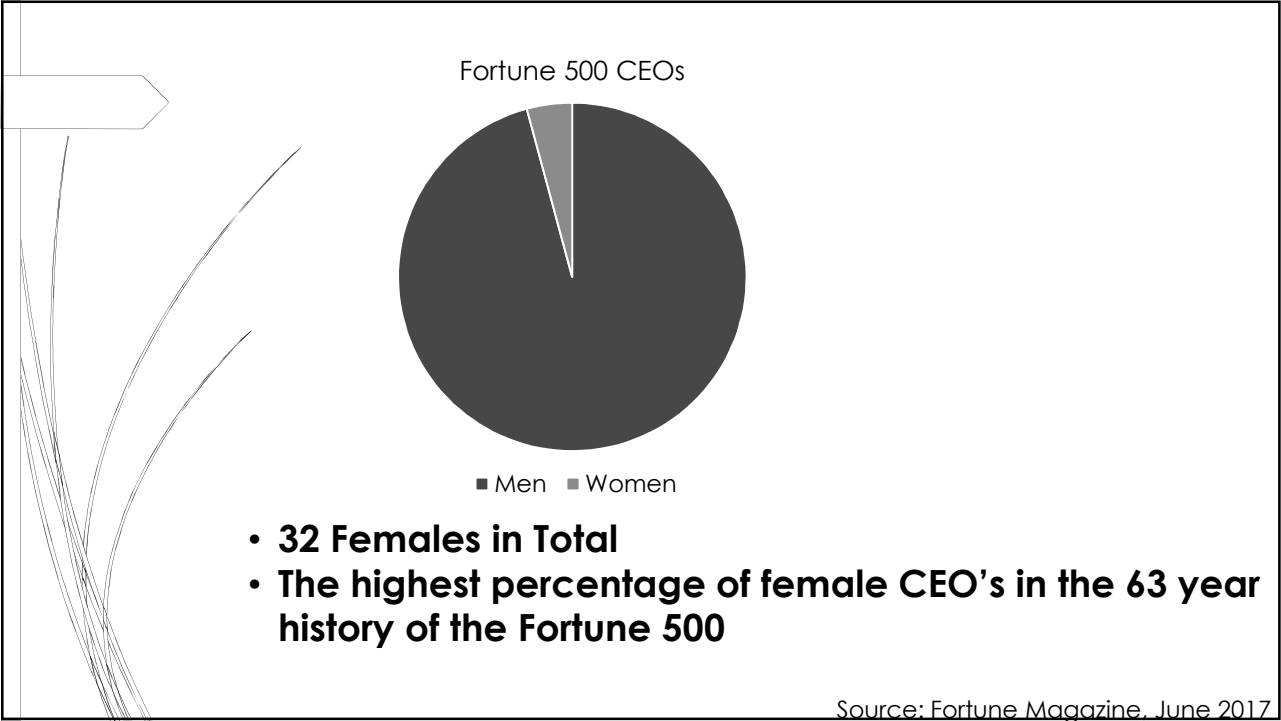
United Nations Member Countries

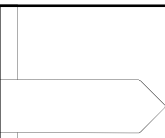


■ Led by men ■ Led by women

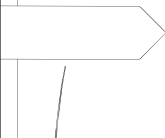
**10% of 193 members led by women**

Source: Pew Research, March 2017





“A truly equal world would be one where women ran half our countries and men ran half our homes.”



“Conditions for all women will improve when there are more women in leadership roles giving strong and powerful voice to their needs and concerns.”

Sandberg, p.7

Barriers Towards Progress



## External Barriers

- Blatant and subtle sexism
- Discrimination
- Sexual harassment
- Flexibility and access to child care
- Parental leave
- More difficulty finding mentors and sponsors
- Proving value and worth
- Societal expectations
- Cultural traits and messages

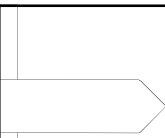


“A 2011 McKinsey report noted that men are promoted based on potential, while women are promoted based on past accomplishments.”

