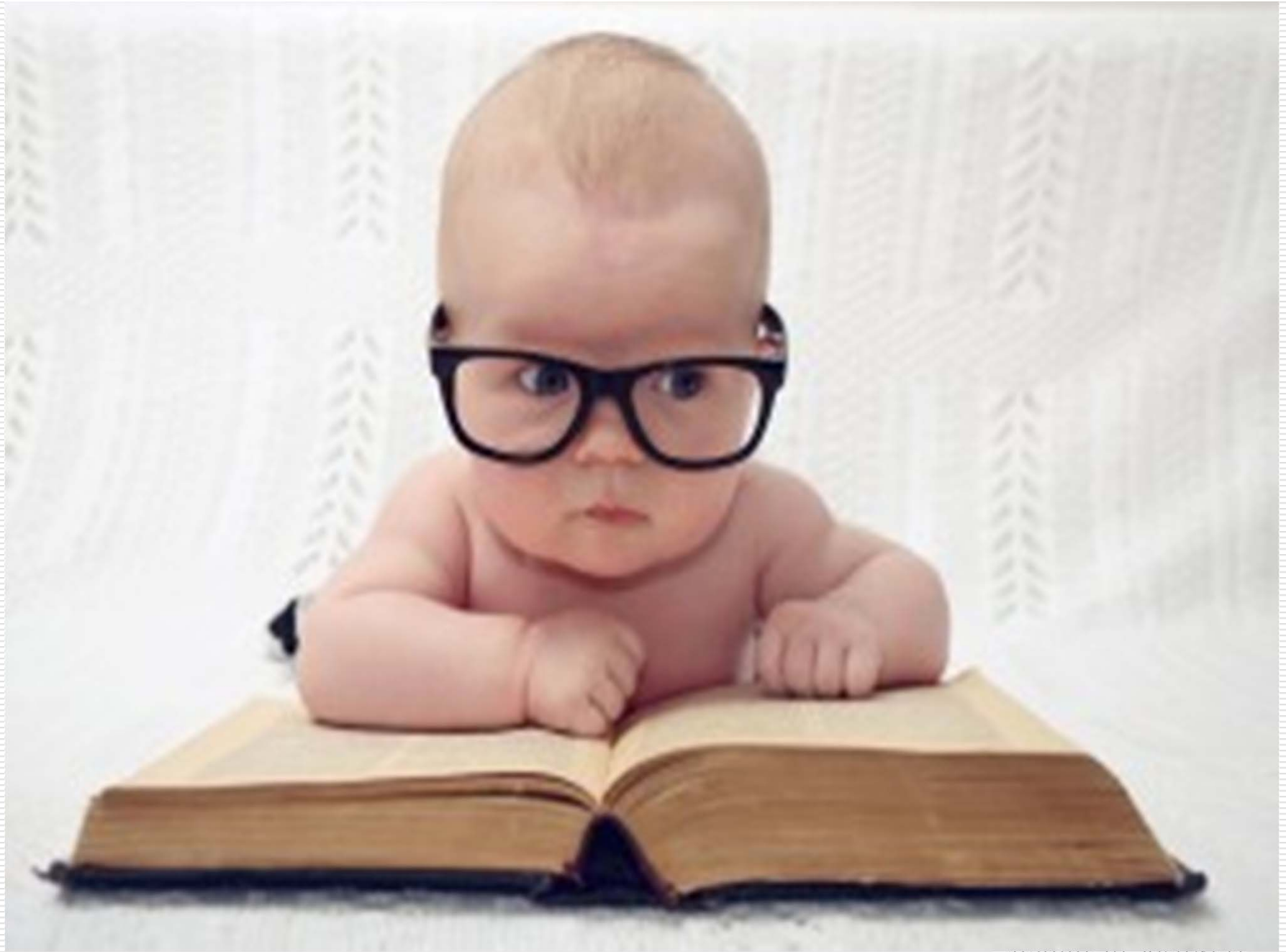


Why do I need to build a **Village of Support?**

Ninoska Clarkin, Edward Jones
Luis Naranjo, Wells Fargo



A close-up photograph of a man with short, light-colored hair, smiling and looking slightly to the right. He is wearing a dark blue suit jacket over a light blue collared shirt. A large, dark circular graphic with a halftone pattern is overlaid on the left side of the image, containing text. The background is a plain, light-colored wall with a blurred yellow circular logo on the right.

