



Women in Leadership:

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THE PATH TO SUCCESS

**Microsoft**

*Lewis & Fowler*



# Today's Agenda

3:00pm - Welcome & introductions

3:15pm – Keynote, Laura Leitzinger Wisner

4:00pm – Networking Exercise, Steve Mark

4:15pm – Panel discussion and Q&A, Amy Fowler

5:00pm – Wrap-up

5:10pm – Networking, happy-hour, prizes



# Keynote

**Laura Leitzinger Wisner**  
**Senior Vice President**  
**Change & Risk Management**  
**OppenheimerFunds**



# **PATH to SUCCESS**

- **What Does this Mean?**
- **My Path; My Success; My Misses/ My Hits**
- **Thoughts**

# Definition of Success

1. the favorable or prosperous termination of attempts or endeavors.
2. the attainment of wealth, position, honors, or the like.
3. a successful performance or achievement
4. a person or thing that is successful

**Synonyms** 2. achievement, fame, triumph.

- *Dictionary.com Unabridged (v 1.0.1)*  
*Based on the Random House Unabridged Dictionary, © Random House, Inc. 2006.*



# **What is Success?**

- **Is it the absence of failure?**
- **Are you either Successful or Not?**
- **Who defines my success?**



# **I am a Success When**

- **My personal investment results in accomplishment that is in line with:**
  - **My goal**
  - **My effort**
- **I learned something valuable**
  - **About myself**
  - **About others**
  - **About something**
- **I make a difference**
- **I am happy**



# **I Find Success Where?**

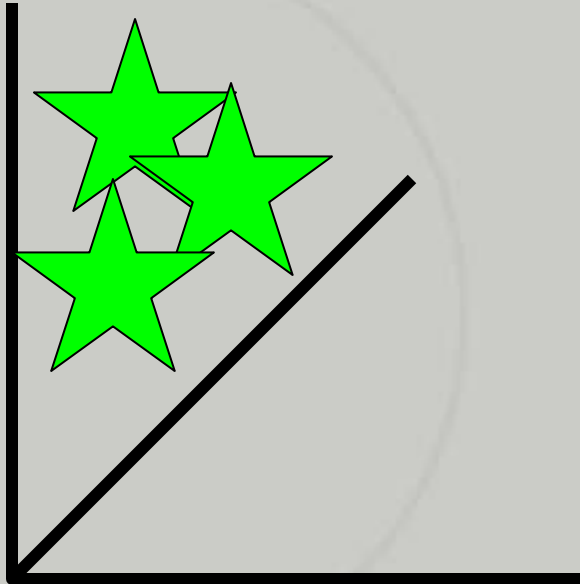
- **Family**
- **Friends**
- **Work**
- **Physical Activity and Health**
- **Intellectual Challenge**
  
- **What is important to you determines where you find your success**

A woman with glasses and a notebook is visible in the background, slightly faded. She is smiling and looking towards the camera. The background also features faint, overlapping circles.

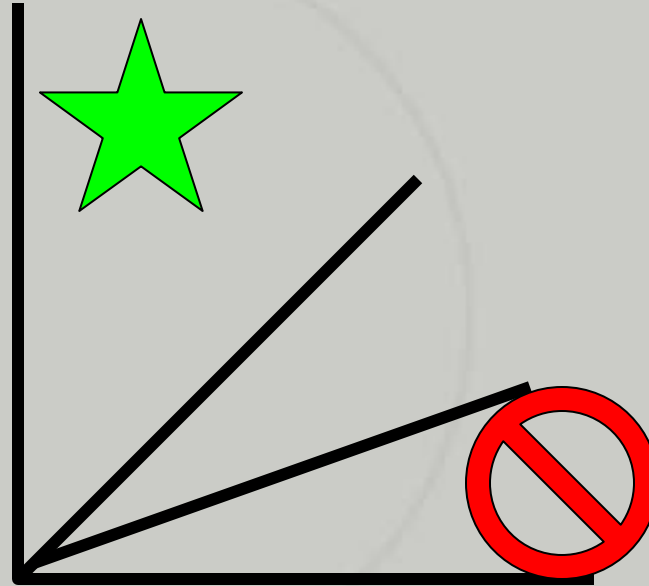
# What is the PATH?

