

# War Stories from a Woman in a traditional Man's Role

*The Road is Not Always Straight,  
be Prepared for the Speed Bumps*



# Agenda

- Short Bio
- Changes at the Board table
- Tips that I've learned, some the hard way
- Note of gratitude



# Short Bio

## Started in financial services

- Had many roles from the ground up
- Training invaluable
- Management with purpose

## Back to school at 34 years old

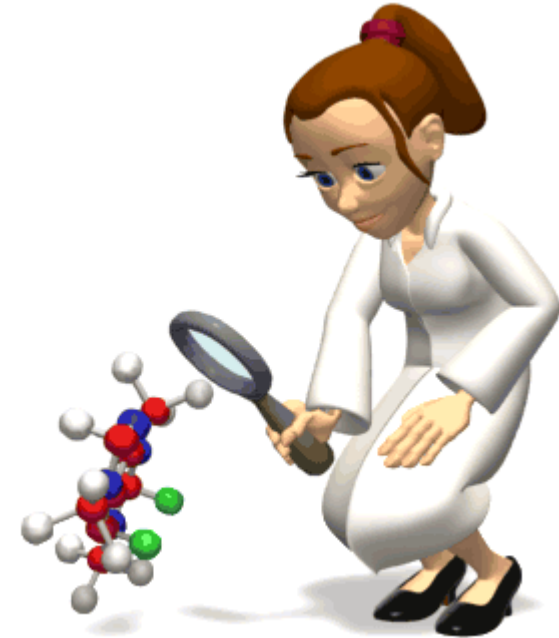
- 3 year program in 2 years
- Working graveyard shift at casinos

## Need to get back to work

- Never heard of this industry
- Importance of networking

# The Chemical & Ingredient Supply Chain

- ✓ Traditionally a “Boys Club”
- ✓ Girls started moving in – mid to late 90s
- ✓ No such thing as DEI  
(Diversity, Equity & Inclusion)



# Tip #1 Be Honest ..... With Yourself



**Stop burying your head in the sand if you are not happy with your job do something about it**

# Tip #1B Be Honest ..... With Others



## #Leadership Matters

- ✓ Canadian Association of Chemical Distributors / Responsible Distribution Canada
- ✓ Slow shift in the industry and Board table
- ✓ Association begins to grow up
- ✓ 2002 Strategic Plan





