WOMEN RETURNERS CONFERENCE 2023

Back to Your Future

#WRConf #womenreturners

womenreturners.com @womenreturners @WRPNetwork wrpngroup women-returners @womenreturners

Sponsored by

FDM

LLOYDS BANKING GROUP

J.P.Morgan

MOODY'S

workday.

WOMEN RETURNERS
CONFERENCE 2023

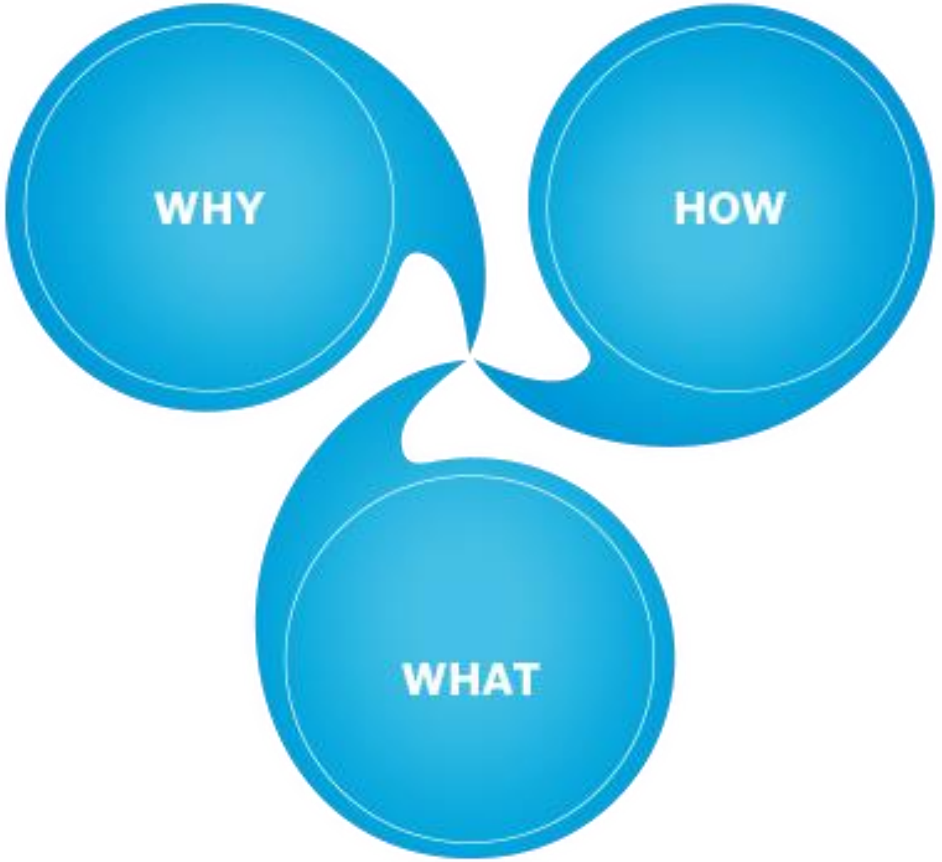
Workshop
Find your Career Compass

Facilitator

Liz Mearns
Lead Coach, Women Returners

WOMEN RETURNERS CONFERENCE 2023

Return To Work Roadmap



© Women Returners Ltd 2023

WOMEN RETURNERS CONFERENCE 2023

Why Return To Work?