*Importance of
Mentoring
80%

***Advocates**

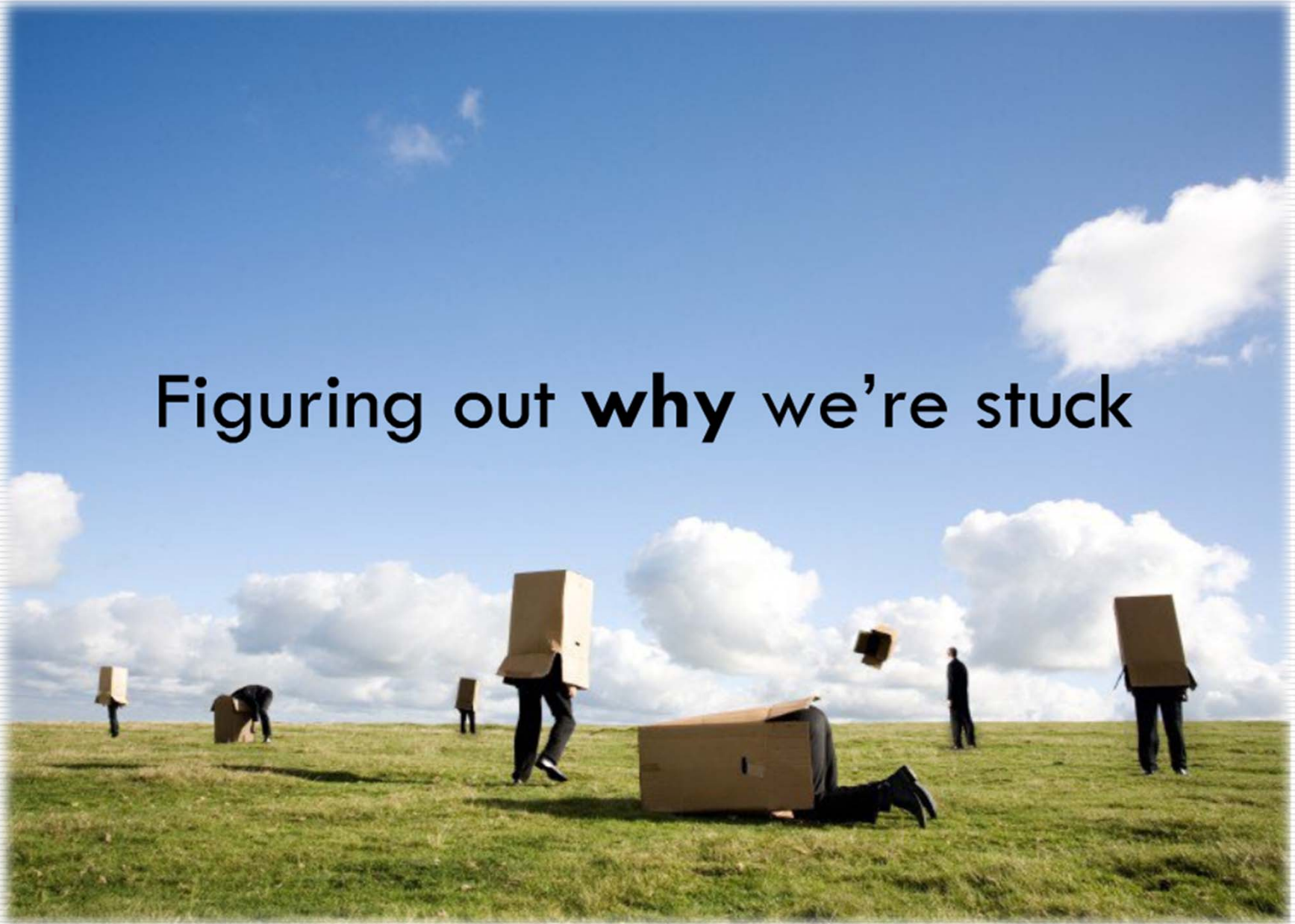
72%

Ursula
Burns

CHAIRMAN AND CEO, TEROX



Figuring out **why** we're stuck



FEEDBACK



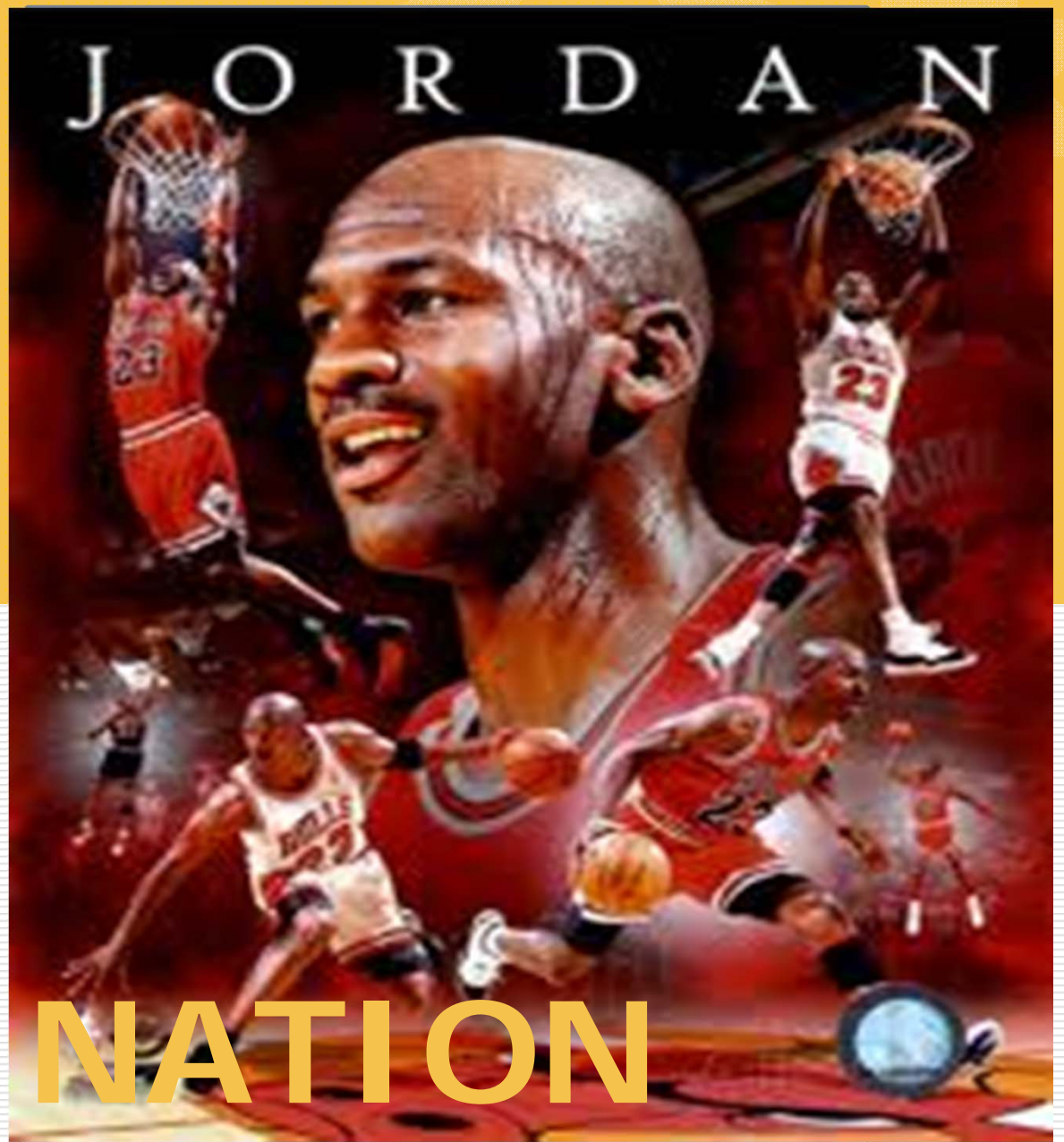