## Robin Hauser, Ted Talk – Gender Norms

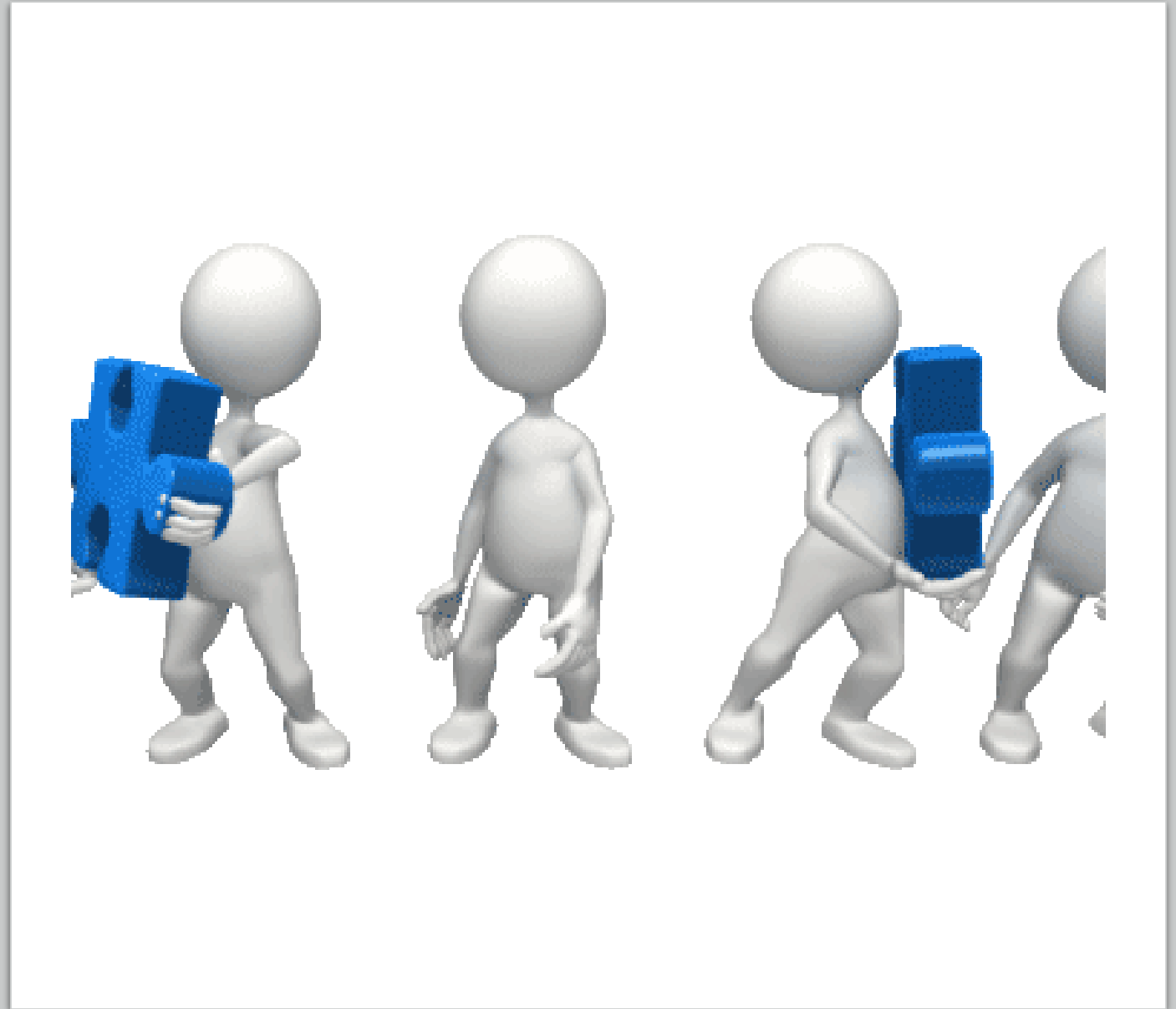
When women lead, bias often follows, says documentarian Robin Hauser ([@rhr226](https://www.instagram.com/rhr226)). In her TED Talk, she dives into the dilemma between competence and likability faced by women in leadership roles, looking at how unconscious beliefs and gendered thinking distort what it means to be a good leader. “I wish I could offer you a cure to unconscious bias,” she says. “But we need to disrupt stereotypes and redefine what it is to be a leader and a woman.” Visit the link in [@TED](https://www.instagram.com/TED)’s bio to watch the full talk.

[https://www.instagram.com/reel/C5B66pnLS\\_K/?igsh=ZzZ3YmdiZnV1eGEy](https://www.instagram.com/reel/C5B66pnLS_K/?igsh=ZzZ3YmdiZnV1eGEy) <https://www.youtube.com/watch?v=T2I4tus05hl>

## Tip #2 Surround Yourself With The Right People

### #TeamWork Matters

- Who should be on your team?
- Honesty Matters
- Communication & Empathy as your Guide