Financial security

Role model

Social dynamics

Mental stimulation

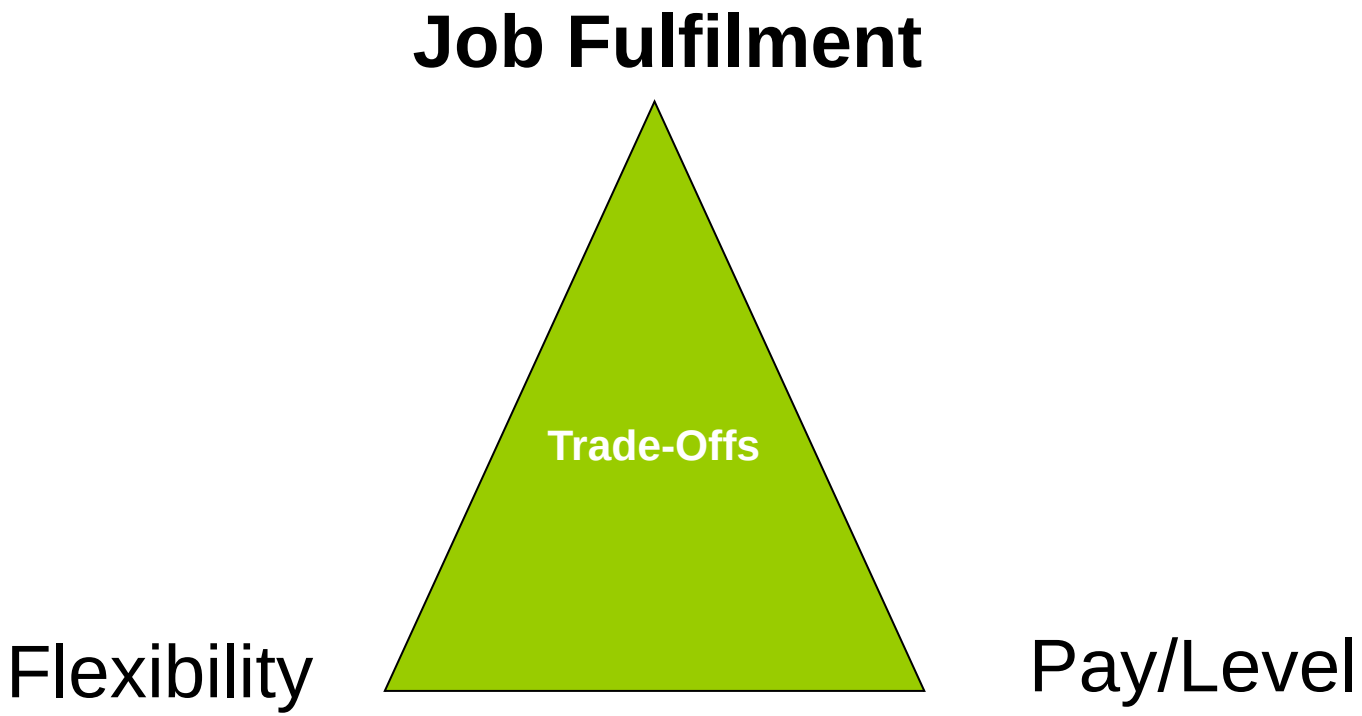
Professional identity

Equal footing with partner

© Women Returners Ltd 2023

WOMEN RETURNERS CONFERENCE 2023

What Do You Want To Do?

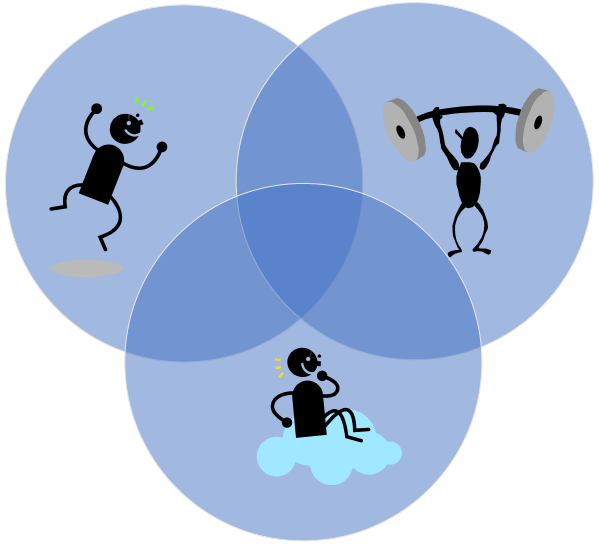


© Women Returners Ltd 2023

WOMEN RETURNERS CONFERENCE 2023

Core Components Of Job Fulfilment

Linked with your **Interests**



Using your **Strengths**

In line with your **Values**

© Women Returners Ltd 2023

WOMEN RETURNERS CONFERENCE 2023

Job Fulfilment – Using Your Strengths

What you are good at AND energised by

© Women Returners Ltd 2023

WOMEN RETURNERS CONFERENCE 2023

Specific Strengths

Attitude ❖ Enthusiasm - energiser ❖ Self-assurance ❖ Flexibility ❖ Positivity	**People** ❖ Directing others ❖ Collaborating with others ❖ Developing others ❖ Connecting others ❖ Influencing others ❖ Relationship building ❖ Networking
Ideas ❖ Generating innovative ideas ❖ Implementing new ideas ❖ Analysing to solve problems ❖ Future visioning ❖ Strategic thinking	**Execution** ❖ Making rapid decisions ❖ Planning & arranging others ❖ Organising & structuring ❖ Driving self/team for results ❖ Managing complexity

© Women Returners Ltd 2023

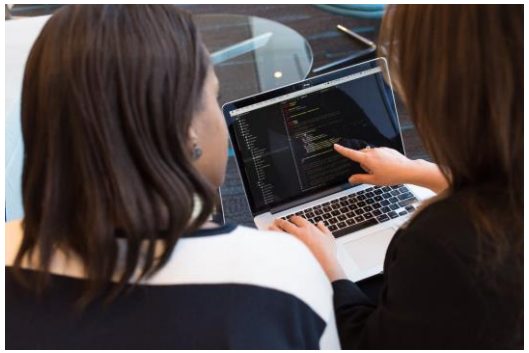
WOMEN RETURNERS CONFERENCE 2023

Job Fulfilment - Work Values

Financial reward, Security, Status

Recognition

Challenge/Expertise



Developing self, others

Making a difference

Balance

© Women Returners Ltd 2023

WOMEN RETURNERS CONFERENCE 2023

Job Fulfilment - Your Interests

- What do you enjoy doing?
- What aspects of past jobs, volunteer work or Career Break projects most interested you?