Sandberg, p. 8




## Internal Barriers

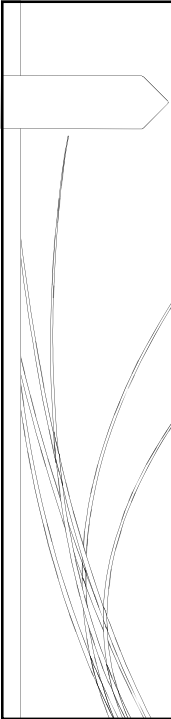
- 
- Lacking self-confidence
  - “Not raising our hands”
  - “Pulling back when “[they] should be leaning in”
  - Internalizing negative messages and societal cues



## Internal Barriers

- 
- Lowering personal expectations of what can be achieved
  - Compromise career goals to make room for partners and children (who may not even exist yet)
  - Taking risks
  - Advocating for oneself
  - Fewer women, compared to male colleagues, aspire to senior positions



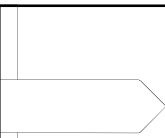



“ It is a painful truth that one of the obstacles to more women gaining power has sometimes been women already in power”.

Sandberg, p.163



SIT AT THE TABLE

- 
- Being a spectator rather than a participant
  - Impostor syndrome
  - Underestimating yourself
  - Men often attribute success to innate qualities and skills; failure to external factors.
  - Women often attribute success to external factors such as luck, hard work, help from others; failure to an inherent lack of ability.



“Can we have it all  
Or  
Can we do it all?”

Sandberg, p. 122



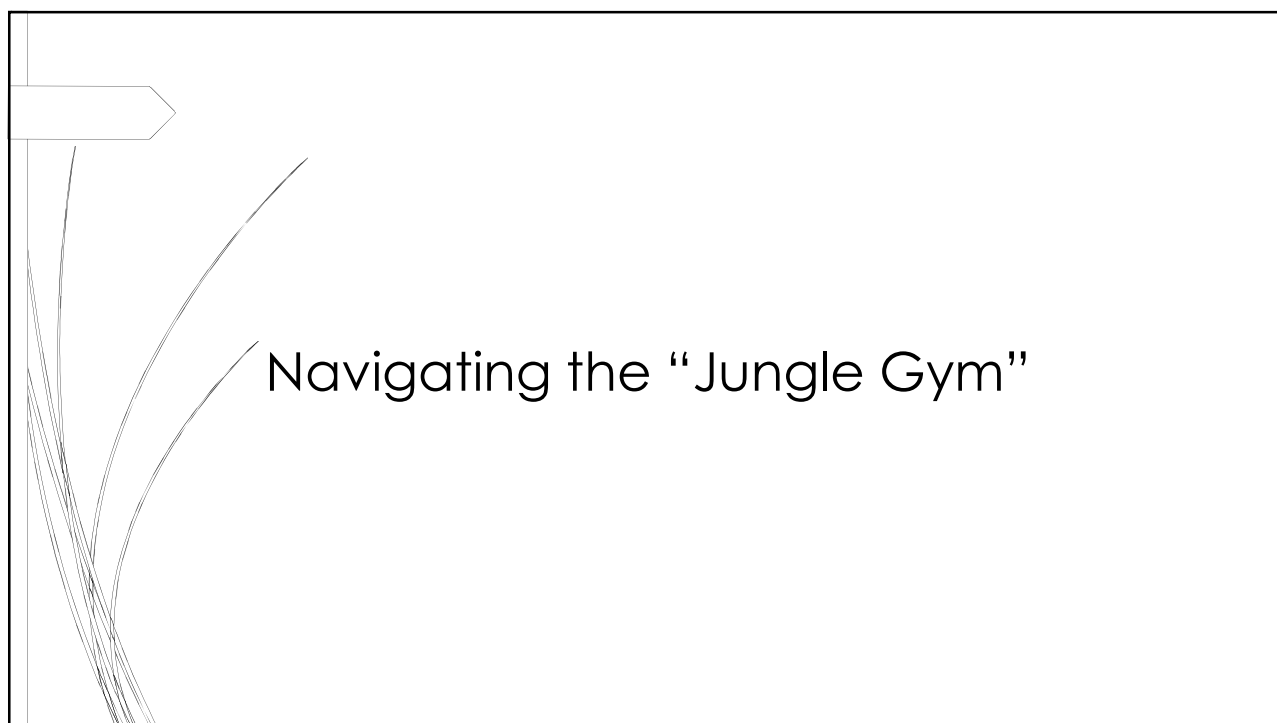
"We overwork to overcompensate."