The Good

The Bad

The Ugly

-
- Do Listen,
To more than ONE VOICE

J O R D A N



LACK OF
COORDINATION



Lack of
IMAGINATION

Build **YOUR** Village

Of SUPPORT

Networks

Mentors

Advocates

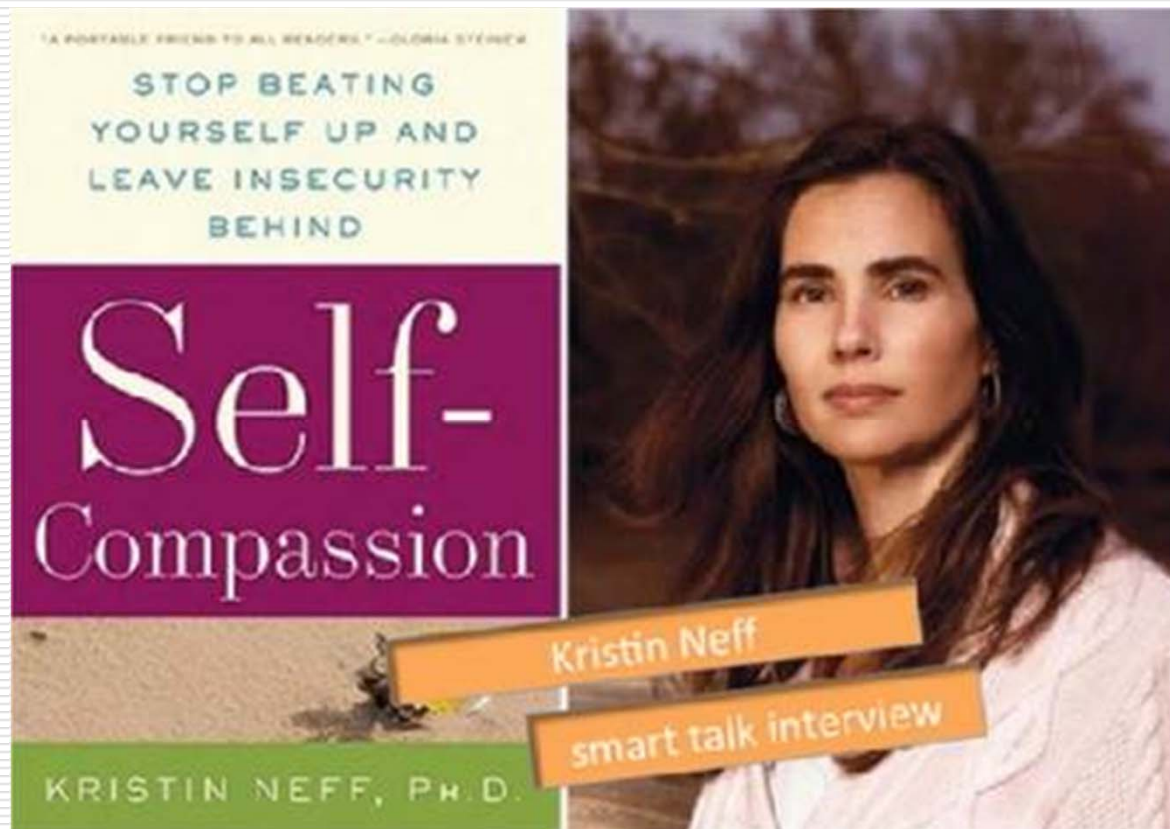
YOU!

Self-esteem vs. Self-Compassion

- "self-esteem comes from **comparing yourself** to others"
- "self-compassion focuses on **being kind to yourself** "