© Women Returners Ltd 2023

WOMEN RETURNERS CONFERENCE 2023

Career Compass - Returner X

Decision making criteria for Returner X's next role are:

Job Fulfillment:

- ✓ **Strengths**: Empathy, relationship building, drive
- ✓ **Values**: Professional identity, financial independence, making a difference
- ✓ **Interests**: Developing people

Other elements of Trade-off Triangle:

- ✓ **Flexibility**: Flexibility within hours
- ✓ **Pay/Level**: Competitive pay
- ✓ **Environment**: Small dynamic business

© Women Returners Ltd 2023

WOMEN RETURNERS CONFERENCE 2023

How - Exploring Options

- Tell your story to gain clarity
- Build support groups
- Use your networks to learn about, and test the reality of ideas
- Look for work/volunteering experience
- Create your own lucky breaks

Stop thinking & start doing!

© Women Returners Ltd 2023

WOMEN RETURNERS
CONFERENCE 2023

Workshop
Boost your Professional Confidence

Facilitator

Stephanie Rix
Lead Coach, Women Returners

WOMEN RETURNERS
CONFERENCE 2023

© Women Returners 2023

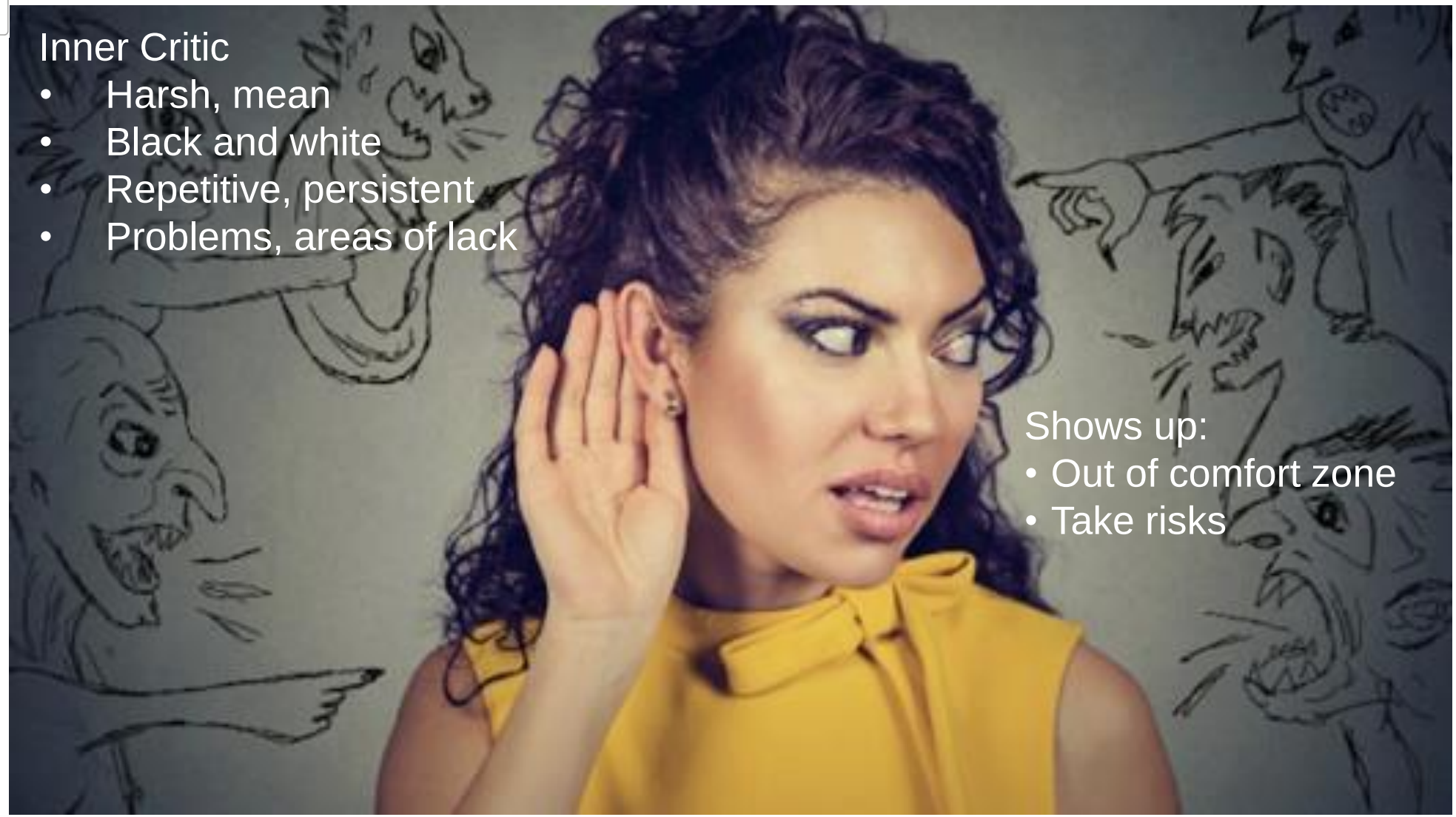
WOMEN RETURNERS CONFERENCE 2023

Say it out loud…

- I'm really great at…..
- People often tell me…..
- People really value my…
- People choose to work with me because…..
- The feedback I've had from colleagues is….
- One of the key things that I bring is……
- I'm at my best when…..
- I'm particularly good at…..
- I really enjoy…..
- I'm really proud of….