Sandberg, p.129

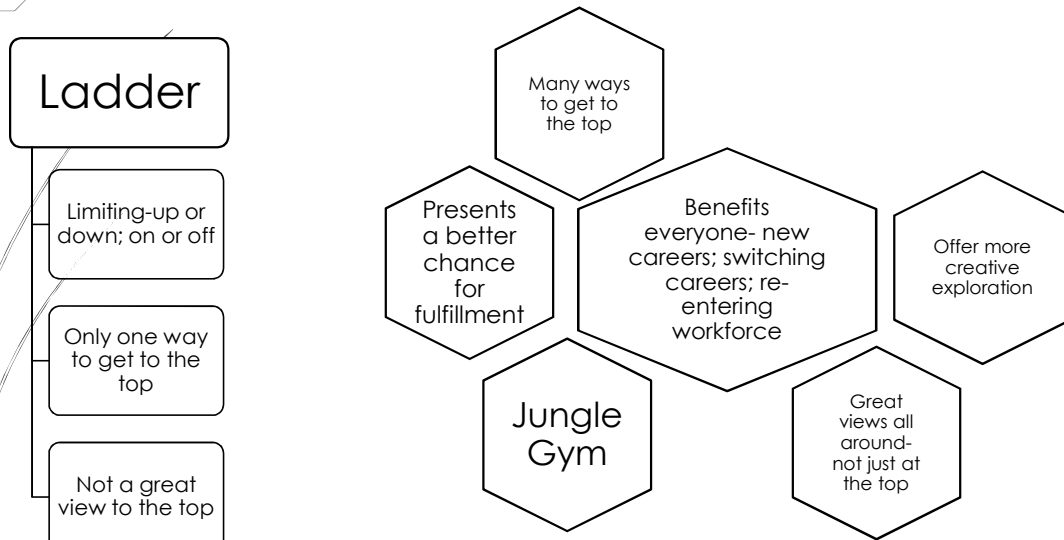


## Lessons Learned: Sit At the Table

- Feeling confident - or pretending that you feel confident - is necessary to reach for opportunities.
- Opportunities are rarely offered - they're seized.
  - Increasingly, opportunities are not well defined, but instead come from jumping in and doing something.
- Taking initiative pays off.
  - It's hard to visualize someone as a leader if they are always waiting to be told what to do.



## Career Advancement

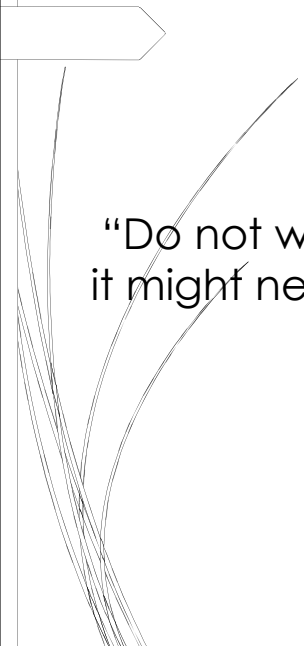


“Women only apply for open jobs if they think they meet 100 PERCENT of the criteria listed.

Men apply if they think they meet 60 PERCENT of the requirements.”

*-from an internal report at Hewlett-Packard*

Sandberg, p. 62



“Do not wait for power to be offered. Like that tiara, it might never materialize. And anyway, who wears a tiara on a jungle gym?”

Sandberg, p. 63




## Lessons Learned on the Jungle Gym

- Have an eighteen-month plan
- Have a long-term dream or goal
- Choose growth
- Take risks
- Don't focus too much on career levels
- Challenge yourself
- Advocate for yourself when appropriate
- Ask for promotions (with a smile on your face)



## Closing the Gap



“We need to stop telling [young women] ‘Get a mentor and you will excel.’ Instead, we need to tell them, EXCEL AND YOU WILL GET A MENTOR.”

*Sandberg, p. 68*



## Lessons Learned: Mentors & Sponsors

- Formal mentorship/sponsorship programs can be remarkably successful.
  - Crucial for career progression
- The strongest relationships spring out of a real and often earned connection felt by both sides.
- Intuitively, people invest in those who stand out for their talent or who can really benefit from help.
- Use your time well and be truly open to feedback.



“Requesting advice can also help build relationships.”

