

Intentional Leadership: Align, Achieve, Advance! — Inside CLS 2017



“Our vision and mission has never been stronger.”

“We are here for business leaders, by business leaders.”

Gloria Colgan, president of Wnet’s board, and Lisl Dutterer, Executive Director, kicked off with those messages to the group of professional women at Wnet’s Career and Leadership Summit 2017 — its 10th anniversary.

Colgan’s message rang clear throughout the two-day event, which included a series of speakers from across multiple industries — all centered on one common theme: Be intentional in how you market yourself, your message and how you build your career - despite gender barriers in the workplace.

Intentional Networking with Patti DeNucci



[Patti DeNucci](#), a professional networking specialist, shared insights on how to network in a way that generates more meaningful connections — instead of networking to gather piles of business cards. She challenged the audience to ask themselves why they were at the event, what they intended to learn and what would they do with the knowledge.

The key takeaways from DeNucci centered on the foundational strategies of networking, which starts by getting connected with yourself. From there, a vision can begin to take shape of how you should network yourself, she said. DeNucci urged the crowd to focus on quality over quantity when it comes to networking — remembering to be a curator of connections through a diverse network. She also stressed the importance of being prepared to connect anytime and anywhere.

“How would you show up today if today was the day you’d have the conversation, or make a connection, that would change you, your life or your work forever?”, DeNucci said.

Getting More from Every Negotiation with Stuart Diamond



“[The phrase] it’s just business...is just an excuse to treat people poorly.” That was one piece of advice from renowned negotiator, American Pulitzer Prize-winning journalist, attorney, author and professor [Stuart Diamond](#). Diamond, who also teaches a course on negotiation tactics at the Wharton School.

Negotiation, Diamond attests, is evident in every aspect of life. But like most things in life, he emphasized there is no one-size-fits all style of negotiation. The truth? Be yourself, but adapt your tactics to the situation. Everyone has bias, he

said, but the key to successful negotiations is solving bias and preconceived notions on a daily basis.

“Negotiation is everywhere...Like math is to science, negotiation is to society,” Diamond said.

The biggest takeaway? Less than 10% of decisions have to do with facts. 55% has to do with people, 27% has to do with the process. Learning to adapt to new information matters more than experience, and if you recognize and value other’s perceptions, they are more likely to agree with you.

“If you make yourself the issue, you’ll lose every time,” Diamond emphasized.

Diamond’s key tips for negotiating is to avoid common mistakes. Those mistakes include: Using power and too much leverage; not establishing trust; assuming rationality; being too emotional; not using standards and framing the situation before you’re familiar with the all the details.



Intentional Decision Making with Shelley Row



[Shelley Row](#), a leadership speaker and corporate consultant, shared why the most effective decision-making comes from the skilled balance of cognition and intuition, or what she calls infotuition®. Row dug into why leaders need to learn to listen to their gut and make faster decisions in a world where over-thinking rules.

“If your brain perceives your values (how you identify yourself) are in jeopardy. That’s when the body has a knee-jerk trigger reaction,” Row said, emphasizing the need to react better to situations as they arise.

Her advice?

When faced with an emotional trigger, Row suggests to overcome physical triggers by focusing on how to better manage and calm your emotions. Understand your value systems and core beliefs, she said, and learn how to better think before you act in order to make more calculated, strategic decisions (all while being guided by your instincts).

Wnet Power Panel – the Best of the Best

Global industry leaders joined together to share what it takes to be an executive in today’s complex world of payments. This panel included: Allison Guidette, CEO, G2Web Services; Eileen Simon, Chief Franchise Integrity Officer, MasterCard; Talbott Roche, CEO, Blackhawk; Carleigh Jaques, SVP, Global Head of Digital Merchant Products, Visa; Christine Larsen, EVP & COO, First Data and Theresa Gongora, Head of Corporate Strategy & Planning, TSYS.

Their best advice?

- Embrace those inflection points that push your boundaries.

- Understand you can't please everybody all of the time
- Recognize unconscious biases. Address confidence gaps.
- Be prepared, but fake it until you make it when necessary.
- Be results-oriented in a way that makes you act boldly.
- Be alert of your network and make people aware of your ambitions.
- Be aggressive and take risks, but make decisions quickly.
- Be flexible. Roll with the good and the bad — both create opportunity.
- What people think of you is less important than that they think of you.
- Position yourself yourself as a leader versus a collaborator.

Conscious Leadership with Kathy Green



[Kathy Green](#), managing partner of Executive Coaching Connections, spoke on the value of interpersonal effectiveness and using our own beliefs and behaviors to act and lead more consciously.

Green emphasized that how we behave makes a difference in establishing an organizational climate that relates to better profits and more revenue. She challenged the audience to determine what style of leadership they possessed, emphasizing that it's important to understand your mental models.

Mental Models are underlying beliefs or assumptions that drive our behavior. These models determine how we see the world around us. This interactive session helped the audience dissect their own leadership styles to see how they could frame their thoughts through evaluating yourself and listening to different perspectives.

Intentional Communication with Jan Jones Blackhurst



As the first female of Las Vegas (and current current Executive Vice President, Government Relations & Corporate Responsibility for Caesars Entertainment,) [Jan Jones Blackhurst](#) faced plenty of gender bias in her leadership roles.

For women in leadership, Blackhurst emphasized that it's not enough for women to simply give speeches and write articles. They need to be intentional in their communication and take action to increase women's leadership roles.

"It's not getting significantly better, but the perception exists that it is," she emphasized. One major contributor of that? "If women are perceived as warm, they are also perceived as less confident," she said.

Her advice to achieving more female leadership at companies?

Define leadership attributes and look for those on executive teams to lead the charge. Be transparent in your goals and measure the foundation for change. For women to continue breaking barriers, she emphasized the need for intentional steps to be taken in order for better leadership policies to be recognized.