© Women Returners 2023

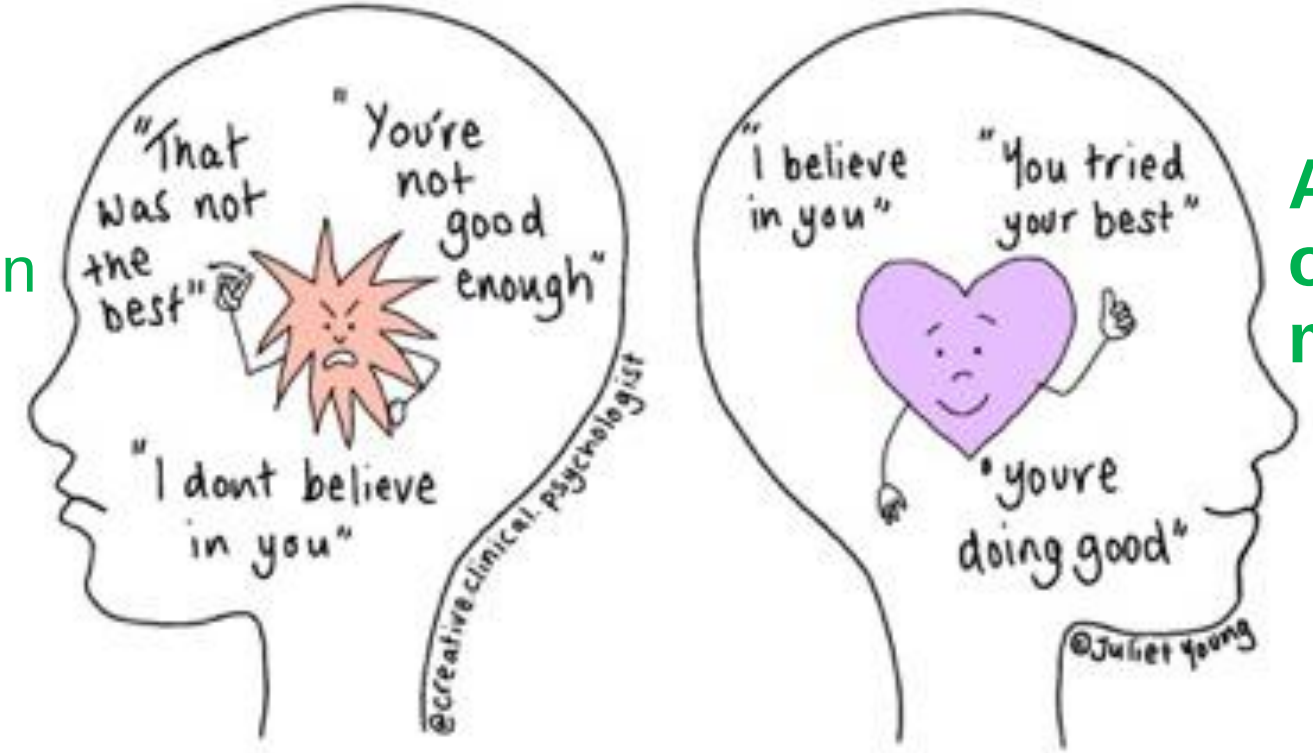
WOMEN RETURNERS
CONFERENCE 2023



© Women Returners 2023

WOMEN RETURNERS
CONFERENCE 2023

A little less focus on your inner critic



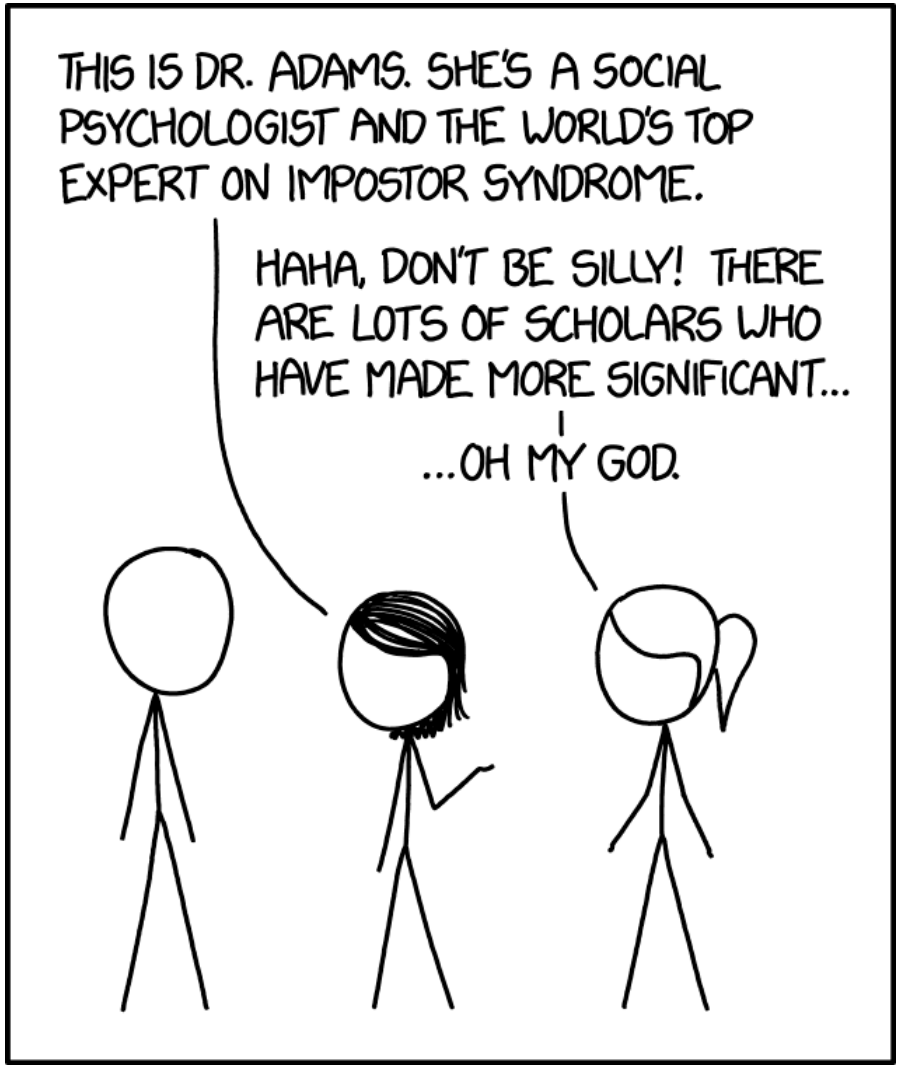
A little more focus on your inner mentor

© Women Returners 2023

WOMEN RETURNERS CONFERENCE 2023

Managing your inner imposter

- **Acknowledge** - Everyone feels this to a certain extent
- **Accept** – how has your inner imposter helped you?
- **Act** – Dial up your inner mentor, remind yourself of your strengths.
- **Anchor** – Ground yourself in your values and purpose .



© Women Returners 2023

WOMEN RETURNERS CONFERENCE 2023

Coherent Breathing

Use to increase alertness, concentration and remain calm

Deepen breathing:

- 4 seconds inhale, 4 seconds exhale
- Next, 5 seconds inhale, 5 seconds exhale
- Keep extending further to a comfortable, steady length

Ensure you are breathing deeply from your diaphragm by keeping your hand on your stomach

Open, relaxed, aligned, and grounded posture

Helps you feel, look, and sound calm and confident

Warm up and use your face, mouth, and voice

Helps you look and sound clear, interesting, and engaging

Slow down!

© Women Returners 2023

WOMEN RETURNERS CONFERENCE 2023

Make believe it till you believe it

© Women Returners 2023

WOMEN RETURNERS CONFERENCE 2023

Maintaining a Growth Mindset

- The power of ‘yet’
- Reward the process and the effort
- See FAIL as learning

© Women Returners 2023

WOMEN RETURNERS CONFERENCE 2023

Recipe for resilience….

