



6th Annual

LEAD 2024

Enriching Experiences for Women in Hematology & Oncology

LEADING UP: Empowering Women in Hematology and Oncology

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OUR CONVERSATION

- WHAT IS LEADING UP?
- 3 CHALLENGES
- 6 ARCHETYPES OF POWER
- 4 ENGAGEMENT STRATEGIES

What is leading up?

3 challenges

Please add an audience response question:

What is the biggest challenge you face when “leading up?”

Answers: 1 word – and have it make a word cloud.

Challenge #1

Culture

Society has historically valued certain traits in leaders, which we consider **masculine behaviors**

These traits are **desirable for men** to express, and **undesirable for women** to express

So, the situation can be set up with an **impossibility of succeeding**, or "winning" as a woman.



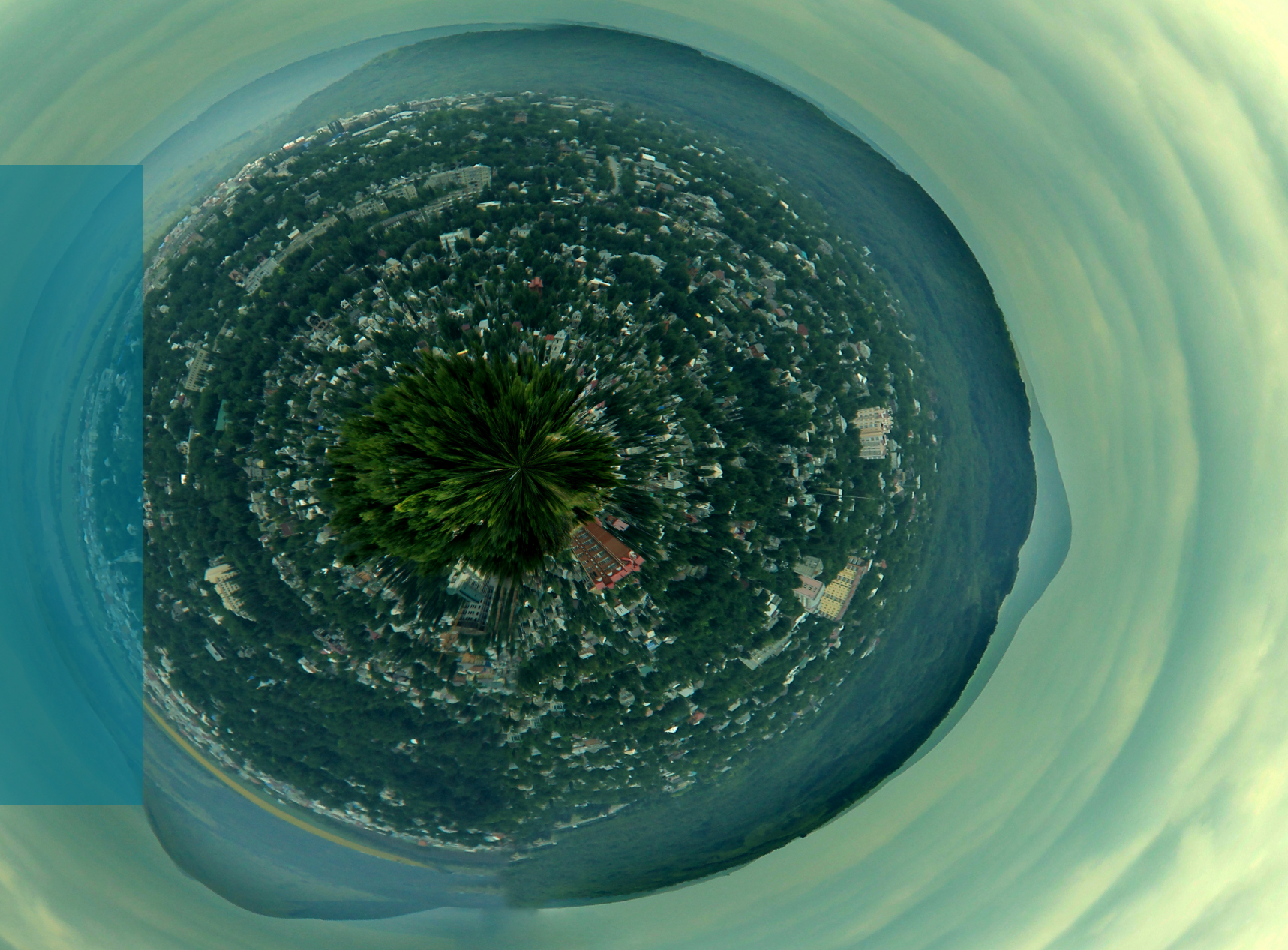
**HERE IS HOW IT WORKS.
CULTURE IS BASED ON THE
HISTORY OF THE ORGANIZATION.**

It is reinforced by what leaders pay attention to and reward. Organization assumptions become truth and drive behaviors. Behaviors are then constrained and amplified

Challenge #2

Differences

PERSPECTIVE PRIORITIES PREFERENCES



Challenge #3: Ourselves



UNTANGLE our internal drivers

Perfectionism.....STRIVING..
to owning your talents

"Warrior or lone wolf.... POWER..
to inner strength

Silence or masker.....VOICE..
to clarity of message

Caretaker.....EMPATHY..
to alliance builder

6 archetypes of power

6 Archetypes of Power



1. The Power-driven

Adopts stereotypical “power-over” traits



2. The Activist

Uses power to fight against injustice or systemic imbalances



3. The Striver

Sees power as an outcome of competence and perfection



4. The Masker

Conceals power to “fit in” and not stick out



5. The Caretaker

Expresses power through providing support for others



6. The Victim

Avoids power due to not being able to see alternatives

Power-driven

“The Bull”



Adopts stereotypical
“power-over” traits

Adopts stereotypical male behaviors and traits and rebuffs feminine characteristics.

