

Stepping Into Your Power (Part 1)

by

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Foreward by Susan Macaulay

Creator of Amazing Women Rock

Welcome to the world of Amazing and Powerful Women!

This is Part 1 of Stepping Into Your Power, an excellent e-book by professional coach and empowerment expert Geraldine Bown. I am delighted to be able to offer it to you for free through Amazing Woman Rock.

As you read through the stories and examples Geraldine gives here, I believe you will gain really valuable insights into why it's sometimes difficult for women to step into their own power in the ways they might wish – I sure learned a lot as I read!

I consider myself to be a powerful, assertive, goal-oriented woman, but I still found lots of food for thought in the pages that follow, as well as in Part 2 of the e-book which you can access for free by “liking” the Amazing Women Rock facebook page

<http://www.facebook.com/AmazingWomenRock>) , or by registering on the Amazing Women Rock website www.amazingwomenrock.com

And if you decide you want to learn more, Geraldine has kindly offered a special discount to AWR members who purchase her empowering audio programme. You will find details and links at the end of this book.

Enjoy!

Susan Macaulay, Creator & Curator

Introduction

Hello and I am delighted you are joining me here to look at some of the issues to do with women and power.

That word 'power' causes a lot of fear, especially in women. So what do I mean by power?. A powerful woman is a woman who is enabled to unshackle or liberate herself to be the best that she can be. So this isn't about equating power with success, but equating power with fulfilling inner potential as well as contributing to the collective good. A powerful woman is aware of herself, her relationships, and her world in all dimensions. She doesn't wait for things to happen but directs them. She shows courage in making decisions, and clarity in communicating them. And finally, a powerful woman takes **responsibility** for her decisions, including full recognition of their consequences. Every choice has a consequence. A powerful woman has the strength to accept those consequences, integrity to hold to them and compassion for everyone impacted by the choices she is making.

I have seen women who have been the victims of extreme domestic violence blossom into strong confident women when held by a supportive group of women and given space and love

I have seen successful women managers turn into great leaders when they have dropped an alien masculine style and tuned into their feminine strengths

I have seen women who, exhausted by trying to achieve career success as well as tend to the needs of their family, have learned to direct their lives

effectively and make conscious choices without being racked with guilt.

And I have seen women who have no ambitions to get to the top but just want to do a great job, finally start to value themselves, and start to be valued at work

Whether you are in paid work or not, whether you have children or not, unless you can access your own personal power it will be hard for you to experience the deep satisfaction of a life fully lived and the joy of making a difference to other people's lives.

So let's begin our journey to becoming a powerful woman.

Our Social Power

We can look at power in different ways:

- ♦ **our personal or inner power**
- ♦ **power as a woman in our families, our communities and society at this point in time**
- ♦ **our power linked to our purpose in this life related to what we are here to do**
- ♦ **and finally our power linked to a feminine energy and linked to the feminine energy of every other woman.**

So basically, we have three main power bases:

- 1 our social power in our current situations. This is about what is going on in our lives outside of ourselves and how we show up there.
- 2 our authentic power. This is the power that resides inside us that is connected to our higher self.

- 3 our creative power which is the power to co-create a better future not only for ourselves but for everyone

What underpins these types of power are our beliefs about ourselves, about other people, and about the way the world works. These beliefs fuel our energy system and our energy transmits messages to those around us about who we are. In this book we are looking at what I call our social power - how we show up in the various elements in our life related to circumstances and relationships.

We are starting with this power because this is the power in our face if you like. In our roles as workers, wives, partners, mothers, managers, carers, we find ourselves in situations and in interactions where we feel overworked, taken for granted, undervalued and drained -- powerless in fact. We spend time rushing through our lives, juggling a million things to do, and trying to keep everyone around us stable and happy. We feel on the receiving end of our lives -- our lives are living us and we get swept along in the process. So at this moment, right now, let's step back and look at what's happening and more importantly what we can do about it.

Of course we used to have very clear roles -- homemakers, mothers and nurturers, while men were the fighters the hunters and the providers. But, bit by bit, women realised they could offer more in the predominantly male world of work. Indeed in both the First and Second World Wars, while the men were away fighting the women moved into the factories and kept industry going during the war years. Eventually, and as a result of some amazingly courageous women, we got the vote and gradually more and more women entered the workplace.

