FINDING YOUR PASSION AND VOICE AS A CHANGE AGENT
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PRESENTING THE BADALAMENTI SESSION - 2015

In Memoriam
of
Karon
Badalamenti,
CPRE
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DESIRED OUTCOMES

- Examining the roles of women as leaders and change agents now in parks and recreation
- Identifying traits and barriers to success
- Envisioning our personal and professional roles and strategies as we go forward

WHAT’S HAPPENING!

- Mass exodus and retirements
- 30 – 50% in the next 5-10 years
- Lower availability of trained staff
- Desire to personally “step it up”?
STATUS OF WOMEN AS LEADERS AND CHANGE AGENTS

It's Improving!
- More women earning degrees
- Salary gap decreasing
- From 1970 to 2009, women's representation in the workforce increased from 37 to 48 percent
- Higher involvement of women in P&R

However:
- Problems arise when gender expectations do not align with expectations for leadership behaviors
- Only 26 percent of all CEOs in the United States are women
- Are we effective?
- WHY?

WHAT'S HAPPENING!

- Changing economic climate
- Repositioning of parks and recreation agencies
- Reactive or proactive?

OPPORTUNITY!

PERSONALITY TRAITS OF LEADERS

Necessary Traits
- Extraversion
- Conscientiousness
- Openness to Experience
- Assertiveness
- Self-Reliance

Barriers for Women
- Combining career with family
-Unfair treatment in the workplace
- Anxiety over being judged or treated stereotypically may subconsciously lead to underperformance and to the stereotypical behaviors
- Impostor syndrome
- Fear of Success
EMPLOYING "MASCULINE" BEHAVIORS TO RESPOND TO STEREOTYPE THREATS MAY PROVE COUNTERPRODUCTIVE FOR WOMEN

Being "bossy"...
- In response to masculine styles, women are rated as "less warm" by their subordinates.
- Subordinates are also less willing to comply with the requests of the women leaders when compared to male leaders who made the same requests.
- Challenge is to develop personal traits and competencies to overcome perceived weaknesses and stereotypes.

CHANGE AND INNOVATION

- The change process - it is important
- Change can be scary
- Risk adverse vs. risk takers
- Developing a culture to support innovation
- Creating alignment
- Really good employees like working for a forward thinking agency

You cannot alienate and influence at the same time!
MANAGING UP

CORE COMPETENCIES FOR LEADERS
- Planning
- Finance
- Operations
- Human Resources
- Communication

CALIPER FINDINGS
- Self Assessment
- Growth
- Quick
- Evaluation
- Celebration
FINDING YOUR PASSION AND VOICE

- What do you want to be when you grow up?
- Do you have the courage and motivation?
- 1% per day (Fred Schafer, www.fredstrikes.com)
- Physical, Mental, Spiritual, Social, Purpose
- Ideal Balance
- Getting it Done

WHAT IS HOLDING YOU BACK???

Holding on to anger is like drinking poison and expecting the object of your anger to die...

There is no elevator to success, you have to take the stairs...

THANK YOU FOR ATTENDING THIS PRESENTATION!

QUESTIONS??

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