The Space Between Self-Esteem and Self-Compassion: Kristin Neff

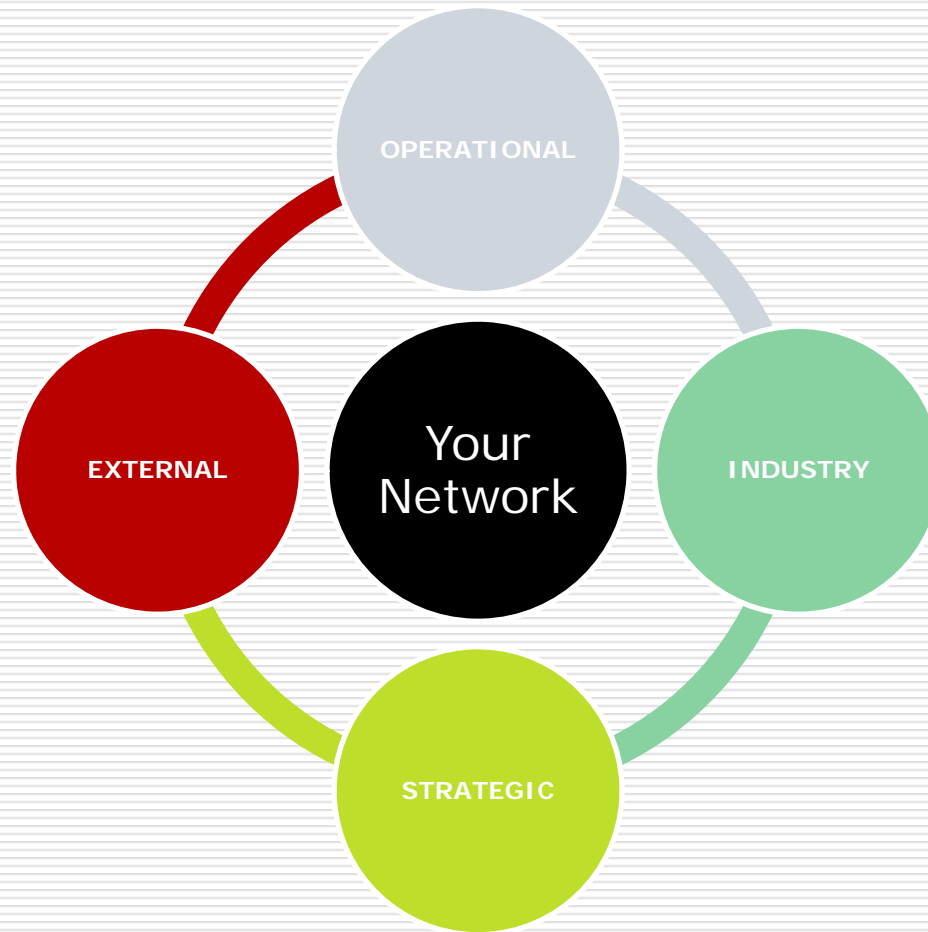
TEDxCentennialParkWomen



"It's a strange secret, but there is no doubt, that we each become what we think most about."

Doc the Turtle, in The Adventures of Blue Ocean Bob
(www.blueoceanbob.com)

Networks = RELATIONSHIPS



MENTORS

* Insights

* Coach

* Challenge

* Accountability





Advocates



Recommend

Promoters

Champions

Transformative

The Right Way to Find a Career Sponsor
[Sylvia Ann Hewlett](#)