At first, and for a long time, we were in the supporting roles -- secretaries, cooks or in the beauty professions of salons and hairdressers or the caring professions of nurses and teachers.

But notice what has happened over the years.

Firstly, women are still perceived to be better in people roles in organisations - like HR - than in what are still seen as the masculine roles of production and sales. Masculine, in that the roles seemed to demand the male characteristics of competitiveness and aggressiveness and it was mainly men who held these jobs. But guess what, the people roles are paid less. And although managers will be told that people skills are important they will actually be rewarded for their concentration on bringing more money to the bottom line irrespective of how they have to treat their people in order to do it. I'm not suggesting that women shouldn't be in people roles or that they aren't any good at it but I don't believe that organisations really value these functions so the message women get is clear - yes you're good at that but we don't really value this anyway.

Secondly even when men and women are working alongside each other, in the same kinds of jobs, women are perceived differently.

This poem is by Natasha Josefowitz about how men and women are sometimes perceived in the workplace.

IMPRESSIONS FROM AN OFFICE

The family picture is on HIS desk

Ah, a solid, responsible family man

The family picture is on HER desk

Umm, her family will come before her career

HIS desk is cluttered

***He's obviously a hard worker and
a very busy man***

HER desk is cluttered

She's obviously a disorganised scatterbrain

He is talking with his co-workers

He must be discussing the latest deal

SHE is talking with her co-workers

She must be gossiping

HE'S not at his desk

He must be at a meeting

SHE'S not at her desk

She must be in the ladies' room

HE'S not in the office

He's meeting customers

SHE's not in the office

She must be out shopping

He's having lunch with the boss

He's on his way up

SHE'S having lunch with the boss

They must be having an affair

The boss criticised HIM
He'll improve his performance

The boss criticised HER
She'll be very upset

HE got an unfair deal
Did he get angry

SHE got an unfair deal
Did she cry?

HE'S getting married
He'll get more settled

SHE'S getting married
She'll get pregnant and leave

HE'S having a baby
He'll need a raise

SHE's having a baby
***She'll cost the company money in
maternity benefits***

HE's going on a business trip
It's good for his career

SHE's going on a business trip
What will her husband say?

HE's leaving for a better job

He knows how to recognise a good opportunity

SHE's leaving for a better job

Women are not dependable

Natasha Josefowitz

Being perceived differently to men, even when engaged in the same activities, can be harmful to our credibility.

The next thing to notice about our so called progression at work is that men began to become the chiefs even in the traditional female arenas so we have more head chefs who are male, more top dress designers who are male and more top hairdressers who are male. We could see this happening of course from as long ago as when girls were taught typing at school using typewriters. You wouldn't see a boy anywhere near the typing room. Then computers came in and the typewriter became a keyboard and suddenly the IT rooms were full of boys and girls couldn't get near the computer...

And the final thing to notice is that in the equal pay stakes, **inequality** reigns. In 2008, according to the US Census Bureau, women and girls 15 yrs and over who worked full time, all year round, earned 77.1% of the median annual earnings of their male counterparts. One year out of college, women who work full time earn only 80% of their male peers and this reduces to 69% after 10 years. The UK reports a 17% pay gap between men and women which rises to between 36 and 45% gap for part time workers.

So female progress in the workplace comes at a price - and **we** are paying.

Still, women began to take their places in the management structure of the workplace. How did they do it? They adopted the male behaviours and traits that got rewarded. Some of them became more male than men. They had to show they could be aggressive, competitive, unemotional and my goodness they had to be undeniably, outstandingly good. I remember someone saying once that we will know we have equality when we have women at the top doing a mediocre job. How very true. There are many men at the top doing a mediocre job as we can clearly see but a woman at the top is nearly always outstanding.

So if we try to be seen like men it won't necessarily bring us success. And many women have found that this approach doesn't work for them anyway. Of course it doesn't. If our work persona is geared to acquiring conferred power and status which comes from your job, how much money you have, how attractive you are - external factors in other words then we are merely looking at dressing up in power as it were. Let's look some other kinds of power we can dress up in at work.