Sandberg, p. 84



## Lessons Learned: Authentic Leadership

- The ability to listen is as important as the ability to speak.
- Being aware of a problem is the first step to correcting it.
- Being open to hearing the truth means taking responsibility for mistakes.
- To foster authentic communication, speak openly about your own weaknesses.
- Humor can be an amazing tool for delivering an honest message in a good-natured way.
- Sharing emotions builds deeper relationships.
- Bring your whole selves to work.
- Strive for authenticity over perfection.

Sandberg, p. 80, 81, 84, 85, 86, 88, 89, and 91

## Lessons Learned: Supportive Partnerships

- "Maternal Gatekeeping"
  - Wives who engage in gatekeeping behaviors do five more hours of family work per week than wives who take a collaborative approach.
- Share responsibilities
- We need to encourage men to lean-into their families.
  - Gender roles are reinforced not just by individuals but by employment policies as well.
  - Fathers working inside home face extremely negative social pressure
    - 4% of parents at home are men
    - Very isolating
    - Not feeling welcomed in social circles
    - Distrust
    - Outside the norm

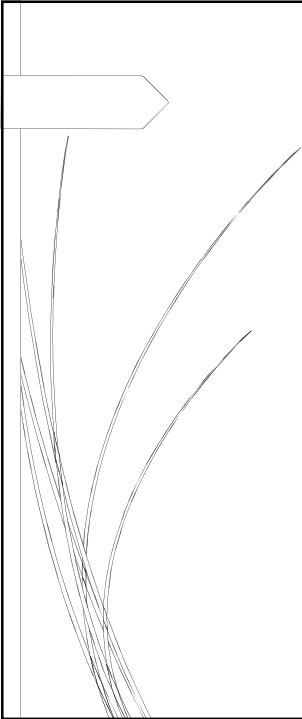


Progress



## Aspiring to Leadership

- Cheer on girls and women who want to sit at the table, seek challenges, and lean-in to their careers.
- Men of all ages should play an active role and commit to changing the leadership ratios.
  - Actively seek out qualified female candidates to hire and promote
  - Invest more in recruiting, mentoring, and sponsoring women to get the necessary experience for positions of leadership



## Develop and Nurture Lean-in Circles at Your Institution



## Why Lead a Lean-in Circle?

- Individual growth as a leader
- Assisting others to grow

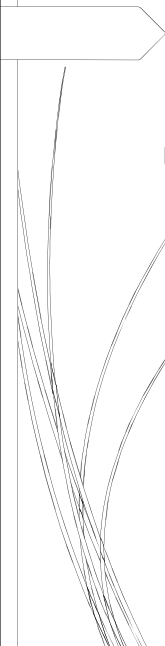
## Logistics

- How many members?
- Combine faculty and staff?
- How often?
- Where?
- When?
- How long?

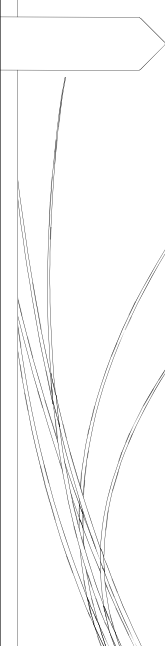
## Nurture

- What resources are available?
  - <https://leanincircles.org>
  - Chapter guidelines
  - Videos
  - *Lean-In: Women, Work, and the Will to Lead*

## Nurture

- 
- Meetings
    - Confidentiality
    - Pre-assigned readings
    - Discussion leaders
    - “Homework”
    - Outside of work activities
    - Connections between meetings

## Nurture

- 
- Mentoring
  - Supportive
  - Long-term connections

## Nurture: "Post" Lean-in Circle

- What happens when the book discussion ends?

► READY TO LEAD?

► READY TO JOIN?

## Resources

- Join the lean-in Community at [www.facebook.com/leaninorg](http://www.facebook.com/leaninorg).
- Visit [www.leanin.org](http://www.leanin.org) for practical education and personal experiences to help you reach your goals.
- Stay actively involved in local, regional, national, and global efforts. Visit <http://www.state.gov/s/gwi/index.htm> for more information on the Office of Global Women's Issues.
- Lean-In to SCCE- get involved in mentorship opportunities, conferences, and more.
- *Lean-In for Graduates*, by Sheryl Sandberg
- *Option B: Facing Adversity, Building Resilience, and Finding Joy*, by Sheryl Sandberg and Adam Grant

## Questions or Comments?

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