Keynote topics.

**Women and Success**

‘The most significant social change in the last three decades has been the large scale entry of women into the workforce. At the same time the world of work itself has been changing and the old goal posts for success have become obsolete’ (Women, Work and Success).

Women have long felt disconnected from traditional paradigms and measurements of success, from the expectations and aspirations of the modern workplace and how this extends to their lives.

In November 2000 Pollyanna found herself in this very familiar scenario when she sold her 50% shareholding of the successful company co-founded and grew. On the outside she had the trappings of success and recognition however internally a very different story was running.

This experience stirred an intense curiosity about how women define themselves, how they view success and whether they feel successful. She embarked on a study of women and success that continues today through her work and research. Her research Women, Work and Success was published in 2006. Her book Women & Success: Redefining What Matters Most at Home, At Work and At Play which was published in August 2015.

What became glaringly apparent though the writing of Women & Success was that women operate under a paradigm of accepting normal human issues as women’s issues, further undermining confidence, position and prospects.

In this talk Pollyanna links her findings from her 2006 research ‘Women, Work and Success’, her book Women & Successes to themes that ultimately derail women’s ability to succeed.

The session is interactive, creating discussion and stimulating thinking about what Success means at a personal level, how this translates professionally and how this aligns with the organisation that you work for, providing useful tools, strategies utilising case studies to bring the examples to life.

**Communication skills for Women**

In the same way that Kryptonite drained Superman’s powers, poor communication skills are draining women’s power damaging: Credibly; Confidence; Self –Esteem; Recognition and Success.
We are unwittingly contributing to this by falling into 2 main communication traps. 1. Using weak language that undermines value and contribution. 2. Adopting a masculine approach which compromises effectiveness, authenticity and integrity.

During this interactive talk Pollyanna shares:

- 5 simple communication strategies that elevate women and their position
- 5 communication strategies that is Kryptonite to women and their success.