We have **status** power - power given to others through a job and a status that goes with the job

We have **expert** power - power given to someone whatever their job status because of their particular valued expertise.

We have **connection** power - power because of our particular relationship to a person with great position power. PAs of CEOs and company presidents have much connection power.

And there is **personality** power - power accorded to someone because of the sheer force of their personality.

All of these kinds of power depend on someone being a “more than” to someone else's “less than”. It depends on power **over** someone else. Many women are uncomfortable with this approach. We know what is like to be treated as a “less than” and we don't want to be “more thans” if we perceive that in so doing we have to treat people as “less thans”

There is another kind of power, however, that we can get in touch with and that is our authentic power - our inner power. And this is born from our knowledge and wisdom about who we are, why we are here and how we can not only contribute but help to create new possibilities and a new vision for the future - for ourselves, our families, our communities and the planet. Sounds lofty you might think but hold on to that thought because we will be looking more deeply at this in future programmes.

Meanwhile, coming back to our current position of striving to fulfill our potential in our workplaces we find that we haven't dropped all our caring responsibilities at home - we have carried them with us. So women actually have two jobs - the one at work they get paid for - and the one at home they don't. And while many men contribute to childrearing and housekeeping, in my experience and in the lives of many women I have seen and worked with, it is the woman who THINKS about what needs to be done and directs operations. Look at this anonymously posted passage.

The life of a woman.....

Mum and Dad were watching TV when Mum said, "I'm tired, and it's getting late. I think I'll go to bed". She went to the kitchen to make sandwiches for the next day's lunches, rinsed out the popcorn bowls, took meat out of the freezer for supper the following evening, checked the cereal box levels, filled the sugar container, put spoons and bowls on the table, and started the coffeepot for brewing next morning. She then put some wet clothes into the dryer, put a load of clothes in the wash, ironed a shirt, and secured a loose button. She picked up the newspapers strewn on the floor, picked up the game pieces left on the table, and put the telephone book back into the drawer. She watered the plants, emptied a waste-paper basket, and hung up a towel to dry. She yawned and stretched and headed for the bedroom. She stopped by the desk and wrote a note to the teacher, counted out some cash for the field trip, and pulled a textbook out from hiding under the chair. She signed a birthday card for a friend, addressed and stamped the envelope, and wrote a quick shopping list. She put both near her handbag. Mum then cleansed her face, put on moisturiser, brushed and flossed her teeth, and trimmed her nails Her husband called, "I thought you were going to bed".

"I'm on my way", she said. She put some water into the dog's bowl and put the cat outside, then made sure the doors were locked. She looked in on each of the kids and turned out a bedside lamp, hung up a shirt, threw some dirty socks in the laundry basket, and had a brief conversation with the one still up doing homework. In her own room, she set the alarm, laid out clothing for the next day, and straightened up the shoe rack. She added three things to her list of things to do for tomorrow.

About that time, her husband turned off the TV and announced to no-one in particular, "I'm going to bed", and he did.

So is it any wonder we feel we have no social power - we're taken for granted at home, we're undervalued at work and often have to adopt an alien persona to be taken seriously.

So what can we do to regain our power in these key areas of our lives. Well, I'll be covering the whole area of managing our families in the programme but for now let's look at how we can change how we are perceived in the workplace, the business world and the community.

How we are perceived begins when we are babies and little girls. There are many studies and pieces of research on the different messages that boys and girls get. I'll just share a couple of them with you here.

The first piece of research concerned babies in a nursery and women who were assigned to look after them. The women did not know if the babies were male or female. The women were told they had to take care of the baby but not feed it and not change it. The first thing the women decided is whether or not they had a baby boy or a baby girl. They did this by looking at the face and head. Then the interesting thing that happened was that the women who thought they had baby boys treated them differently than the women who thought they had baby girls. So in the case of the women who thought they had baby boys - if the baby cried the first thing the woman did was to loosen the blankets and let the baby kick. If the baby boy (as she thought) carried on crying the woman would show it some keys or coloured objects and try to distract its attention. If the baby continued to cry the woman would pick him up and take him round the room and show him different things in the room to grab his attention. And if the baby continued to cry the woman would take the baby to meet other babies so they could touch hands and make eye contact with each other etc.