COLLABORATION

ACTION

KNOW-HOW (and WHY)

ENERGY

SELF-AWARENESS

© Women Returners 2023

WOMEN RETURNERS
CONFERENCE 2023

Workshop
Take the Fear out of Networking

Facilitator

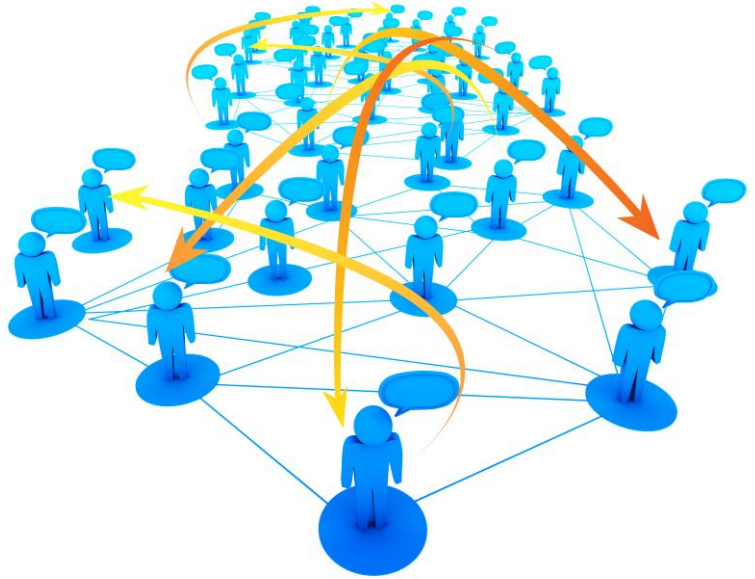
Rachel Halsall
Executive Coach

WOMEN RETURNERS CONFERENCE 2023

What is Networking?

"to make an effort to meet and talk to a lot of people, especially in order to get information that can help you"

Taking the work out of Networking - Karen Wickre 2019



"making friends with everyone in the room"

"The fastest and most enjoyable way to get what you need and share what you have"

