INTRODUCTION

- Director of Training/Human Resources
- Past NAWIC GR Washington President
- NAWIC Northeast Region Director
- CTF Board Member
- Yoga Instructor
- Introduction of some superstar mentors!

UTILIZE POLLS!
1. YOUR VALUE

- What are your CORE Values?
  - They are the non-negotiable values

- What is your value at work?
  - Track & document your accomplishments
  - Quantify your accomplishments

- Benchmark!
  - Salary.com
  - https://www.bls.gov/bls/blswage.htm
  - www.erieri.com
  - Job descriptions
2. HARNESS YOUR EXPERIENCES

- Look at the skills you have acquired
  - As women we make sure each box is checked but we should take risks
  - Look at leadership skills gained in serving in organizations
  - Practice your elevator speech
  - Ask for constructive criticism
  - Always the student
Plan

- Set your Short term and long term goals
- Utilize a Vision Board
- Research, learn and earn credentials
- Get a mentor, advisor and join an organization to be your sounding board
Of all the people working in construction, women comprise only 10.3 percent. Even smaller is the number of women on the front lines of a job site—only one for every 100 employees in the field.
3. DEVELOP & BUILD RELATIONSHIPS

- Develop your sounding board
  - Mentor, Advisor, Coach
  - NAWIC, ABC, AGC, CREW
  - Do your research
  - Intentional Networking
- Give back to our next generation
- Small industry, don't burn bridges
4. COLLABORATE

- Be a good listener
- Have a continuous relationship with mentors
- Be prepared when you "ask"
- Time and Place
- Get a seat at table with organizations
- Say yes to leadership positions
- Bring others up with you
5. BALANCE

- Practice self awareness
- Practice gratitude
- The 4 agreements
  - Be Impeccable with your word
  - Don't take anything personally
  - Don't make assumptions
  - Always do your best
QUESTIONS

• How do we increase women in leadership positions?
• Feedback

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Book Recommendations:

"The great work of your life" Stephen Cope
"The Four Agreements" Don Miguel Ruiz
"The Mindful Leader" Michael Carroll
"The Ask" Laura Fredericks, JD
"How Women Rise" Sally Helgesen and Marshall Goldsmith