Now, in contrast, the women who thought they had baby girls treated them very differently. If the baby cried what the woman did was to turn the baby over and tuck her in more tightly and try to rock her to sleep. If the baby continued to cry the woman would pick the baby up, put her face down on her shoulder and rock her. And if the baby continued to cry she would take her to a corner of the room where it was quiet and dark and she could shush her and rock her back to sleep.

Now the messages that are being given to boys from such an early age are - be expansive, and identify and interact with the external world and others in it. And the messages being given to girls are be quiet and be invisible in the external world.

The second example is from research done observing how fathers interacted with their babies....

With their baby girls the fathers would sit the baby usually on his hip - which seems to be a preferred position for a father to carry his baby girl - so she is looking up into his eyes. Maybe this is where women first learn to look up to men - from their daddies' hips. And he would interact with her by saying things like 'Well don't you look pretty. And what have you been doing today? Have you been a good girl for mummy?' Now fathers with baby boys apparently treated them differently. They would sit the baby boy on their knees in front of them so they have direct eye contact and then they tended to bounce the baby up and down on their knees. Thus would begin the rough-and-tumble that fathers share with their sons. And the interaction would be along the lines of 'Well look at you. What a fine big boy you are. And what have you been doing today? No doubt getting up to mischief'.

There is much research done if you are interested on this topic, and many

researchers agree that for women between the ages of say 30 and 60, and maybe even younger, the messages they are likely to have got are:

- ♦ be quiet
- ♦ be good
- ♦ be nice
- ♦ be pretty

and if we get rewarded for being pretty and compliant then that's how we will learn to be. We will not be comfortable rocking the boat, we will want people to like us, we will hate conflict and we will not want to be seen as pushy. We are likely to be afraid of success because of the power it brings. And we might be very wary of power because we have been on the receiving end of power abuse, from our fathers, our brothers, our husbands and partners and our co-workers.

Even in fairy tales we see that women are depicted in one of two ways - they are either witches or they are princesses. And if they are princesses they are beautiful - of course - never an ugly princess, they are slim, they are usually blonde with long hair, they are usually white and they wait - - - wait for their prince to come and take them away. Does he ask them if they want to go? Of course not - they have been waiting their whole lives - no - they get whisked off - no doubt to spend the rest of their lives cooking for him and cleaning up after him. These fairy tales and these messages have been responsible for leading women to take a back seat in their own lives!

So our past messages don't serve us well and we might not even be aware that these are the messages which are driving us. But there are three things we need to remember:

- ➔ many of the ways we speak and behave are LEARNED behaviours based on messages we got from other people about how to be
- ➔ we don't need to be defined by these characteristics
- ➔ we have the power within us to change

So how do we begin to make that change? We're going to look at that now. There are three areas:

- 1 changing our language - the way we speak about ourselves
- 2 removing some of the blocks to our own power which have been caused by our conditioning when we were growing up
- 3 stepping into our own power so we can present ourselves as strong and confident women

Watch Your Language!

Ok let's start by looking at the language we use. We're going to do an exercise. I'm going to ask you to write something down so you might want to find yourself a scrap of paper and a pen...

Ready? - I want you to write down one full sentence about something you have achieved that you feel proud of. I'll repeat that - one full sentence about something you have achieved that you are very proud of.

Write down your sentence before you read any further.

OK - now answer these questions for yourself as you look at your sentence.

1 Did you begin the sentence with the word 'I'?

Although I asked you to write a full sentence it may be that you didn't begin your sentence with the word 'I'. Maybe you began 'did this' or 'managed to do that'. But of course that wouldn't be a full sentence. Many women are uncomfortable about beginning a sentence with the word 'I' because it immediately draws attention to the person speaking - to you and many women are uncomfortable about putting themselves centre stage, right in the spotlight. Of course it's very important that we do this especially if we are talking about our achievements. So that's the first thing to

look at - whether you began your sentence with the word 'I', in this exercise, and how comfortable you are using the word 'I' in your everyday speech.