- **How many of us knew where we wanted to be when we started?**
- **Is the direct straight line or the scenic path best?**
- **Each day you make choices that shape your path**

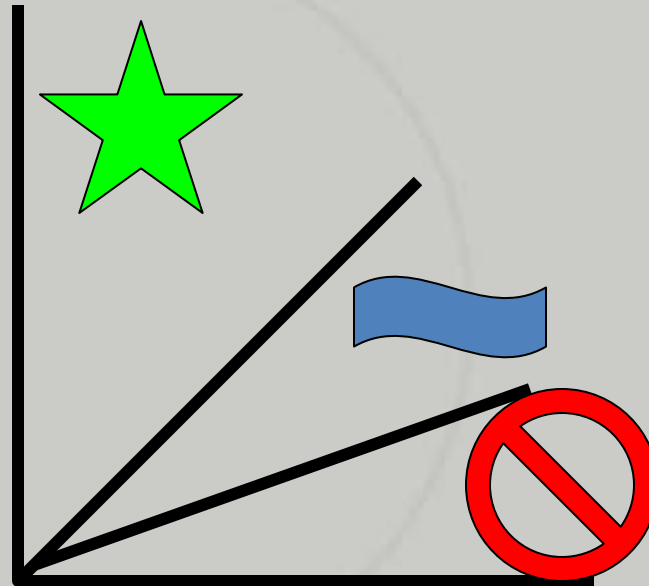
# Be Open to Choices



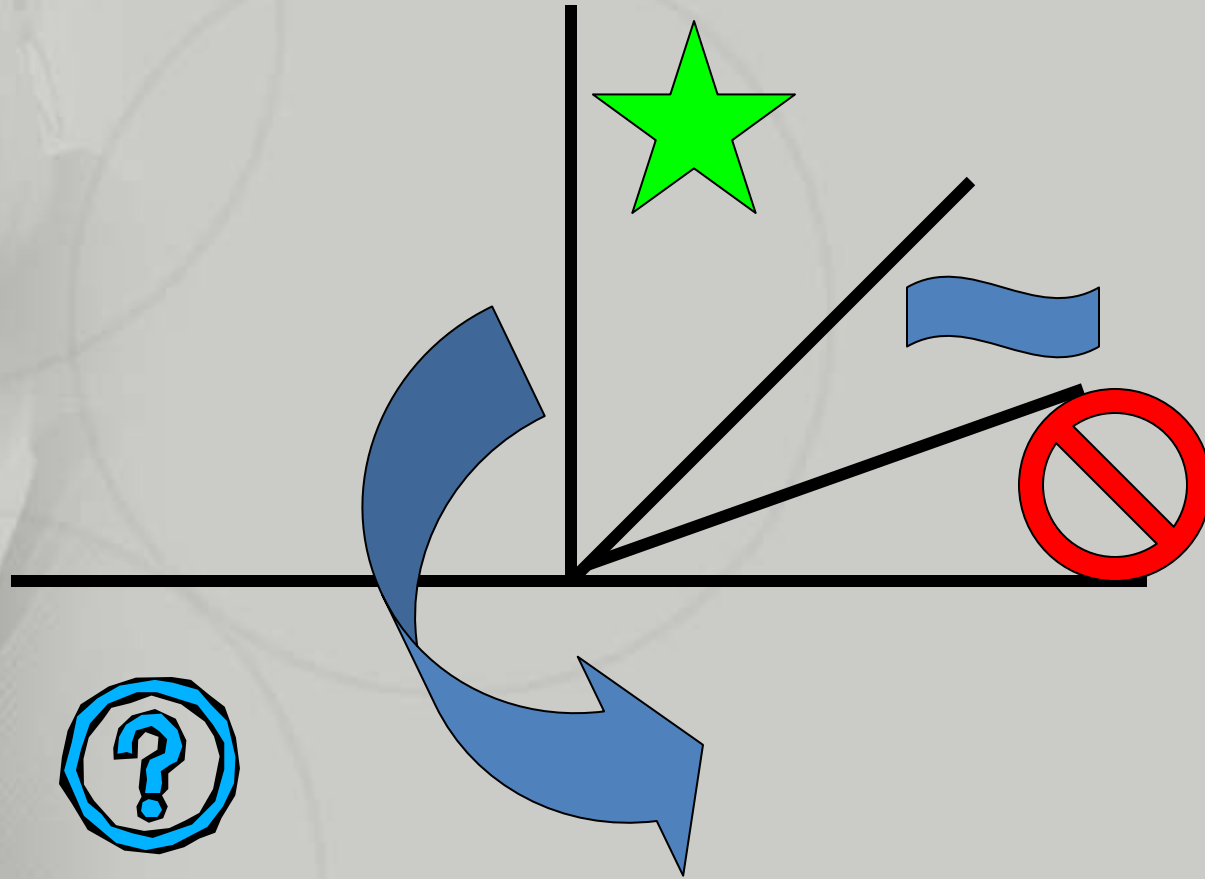
# Be Open to Choices



# Be Open to Choices



# Don't Limit Yourself





# PATH to SUCCESS

- **What Does this Mean?**
- **My Path; My Success; My Misses/ My Hits**
- **Thoughts**

# Formative Years



First Job  
New Jersey  
Deloitte Haskins + Sells  
Consulting



November  
1983

Dec  
1990

# Formative Years



First Job

Promotion

Consultant

Transfer to

NYC WTC

Major: Financial Services



November  
1983

Dec  
1990

# Formative Years



First Job



Promotion  
Consultant



Promotion  
Senior  
Consultant



Promotion  
Manager



November  
1983



Dec  
1990



