

Session 1 Summaries

Women in Leadership

Date: October 23, 2024

Hosts: Samantha Chesler, Claire Peet

United in Challenges, Empowered by Differences

"We get together on the basis of our similarities; we grow on the basis of our differences." This community exists because women leaders share common challenges and yet are so incredibly unique in their power. Our collective experiences are a call to action: a catalyst for change which only we can drive when we stand in solidarity and take the reins on our own journeys.

Women Seek Respect, Not Special Treatment

'No one owes you anything sweetheart' Women don't want special treatment, they want to be respected for who they are and what they do. They want to be taken seriously in ways that are simply bestowed upon men. Female leaders are tired of having to fight for their voice to be heard, only to be labelled as 'too fiesty' when they do.

Forward Momentum: Pillars for Women Leaders

Forward Momentum Our community has 3 pillars that guide our collective and individual journeys as women leaders this year. *Growing ourselves as leaders*Setting boundaries*Leading with heart We're letting go of the societal 'shoulds' and changing the script. We're in charge of writing our futures and the stories will be glorious.

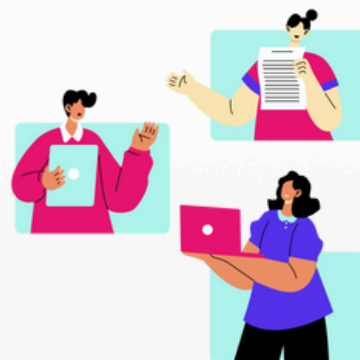


Additional Resources

- * [Session 1 Slide Deck](#)
- * [Session 1 Recording](#)

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Session 2 Summaries

Women in Leadership

Date: November 20, 2024

Hosts: Samantha Chesler, Claire Peet

Digging Deep to Ask for More

We looked at the way words of inspiration have guided us and thought about what we wanted to add and what we wanted to shed. We shared wisdom and guidance that motivates us, such as the '1% each day' rule, or 'what you pay attention to grows.' We then turned inwards and started to think about finding our own wisdom and resources to imagine what more we could have.

Finding Our Polaris/North Star

After sharing some examples of a Polaris, we went into breakout rooms to brainstorm and harvest our own. A Polaris has three parts: A purpose statement, three cognitive reminders, and a photo that stimulates positive emotions. We asked our partners, "What do you want to explore, and what more do you want to be?"

Generating Data

Back in breakout rooms we put a goal front and centre and then, in pairs, we asked each other what resources we could draw from our daily habits, recent and far past to bring this goal to fruition. The group acknowledged how helpful it was to talk in pairs, to find common ground, and focus on forecasting not fearcasting.

We Are More Than Our Jobs

What came out of this session is that it is important to focus on the whole person and not just the professional person. Many of the Polaris statements and goals were aligned with growing capacity, the ability to have boundaries, to help others and to be present at home and at work.

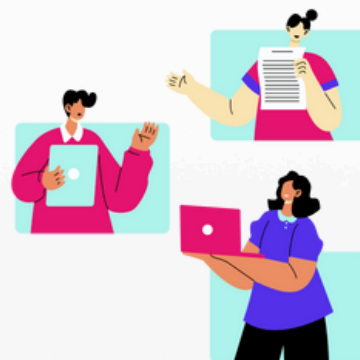


Additional Resources

- * [Session 2 Slide Deck](#)
- * [Session 2 Recording](#)

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Session 3 Summaries

Women in Leadership

Date: February 19, 2025

Hosts: Samantha Chesler, Claire Peet

Managing Challenges with Confidence

Female leaders in education often face subtle yet significant challenges, such as being overlooked in discussions, experiencing implicit bias, and struggling to assert authority. The session emphasized setting boundaries and advocating for oneself as key strategies for addressing these issues. Participants shared experiences of being interrupted in meetings or having decisions questioned, highlighting the importance of clear communication, strategic alliances, and self-awareness in leadership roles.

Overcoming Barriers to Promotion

Many women leaders experience delayed career progression despite strong performance and qualifications. The discussion focused on how institutional biases and informal decision-making processes can create obstacles to advancement. Strategies included seeking direct feedback from leadership, communicating ambitions clearly & regularly and identifying skill gaps. Participants also reflected on the importance of mentorship and self-advocacy in navigating these challenges.

Maintaining Relationships After Promotion

Transitioning from peer to leader can strain workplace relationships, particularly when friends and colleagues react negatively to a promotion. The session explored how open communication, emotional intelligence, and professional boundaries can help leaders manage these shifts effectively. Participants discussed active listening, mediation, and reframing assumptions as tools for preserving relationships while maintaining authority.

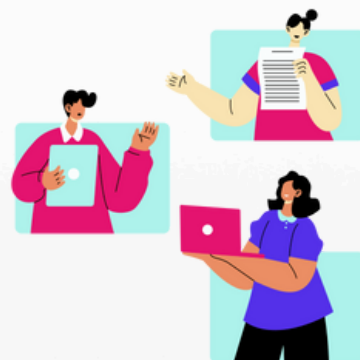


Additional Resources

- * [Session 3 Slide Deck](#)
- * [Session 3 Recording](#)
- * [How to Improve Your Creativity and Listening Skills with Nancy Kline's Thinking Environment](#)

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Session 4 Summaries

Women in Leadership

Date: March 19, 2025

Hosts: Samantha Chesler, Claire Peet

Setting Intentions with Purpose

Creating a clear direction begins with understanding the values that shape our leadership. Participants reflected on personal and professional growth, considering the advice they would give to their past selves. Journaling and discussions reinforced the idea that every action we take is a “vote for the type of person we wish to become” (James Clear). By focusing on energy rather than time management, leaders can align daily choices with long-term aspirations.

Overcoming Self-Doubt and Asking for More

Many barriers to leadership are self-imposed. Participants explored how internalized doubts and external expectations limit their ability to step into opportunities. The session emphasized reframing obstacles—turning “but” into “and” to shift from scarcity thinking to an abundance mindset. Personal stories highlighted how advocating for oneself and embracing courage over comfort can lead to unexpected leadership opportunities.

Taking Action and Celebrating Growth

Leadership is a continuous journey of small, intentional steps. Participants outlined concrete actions to align their goals with their leadership identity. A key takeaway was recognizing when to let go—of perfectionism, hesitation, or limiting beliefs—to move forward. The acronym FEAR (False Evidence Appearing Real) served as a reminder to challenge self-doubt. The session concluded with reflections on growth, celebrating progress, and reinforcing leadership as an evolving practice.



Additional Resources

- * [Session 4 Slide Deck](#)
- * [Session 4 Recording](#)

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