

The Bulletin

the **ea!**

The Employers' Association
Empowering excellence.

February 2019

A monthly digest of news and information of interest to HR professionals.

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The poster features a central illustration of a golden Mardi Gras mask with a large, colorful feathered headdress in shades of purple, pink, and blue. The background is dark purple with bokeh light effects. The EA logo is in the top right corner. The event title 'Mardi Gras & Employment Law' is written in a large, elegant, golden font. Below the title, the presenting firms are listed in a smaller golden font, and the event details (date, location, and venue) are listed on the right side.

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Mardi Gras & Employment Law

Presenting Firms

- ♦ Bugbee & Conkle
- ♦ Eastman & Smith
- ♦ Marshall & Melhorn
- ♦ Robison, Curphey & O'Connell
- ♦ Shumaker, Loop & Kendrick
- ♦ Spengler Nathanson

March 22, 2019
Hilton Garden Inn
Levis Commons
Perrysburg

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Women in Leadership

By: Kristin Tull, PH.D., PRADCO

Women are everything to everyone. They can handle everything life throws at them. A woman can be a wife, daughter, mom, tutor, housekeeper, nurse, counselor, and still have the energy to take the boardroom by storm.

Yet all too often, women — and particularly female business leaders — feel uncertain about how to advance in the workplace. While they're busy being everything to everyone else, they often fail to take care of themselves, and this includes their careers.

Strong female leadership helps build stronger organizations. Businesses that have just one woman on their board tend to be more successful than those whose board members are 100 percent male. Today, a growing number of organizations have started to realize this and are more willing than ever to give women opportunities.

As business culture begins to change in favor of more inclusiveness, how can women be proactive and take charge of their careers?

The Striving for Excellence: Women in Leadership Program

One way is through the *Striving for Excellence: Women in Leadership Program*, a four-month program that provides an opportunity for women to recognize their strengths and figure out how to effectively leverage them for success. The program focuses on each individual as a holistic leader, and includes group sessions in which women feel free to openly share their stories, experiences, frustrations, and



STRIVING FOR EXCELLENCE

WOMEN IN
LEADERSHIP

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concerns. They are also able to have *one-on-one sessions* with a coach to better explore individual issues and work on goals.

This group program consists of three (3) full-day workshops and a one (1) hour telephone goal-setting session. Participants will meet on the dates below with breakfast and lunch provided.

Program start: Two assessments will be assigned as pre-work to participants before the first group workshop. Participants will receive further instructions in early February 2019.

Session times/dates: 9:00 AM - 4:00 PM

- March 7, 2019
- Individual one (1) hour telephone goal-setting session will be scheduled between March 19-21, 2019
- April 23, 2019
- June 4, 2019

Location: The Employers' Association
1787 Indian Wood Circle
Maumee, Ohio 43537

For more information on the Women In Leadership Program or to register, please visit <https://theea.org/event-registration/?ee=324>. Spaces are limited, make sure you register ASAP!

Here are five other ways female leaders can grab the steering wheel and move their careers in whatever direction they choose.

1. **DETERMINE WHAT IT IS THAT YOU WANT.** Think about your current role. Are you where you'd like to be? If not, make plans to get there. Too often, women work hard and expect the results to speak for themselves. Meanwhile, promotions happen and jobs get filled by people who are actively scheduling meetings or out playing golf with key decision makers. Identify the direction you'd like to take and the strategic steps that you can take to get there.

(*Women in Leadership* continues on Page 4)