Ideas on gaining Advocates

- Consistency
- Integrity
- Perform with excellence



Intentional



Making my point of View

Point

Make your point. Make it clear, clean, and concise

Reason

Justify your point. At least 1 robust reason

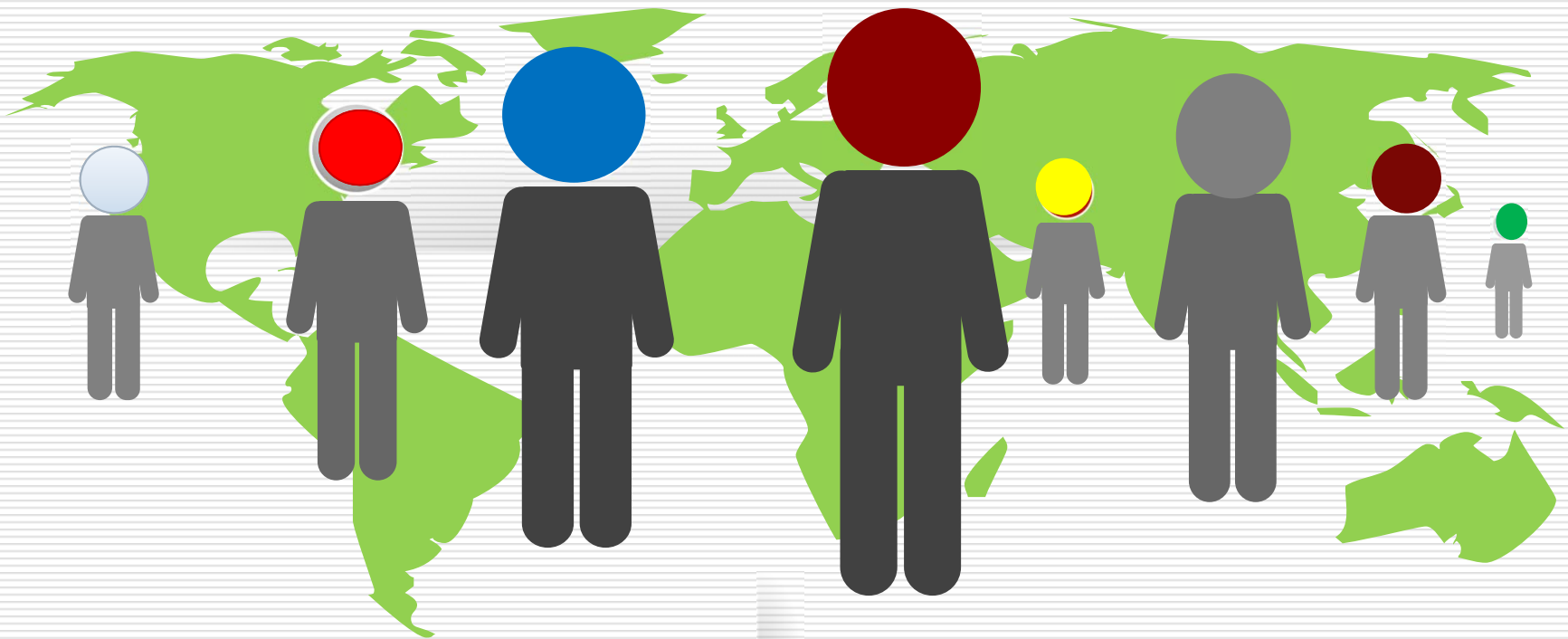
Evidence

Example (or Evidence, or Experience)

Point

Re-instate your point

Board of Directors for **YOUR CAREER**



"Coming together is a beginning,
staying together is progress,
and working together is
success."

Henry Ford

You are **HIRED**



WHY?