2 Did you use qualifiers - quite, fairly, not bad?

Women often are very good, even excellent at things, but we are just not comfortable about saying we are very good and we would say more naturally 'Well I'm fairly good' or 'I'm not bad at that'. Men, in my experience, don't have any problem saying what they're good at and what they excel at but if we start to use qualifiers then already we are beginning to put ourselves down. All that does is invite others to do the same. Let me give you an example. Suppose you tell a friend that you're going off on a skiing holiday. And she says to you 'Are you good at skiing?' And you know you are good at skiing. You have been skiing for many years. How comfortable would you be saying 'Yes I am good at skiing. I have been skiing for many years. I love it.' Or would you be more likely to say something like 'Well I am quite good and I have been going a while and I'm not too bad at all really'. A straight 'Yes I am good' would have done! We have to get used to not only finding out what we are good at, but also talking about it positively - not in an arrogant way but just in a factual way.

3 Did you use too many words and hide your achievement at the end of the sentence?

I remember a woman in a workshop who did this exercise. Her achievement was that she had a first-class degree that she had struggled to complete while raising a family. But when she wrote down her achievement, she wrote three sentences before she

got to it!. So she said something like 'Well after a great struggle and getting lots of support and having taken many years..much longer than anyone else.. finally I managed to get a first-class degree.' So her tremendous achievement was hidden behind a description of her difficulties. She could quite simply have written 'I got a first-class degree' So check your sentence and see whether your achievement has been written clearly and concisely or whether you have hidden it in too many words.

4 Did you talk about someone else's achievement?

As women we are quick to recognise the achievements of others and are usually slow to recognise our own, much less broadcast them. One woman in a workshop once wrote for her sentence 'I am very proud of my daughter because she got a great high-profile job.' Now I am sure that she was very proud of her daughter and rightly so. But I asked her to write down one of **her** achievements and she wrote down one of **her daughter's** achievements. When the group asked her about this it became apparent during the discussion that her daughter had got this wonderful job, she had done very well for herself and she was a young confident woman - socially skilled, clever, hard-working and talented, so what the woman was really thinking was 'Well she has turned out all right. She is a stable wonderful young woman so maybe I did a good job bringing her up.' And when she realised this she walked up to the flipchart and she crossed out the original sentence about her daughter getting a high profile job, and instead she wrote down 'I am a great mother.' Because that's what she really meant.

5 Did you give away the praise for what you did?

It's very easy to give away the praise for something you have achieved. So women have written things like 'Well I passed my driving test first time but I had a really wonderful instructor and I'm sure if people had him as their instructor everyone would

pass first time.’ Or ‘I lost three stone in weight but I had a personal trainer who was motivating me and but for her I would never have been able to do it. It’s only because of her that I achieved my goal.’ Or ‘I got an ‘A’ for a piece of work but that tutor always gives people A’s. I’m sure if I’d had another tutor I would have only got a B at most.’ We absolutely have to get used to recognising our achievements, taking credit for them and being able to talk about them in a comfortable way. If we hide our achievements in the language we use then we shouldn’t be surprised that people don’t see them - and don’t see us.

6 Did you choose a lesser achievement?

As I asked you to do this exercise on your own and you were probably in private, you may not have done this, but this is something to watch out for when you are with a group of people. When I have done this exercise in workshops what I have found is that women sometimes write down a lesser achievement than the one they are really proud of. They do this because if they wrote down what they were **really** proud of they feared other women looking at them and thinking ‘who does she think she is?’ and ‘listen to her!’. After women have read out all their sentences I ask them who wrote down a lesser achievement. It is amazing how many women do this. Then I ask them what did they **really** want to write down and of course we realise that the room is full of amazing and talented women who have achieved incredible things in their lives. Now remember that in a workshop setting it is a safe environment. These are small groups of women with permission from me to say great things about themselves. Yet still we find it difficult and still we seek to hide our achievements. So when women tell me that they don’t feel they are noticed at work I wonder how they have been hiding themselves behind their language - behind the way they speak about themselves.

So here are the things we need to start doing in relation to how we present ourselves through our language.