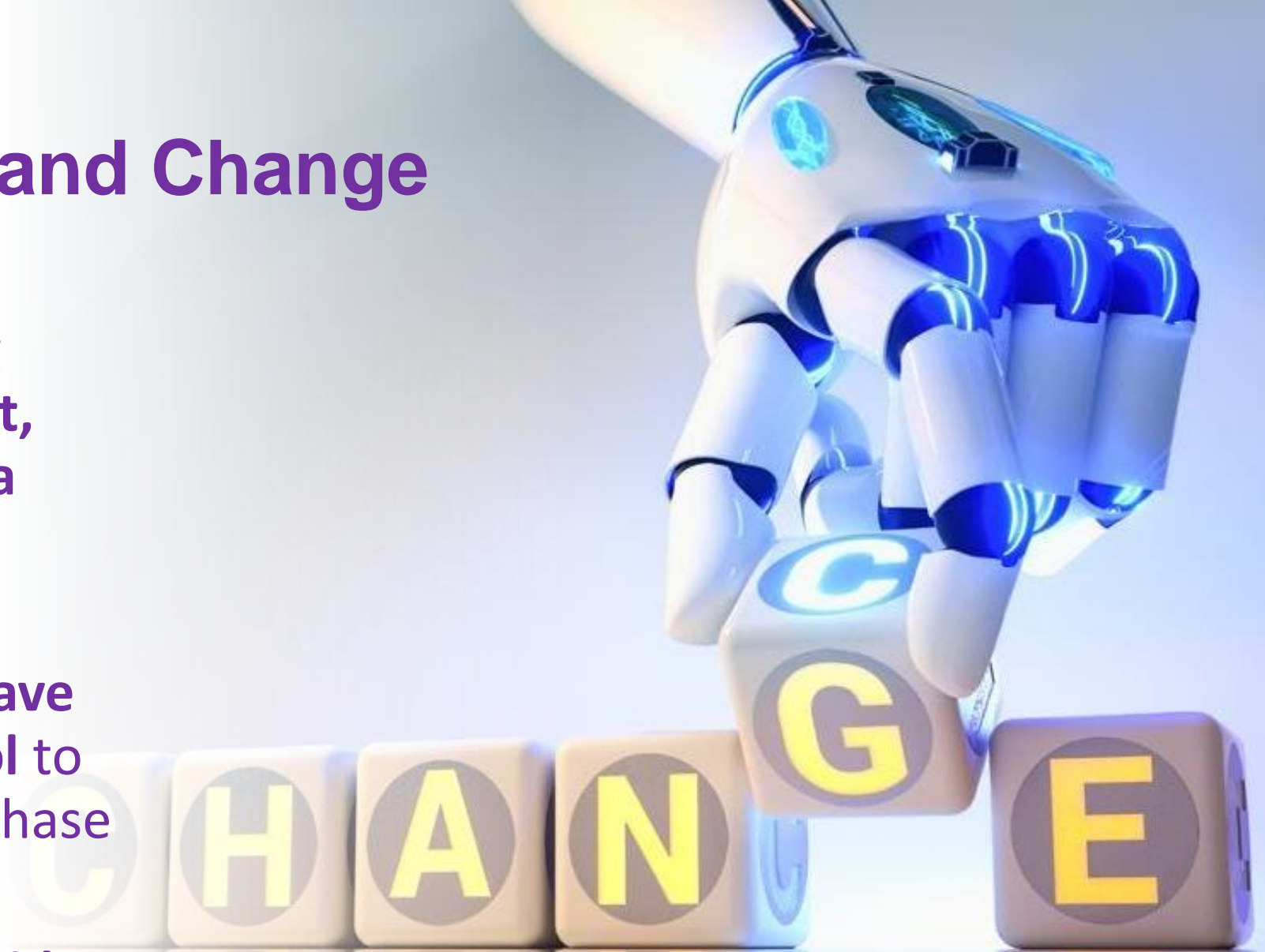


# Tip #3 Never Stop Learning



## Tip #4 Adapt and Change

- Decision making (believe it or not, there might be a better way)
- Use what you have learned as a tool to begin the next phase
- Be open to new ideas





## Tip #5 Have Courage

Courage is what it takes  
to stand up and speak;  
courage is also what it  
takes to sit down and  
listen.

Winston Churchill

BrainyQuote®

# Bonus Tip Have Fun!!!






**In closing....**

**#KindnessMatters**

***If you can be anything,  
be kind.***

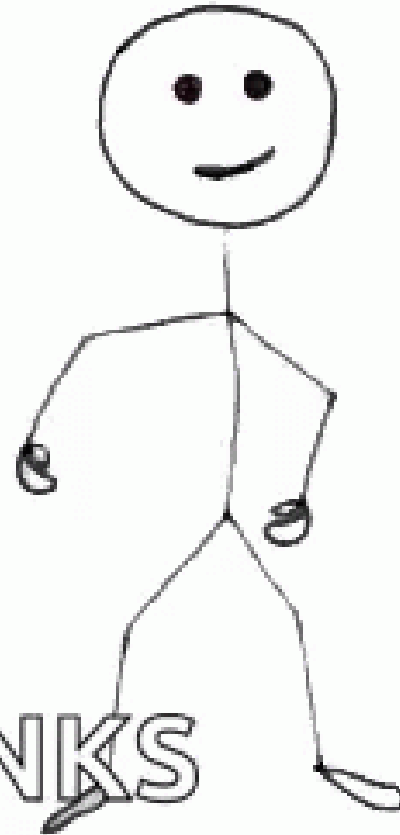
“I’ve learned that people  
will forget what you said,  
people will forget what you did,  
but people will never forget  
*how you made them feel.*”

Maya Angelou  
1928 - 2014

 half the sky  
movement



This is  
my  
thank you  
dance!



THANKS



RDC | DRC

Responsible Distribution Canada  
Distribution Responsable Canada