# Formative Years

- **I don't know it all – and that is OK**
- **Good Experience is gained by making mistakes – just don't make them twice**
- **Actively seek out learning**
- **Be open to anybody for positive or negative feedback**
- **Change is good for you**
- **Too much focus on work success was not healthy nor good for family**

# Coming in to my Own

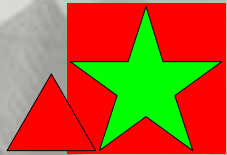
Transfer  
Chicago



April  
1999

# Coming in to my Own

Promotion  
Senior  
Manager



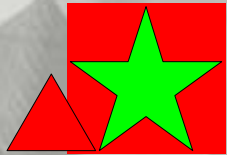
January  
1991

April  
1999

# Coming in to my Own



Start 3.5  
year project  
That needed  
my expertise



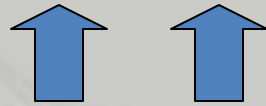
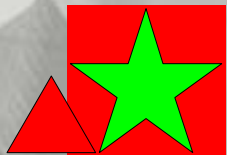
January  
1991

April  
1999

# Coming in to my Own



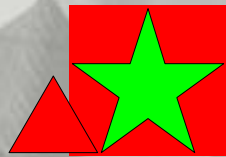
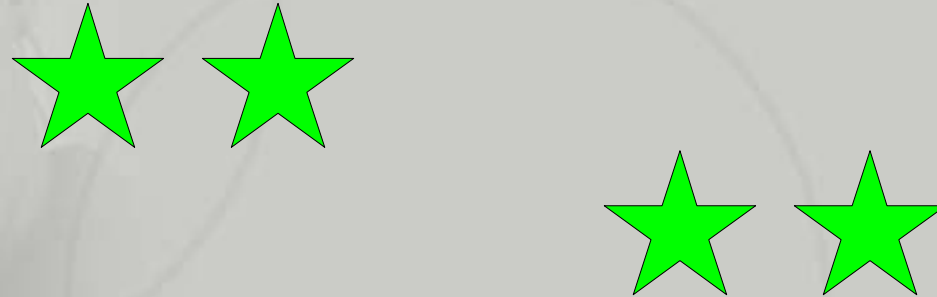
Passed over  
for Program  
Manager