- 1 use the word 'I'
- 2 be clear - no need to clutter up sentences with qualifiers and too many words
- 3 get comfortable talking about your achievements
- 4 accept praise and compliments graciously.....

How do we usually accept compliments?

oh this old thing - do you know how long I've had it

oh you know what? they're on sale - you wouldn't believe how cheap they are

do you really think so - I'm not sure this colour is me really

A simple 'thank you' will suffice. Start practising saying a simple 'thank you' when you receive a compliment and catch yourself out when you hear yourself deflecting the praise.

So a couple more things to watch for before we leave this section on language.

Let's look at that word 'sorry' - we say it WAY too much. In the UK if someone bumps into us WE say sorry. I've noticed in the US that people say "excuse me" where in the UK we would say "sorry". But maybe the underlying messages are the same. They both mean - forgive me, pay no attention to me, disregard me. 'Sorry' puts us in an inferior position.

Now if we ARE sorry then we should say so but we need to use the word only when we genuinely regret something. But the word is SO overused. We even begin

sentences with it - “I’m sorry” so what we need to remember is that on a subliminal level ‘sorry’ means:

- ◆ I’m sorry for speaking
- ◆ I’m sorry you’re having to listen
- ◆ I’m sorry for being in your space
- ◆ I’m sorry I got out of bed if the truth be known
- ◆ I’m sorry for breathing - you know what? I’m sorry I was even born

Let me tell you a personal story. I was in a coffee shop once. I had given my order to someone behind the counter for a cup of coffee. While I was waiting for it to arrive I was looking around the coffee shop wondering where I would sit and wondering who the people were who were there that day and what they were doing with their day. Eventually someone else behind the bar asked if he could serve me and I said ‘No, I’ve given my order to the guy over there’ and the first guy said ‘Your coffee is there’. He had put it on the counter in front of me and I had been so busy looking around I hadn’t noticed. So what did I say? I said ‘Oh I’m sorry’ and picked up the coffee to go to the pay register. As I was walking back to my table I was wondering why on earth I had said I was sorry. I wasn’t sorry at all. My coffee was there waiting for me and I was delighted in fact. So why didn’t I just say ‘Oh thank you. I didn’t see it’ and pick it up. But no - I began the sentence with I’m sorry’. This word ‘sorry’ seems to have pervaded our core so that we even begin sentences with it when it is completely inappropriate.

So here’s the rule - say the word ‘sorry’ when you really mean it. And in order to monitor how much you use the word - cut out the word ‘sorry’ altogether for a while and if you really want to apologise substitute the word ‘sorry’ with ‘unfortunately’ or ‘regrettably’.

Finally, the last tip I have regarding language is to say 'I WILL' or 'I'm going to' instead of 'I'll try' - 'try' means that we doubt that we will do it. For example if you and I are sitting in a room and we would like a window open and I say to you 'I'll try and open it' there is already some doubt in your mind - and mine - that I will actually be able to do it. 'I'll try' signifies a strong possibility that it is not going to happen. On the other hand if I say 'I'm going to open a window' you can be sure that no matter what it takes, and how I will bring it about, that window is going to be opened.

Now let's look at an interview example. Imagine a man and a woman going for the same job and I am the interviewer. I interview them separately of course and I tell the man that he will have to use a particular software package as part of his job and ask if he is able to do that. And the man says 'Sure - that's no problem.' Now the truth is that the man is not very familiar with the software package but he is going to make sure if he gets the job that he will get familiar very quickly. He tells me he can use it.

Now I ask the woman the same question. She also is not very familiar with the software package but, unlike the man, she is completely truthful and she says something like 'Well I don't really know that package but I'm very willing to have a go and I'll try and get up to speed on it as quickly as I can. I'll do my very best.' Now who gives me the confidence that they can do the job - the man who says it's no problem or the woman who says she will try and do her best? I want to appoint the person who I believe is going to be able to do the job and in this situation I would probably hire the man. Now of course, regarding that example, there would be ways to check on people's skills but you understand the point I'm making - women talk about their weaknesses very easily while men talk about their strengths very easily, or at the very least – hide their weaknesses.

Our words send out very clear messages about how we see ourselves so we need to choose our words very carefully because this is how you show yourself in the world.