Key beliefs

- You get power by “playing the game”
- Ambition fuels the journey to power
- Aggression and competition are necessary to gain power

Activist

"The Warrior"



Uses power to fight against injustice or systemic imbalances

Focuses power on fighting for causes or issues; carries a torch for self and others.

Key beliefs

- Power is most effective when used to fight for self and others
- Winning is the outcome worth driving towards
- Fight power over with power over

Striver

“The Hamster in a wheel”



Sees power as an outcome of competence and perfection

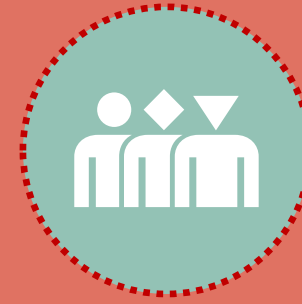
Works tirelessly to achieve power; sees power as an outcome of competence.

Key beliefs

- Power is earned through proving my value to others
- I succeed by blending stereotypical male and female traits
- I will have power once I get a seat at the table

Masker

“Intentionally invisible”



Conceals power to
“fit in” and not stick
out

Conceals power and competence to ensure others feel comfortable; influence is best done behind the scenes.

Key beliefs

- Power is most effective when hidden and used in indirect ways
- I succeed when I downplay my competence, power, ideas, and opinions
- Manage “too muchness” by not over indexing on masculine or feminine traits

Caretaker

"The Empathizer"



Expresses power through providing support for others

Expresses power through supporting others and the cause, thereby side-stepping competition or needing to express masculine traits.

Key beliefs

- Power is used in service of supporting others to thrive or lead
- It is important to be likeable; harmony is a key to success
- I support others in power

The Victim

“The Opt Out Choice”



Avoids power due to not being able to see alternatives

Lives within the set “rules” without trying to shift or change undesired dynamics because they do not believe they will have an impact.

Key beliefs

- I don't have power to make a difference, so I don't use my power
- Living under the current circumstances is the only possible outcome
- I am powerless in this situation

6 Archetypes of Power



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Expresses power through providing support for others



6. The Victim

Avoids power due to not being able to see alternatives

Please add an audience response question:

Which of these archetypes do you see used most often by others in your organization?

Answers: Allow participants to choose up to 2 responses from these choices:

The Power Driven

The Activist

The Striver

The Masker

The Caretaker

The Victim

Please add an audience response question:

Which of these archetypes do you sometimes use?

Answers: Allow participants to choose up to 2 responses from these choices:

The Power Driven

The Activist

The Striver

The Masker

The Caretaker

The Victim

4 engagement strategies

Engagement Strategies

1

**MANAGE
CULTURAL
TENSIONS**

2

**BUILD
ALLIANCES**

3

**DEVELOP
STRATEGIC
PARTNERSHIPS
WITH THOSE
ABOVE**

4

**UNLEARN
AND SHIFT
UNHELPFUL
BELIEFS**

MANAGE CULTURAL TENSIONS. A leader's work.



ACHIEVEMENT FOCUS

AUTHENTIC RELATIONSHIPS

CONSTRUCTIVE CONFRONTATION

APPRECIATIVE EXPRESSION

FIT WITHIN THE NORMS

LEVERAGE YOUR STRENGTHS TO BE
AN INDIVIDUAL

BUILD ALLIANCES. It is the work of a coalition.

Tipping points

MATTER



DEVELOP STRATEGIC PARTNERSHIPS WITH THOSE ABOVE YOU.

Find your path of less resistance.

7 AREAS of FRICTION

- Priorities and goals
- Communication styles
- Risk tolerance
- Decision-making approaches
- Task versus relationships
- Pace
- Definition of success



A photograph of a brown egg being crushed by a metal vise on a wooden surface. The vise is a heavy-duty metal tool with a large, rectangular frame and a threaded rod. The egg is positioned between the two jaws of the vise, and the pressure is being applied, causing the egg to crack and deform. The background is a wooden surface with a visible grain and some paint or varnish. The overall image has a greenish-yellow tint.

**UNLEARN AND SHIFT UNHELPFUL
BELIEFS.**

Change starts with you.

AGENCY + courage

**+ compelling
visionary and
smart disrupter**



BEING A RESILIENT LEADER

Submit your
email to get
your free
assessment
and guide

Please add an audience response question:

Open up a question- Submit your email if you would like to be sent a free assessment and guide book on “Being a Resilient Leader”

Open response:

That does not need to be shown on the screen.

Can these please be sent to me following the session.