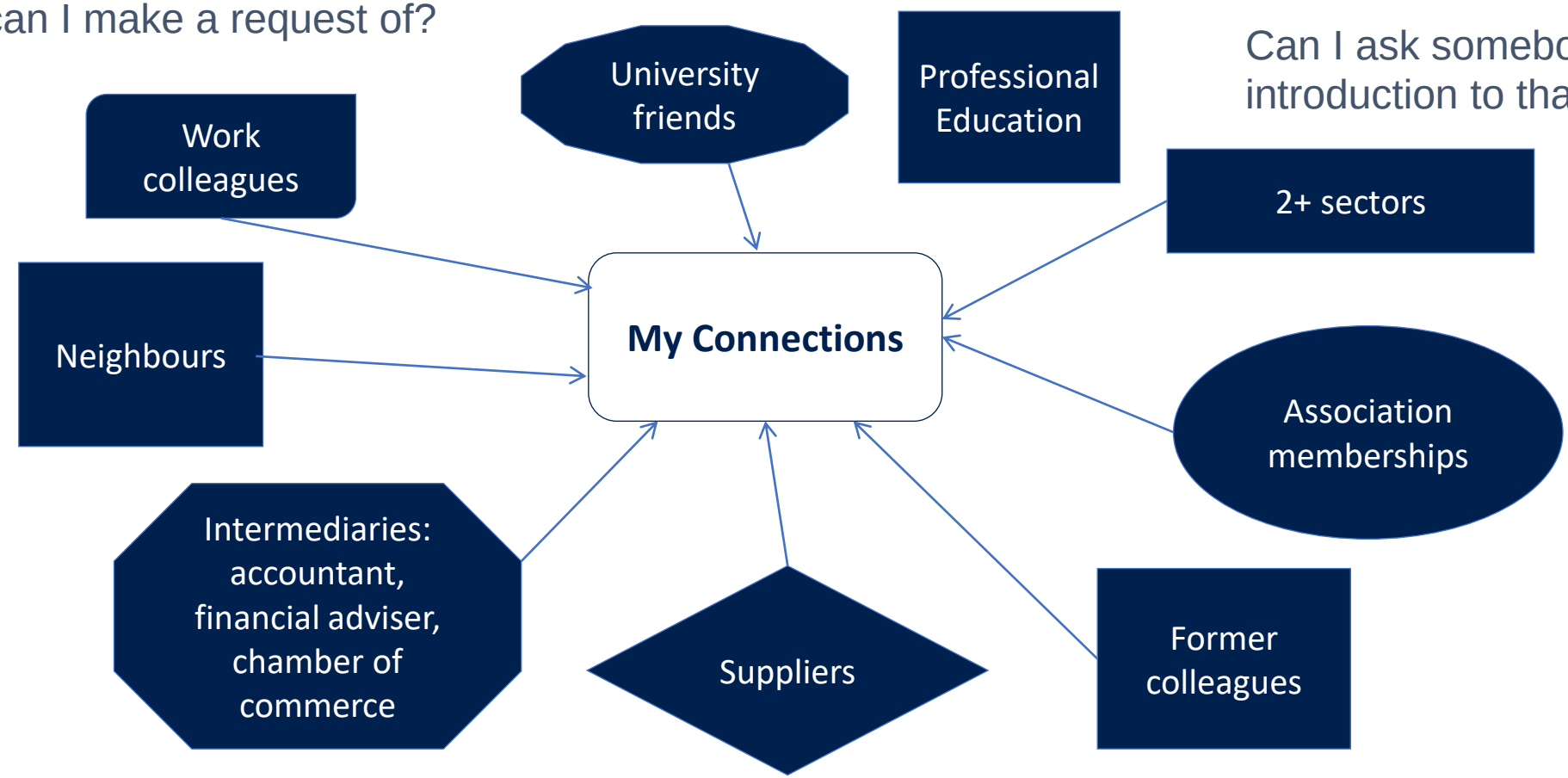
WOMEN RETURNERS CONFERENCE 2023

How do I get started?

- Develop a visual network
- Who can I make a request of?

Do I know anyone who has any contacts to the sector / type of role?

Can I ask somebody for an introduction to that source?



WOMEN RETURNERS CONFERENCE 2023

How do I get started?

Herminia Ibarra – develop 3 networks

Operational – internal network, help you to get things done

Personal – help you to grow and develop personally and professionally

Strategic – generate strategic ideas, receive support from them, typically external

Herminia Ibarra – ‘Act like a leader, think like a leader’ 2015

WOMEN RETURNERS CONFERENCE 2023

What can I ask for / offer?

Knowledge – information / informed opinion / different perspective

Introduction – person / business / sector / membership

Recommendation – keep me in mind if…….

“I get the call when……”
“People often tell me that……”

WOMEN RETURNERS CONFERENCE 2023

What do I say?

- Would you mind introducing me to x?
- I would love 15 minutes to ask you/them a few questions
- Can we have a 15 minute virtual cuppa?
- Could you recommend me to X? (Could you say this about me?)
- I would like some information about X. Where could I find that information?
- What is it like day to day?
- What is one thing you wished you'd have known?

WOMEN RETURNERS CONFERENCE 2023

How do I follow up?

I really enjoyed our chat, could we do this again?

Can we link in and book another 15 minutes call?

Is there anyone else who you think it would be useful for me to speak to?

My intention is to find out more about the sector – do you have any ideas?

I found this very useful. Can we book more time in next month?

I have my phone on me, can we book it now?

Is there anything I can help you with?

WOMEN RETURNERS CONFERENCE 2023

Top Tips

Be useful (if in doubt, ASK)

Offer what you have

Ask for what you need

Share your intention / hopes

Begin

Enjoy

WOMEN RETURNERS
CONFERENCE 2023

Workshop
Develop your Professional Intro

Facilitator

Liz Mearns
Lead Coach, Women Returners

WOMEN RETURNERS CONFERENCE 2023

Return-to-Work Self-Marketing

- What's YOUR business case?

  - What expertise do you bring?
  - What differentiates you?

© Women Returners Ltd 2023

WOMEN RETURNERS CONFERENCE 2023

What is your Expertise?

Experience & knowledge

- Years & fields of experience
- Brand name companies
- Specialities
- Headline achievements

Wildcards

- Sports/Hobbies
- Countries & languages
- ???