Watch out for the next part of Stepping Into Your Power where we will look the blocks to our own power that we need to remove, and some concrete things we can do to step right up and into our own power.

Special Offer for AWR Members

If you have enjoyed the first part of this ebook and you would like to read the second part then go to www.amazingwomen.rock for details. And if you would like me to accompany you on your journey to becoming a powerful woman then do consider signing up for the [Reclaim Your Power: Reclaim Your Life Programme](#). It's a series of 8 audios full of tips and guidelines, stories and examples on topics related to maintaining inner balance as you live your life, being more successful at work, and managing all the areas of your life more effectively.

Here are some of the topics I will be covering:

- communicating positively about what you want
- managing the family differently
- how to be more visible at work
- accepting criticism without going to pieces
- the greatest gift we can give to our children
- finding your powerful place within by connecting with your spirit
- how to preserve and replenish your energy
- taking the struggle out of the juggle

and many more..

And as an AWR member you will get a 20% discount on the programme ONLY if you use the link below. When you get to the payment page write AWR in the space next to 'Coupon Code'.

I really look forward to being your mentor as you start to transform how you live your life. Sign up here for [Reclaim Your Power: Reclaim Your Life Programme](#)

Join Geraldine's [FB Page](#) for ongoing tips and inspiring short videos.

About Geraldine Bown

Geraldine Bown is the founder of The Domino Consultancy Limited, established in the UK 1986; a former President of the European Women's Management Development Network; a founding member and former VP of the European Institute for Managing Diversity and the Managing Director of Domino Perspectives Limited. She now lives in Galway, Ireland.

Geraldine's personal reputation is built on her extensive diversity expertise, her inspirational presentations and her transformational approach to training. In the past twenty years Geraldine has spoken at many national and international conferences. She has co-authored three books written for women managers, which are now translated into ten languages. She also co-authored one on managing home and work for BBC Publications which accompanied a BBC programme featuring her and her family. Her latest book is – ***From Diversity to Unity: Creating the Energy of Connection***, co-authored with Mary Casey.

Geraldine has worked with women for over 20 years and was one of the first providers of training for women in organisations in the UK. She is the co-founder of The Connemara Centre for Executive Renewal and runs 4 day leadership programmes for senior women with co-founder Mary Casey from the US.

Geraldine also offers the programme as a one on one executive retreat in Ireland.

She is a speaker and workshop leader at the Women's International Networking conference, the biggest conference in Europe for women, and was also a keynote speaker at the first Extraordinary Women Awards conference in the UK in 2009.

In the last fifteen years, Geraldine has become increasingly interested in the area of spirituality at work. She is committed to helping organisations to provide an environment in the workplace for nurturing the spirits of individuals.

Personally, Geraldine is a Reiki Master and in September 1998 was ordained as an Interfaith Minister and Spiritual Counsellor. She conducts wedding ceremonies, funerals and baby blessings for those who want to bring a sense of the sacred to special occasions outside the boundary of a religious dogma. She completed a Postgraduate Certificate in Spiritual Development and Facilitation at the University of Surrey, Management School in 2007.

Working With Geraldine

If you would like to work with me personally there are a number of ways in which this could happen.

E-coaching

I could be a personal coach where the coaching is done via email.

Skype coaching

I could coach you in person using skype.

Executive leadership programme in Connemara, Ireland

This is a four and a half day programme for senior women executives.

Details can be found at www.connemaracentre.com

One on one executive retreat in Connemara, Ireland

This is an intensive one-on-one two and a half day retreat programme in Connemara using the material from the four and a half day leadership programme.

For details about any of these options contact me at:

geraldine@dominoperspectives.co.uk

Links and References

www.dominoperspectives.co.uk

For details of Geraldine's Diversity and Inclusion work and her work as an Interfaith Minister.

www.connemaracentre.com

For details about the 4 day women's leadership programme in Connemara

<http://www.amazingwomenrock.com/>

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www.winconference.net

Information about the best conference in Europe for women

www.extraordinarywomenuk.com

Information about the annual awards and conference for extraordinary women

"Is This Where I Was Going?" by Natasha Josefowitz

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