January  
1991

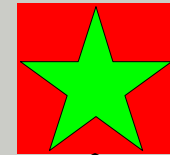
April  
1999

# Coming in to my Own



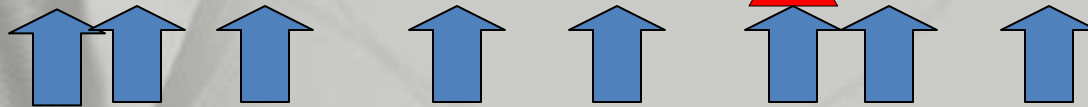
Trusted Did  
Not Verify

Promotion  
Director



January  
1991

April  
1999





# Coming in to my Own

- **Networking is critical – help others and they will help you**
- **Move too fast and you may be too expensive to take chances on the new**
- **Be honest with yourself:**
  - **What you want and can do**
  - **Know what your good at and what you like**
  - **Don't aspire for what you think you should want or what others want for you**
- **Leave for the right reasons**

# Challenging Years

Started new  
Job



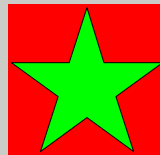
Started new  
Line Role



Started new  
Tech Role



Promoted  
SVP



Major Project  
Stopped

Considered  
Leaving

Joined as VP

VP



APRIL  
1999

June  
2005



# Challenging Years

- **Resiliency:**
  - Don't let the setbacks overwhelm you
  - You can survive
- **Stay for the right reasons**
- **Keep yourself focused on a few things**
- **Somewhere along the line I lost some of my heart, soul and fun**

# Getting Back on Path

New Boss



Started new Role



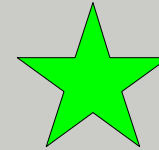
Kept Old Role



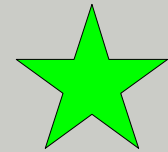
June 2005

Team Vision

Right decision,  
Bad communication



Team Engaged



October 2006



# Getting Back on Path

- Remember what you know and what you are good at
- More actively seek assistance & feedback
- Regain focus on Execution by driving dialogue around:
  - What we are trying to do?
  - Why are we doing it?
  - How we will do it?
  - Who will do it?
  - When will it get done?



# **Am I a Success?**

- **I am a success when the entire team is successful**
- **I am a team player**
- **I listen and respond to feedback each day**
- **I am resilient**
- **I learn something new each day**
- **I don't allow others to disable me**
- **I am contributing and adding value**
- **I am working hard, accomplishing results and I am happy**



# PATH to SUCCESS

- **What Does this Mean?**
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- **Thoughts**



# Your Path to Success

- **What choices will you make today on your Path to Success?**
- **Take the scenic path**
  - You will learn more
  - You will likely have more fun and enjoy better work/life balance
  - You will be able to take on anything and succeed
- **Let passion guide your path and logic rule your decisions**
- **Choosing the Path where you make a difference, contribute and add value will make you Happier**



# Networking Activity

- What do you do to create fun in your work week?
- What does success look like to you and are you on the right path?



# Panel Discussion

- **What have you learned in your career/life and how has it changed your definition of success in your career?**
- **You recently were part of the Western Union spin off which created a new and exciting VP of Operations and IT role for you - what do you think in your career positioned you to be ready for this new role?**
- **So at Molson Coors you have had a very long tenured career. How have you been able to continue to develop and find challenging and exciting roles for yourself?**
- **Can you talk about why you think networking is important and a story on how you tapped into or received benefit from a relationship you started from a networking event?**



# Panel Discussion

- **Given your schedule, family what do you do that allows you to stay recharged and balanced?**
- **What has been the most important personal decision you've had to make which had a positive or negative impact on your career?**
- **What daily habit or technique do you use which has improved your productivity/professional success?**
- **What type of steps do you take today that helps create a vision for your future success?**
- **Each tell the group a key message you want to share with the group?**

# Audience Q&A



# Thank You!

Join us for networking, happy-hour, prizes!

Thanks to our raffle  
sponsors!

The Microsoft logo is displayed in white text on a blue rectangular background.