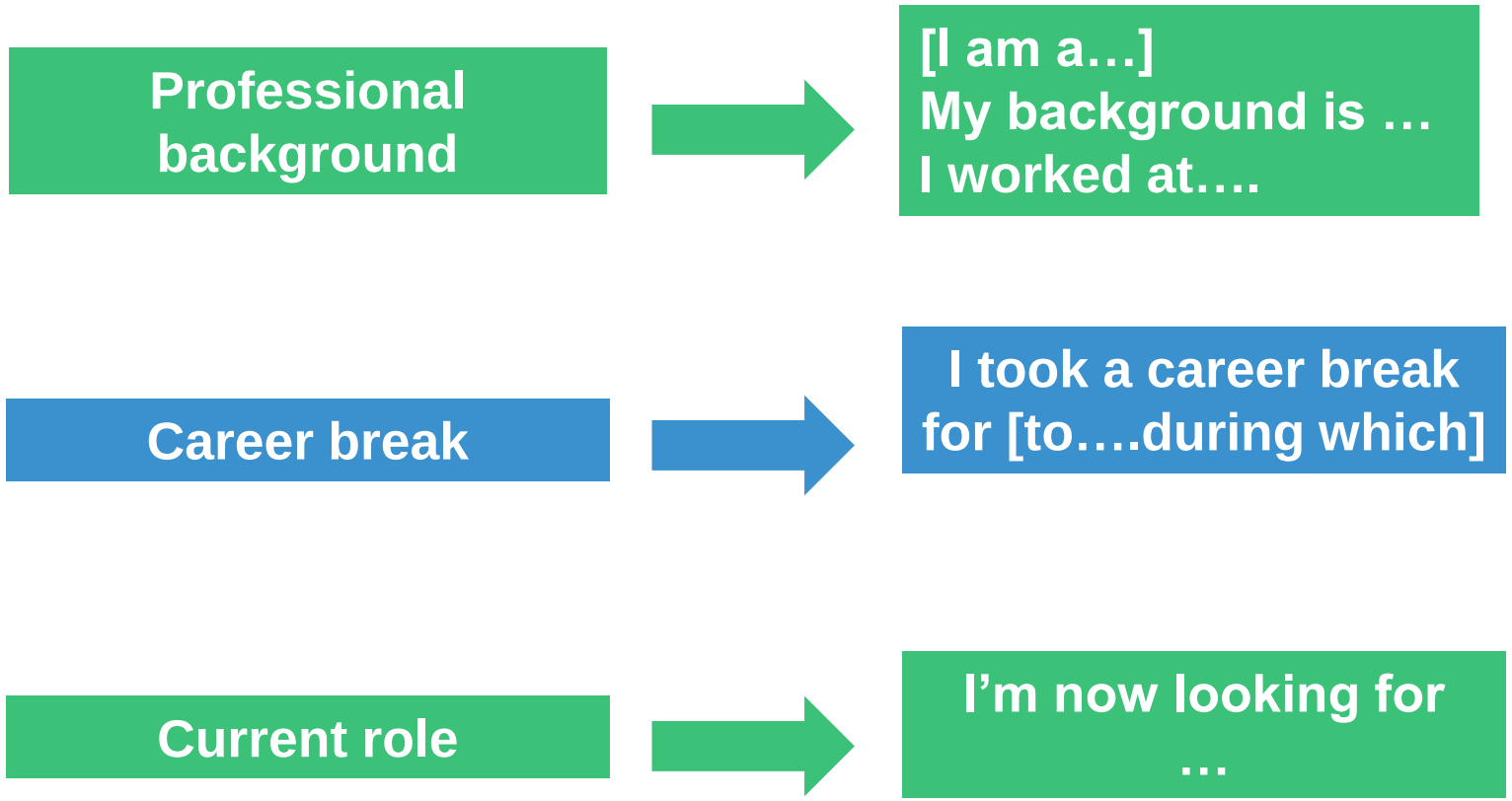
Qualifications

- Professional focus

© Women Returners Ltd 2023

WOMEN RETURNERS CONFERENCE 2023

Prepare your Professional Introduction

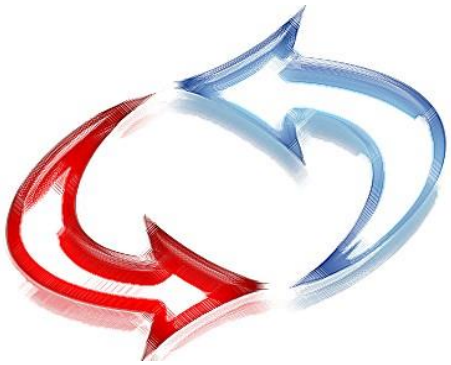


Aim: Professional, Credible, Convincing & Authentic

© Women Returners Ltd 2023

WOMEN RETURNERS CONFERENCE 2023

Uses of Career Break Sandwich



- Social introduction (30 seconds)
- Networking introduction (1 minute)
- “Tell me about yourself” interview question (1-2 minutes)
- CV & LinkedIn profile

© Women Returners Ltd 2023

WOMEN RETURNERS CONFERENCE 2023

Top 10 Action Planning Steps for Success

1. Allocate time to reflect post conference
2. Create an overall action plan
3. Pick 2-3 work areas to begin researching
4. Think creatively about your networks and (re)connect
5. Carve out time to update your CV & LinkedIn profile
6. Practice your professional intro for networking and interviews
7. Get up to date in your sector
8. Take small steps every day to build momentum and confidence
9. Build in time for self care
10. Believe in yourself – dial up your inner mentor!

© Women Returners Ltd 2023