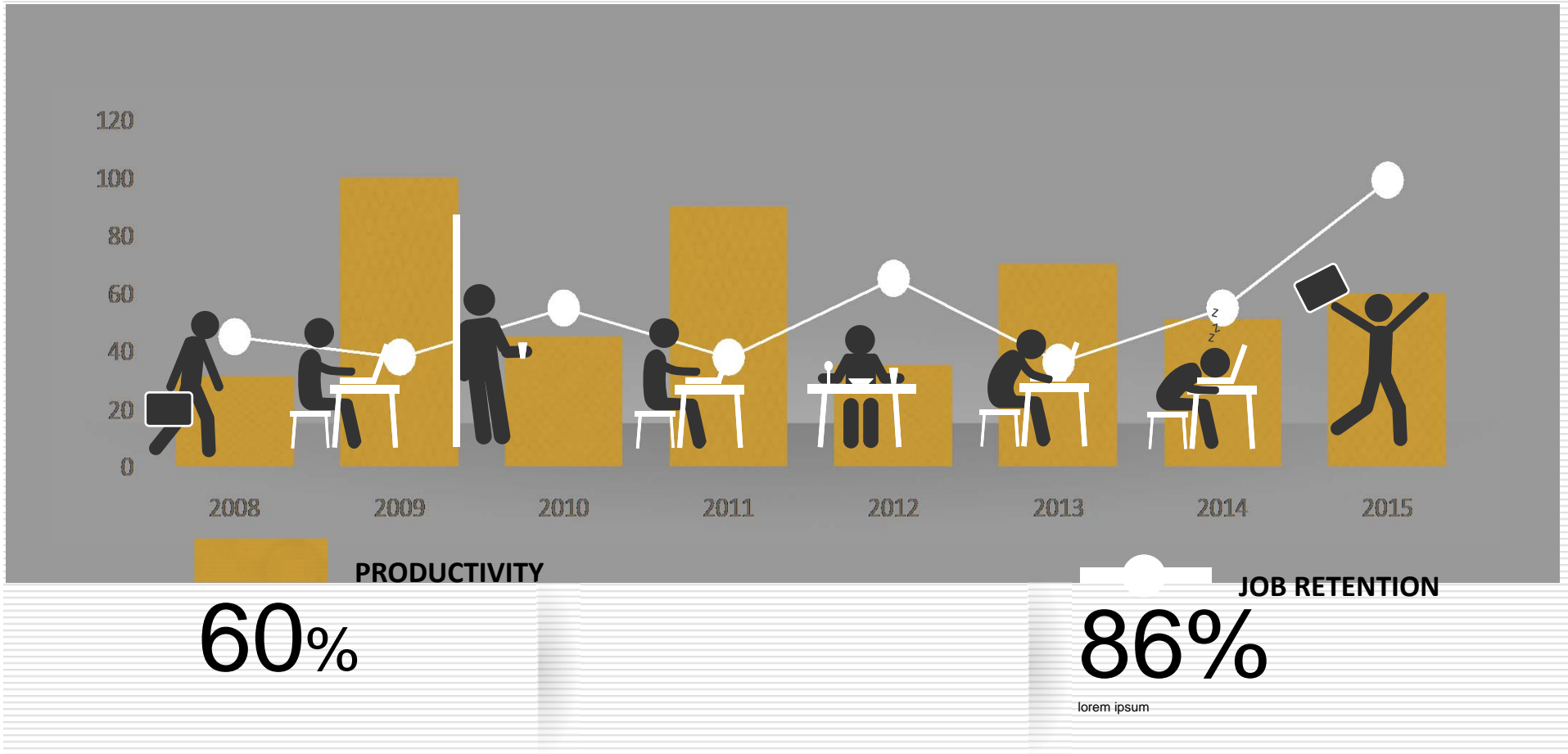


 Supported

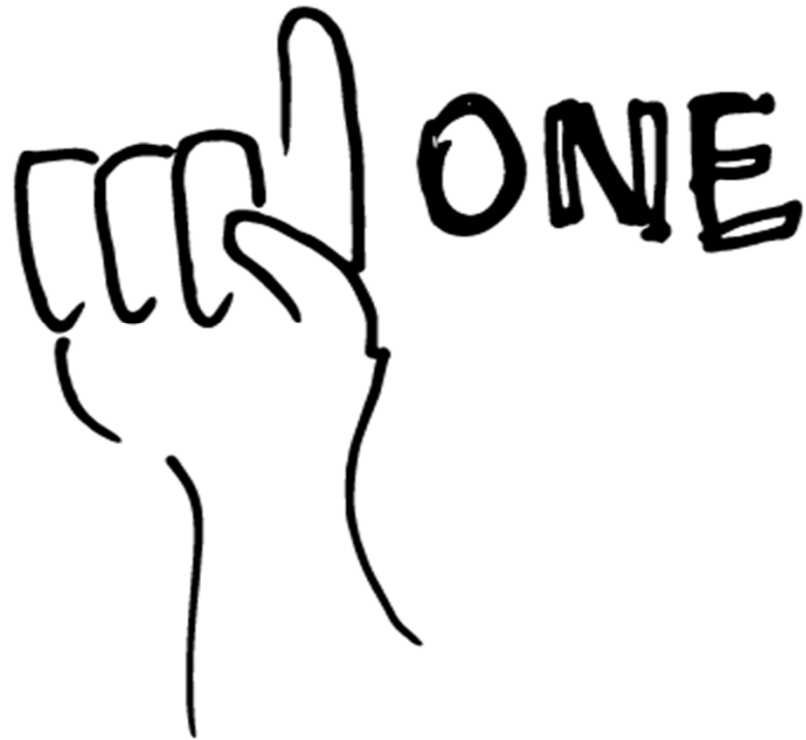
 Equipped

86%  Employee satisfaction

Positive Outcomes



It take **ONE** person to believe
in you!



Community of CHAMPIONS





**Build your*
Village

Thank YOU!

