

## Gender*Speak*

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President



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# PEOPLE DO THINGS

for reasons that make sense to them



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# OUR TIME IS NOT ABOUT Rights/Wrongs or Goods/Bads ...just differences



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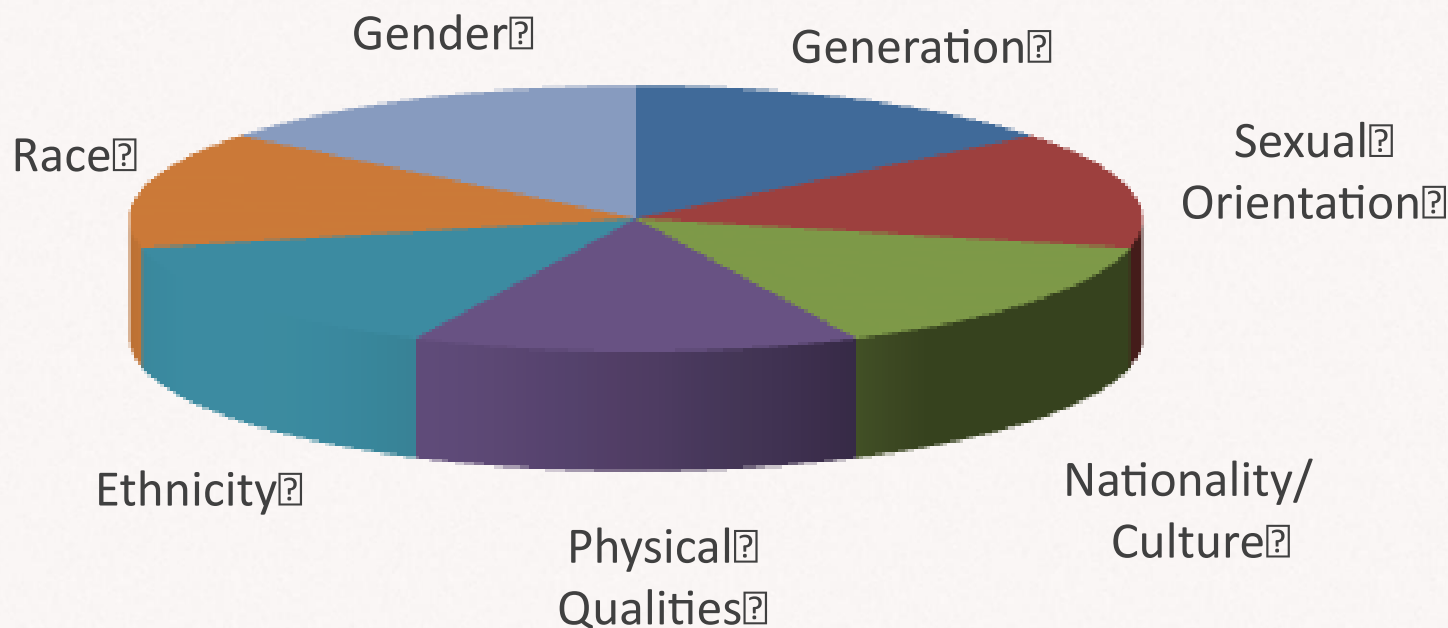


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## Dimensions of Diversity



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# HIERARCHY vs FLAT STRUCTURE



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# POWER DEAD-EVEN RULE



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# GOAL FOCUS vs PROCESS FOCUS



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## DIFFERENT RULES OF TALK

### Risk Taking vs Honesty



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# DIFFERENT RULES OF TALK

## Linguistic Devices



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# DIFFERENT RULES OF TALK

## Success vs Failure



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# LEADERSHIP

## Command & Control vs Involvement



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- ✓ Both genders need to hear/understand each other more accurately
- ✓ Put a gender lens on a messy situation and see if it applies
- ✓ Use the 3 options:
  1. Reinterpret Intent
  2. Flex Style
  3. Talk it Over





### TOP PICKS

- If someone walks you through their thought process, don't assume they can't give you the bottom line
- If someone is bantering with you, don't assume they don't like you
- If someone credits the team for their success, don't assume they were just lucky to be on that team
- If someone says they can tackle the big new problem, don't assume they're the best person for the job



# **CELEBRATE THE DIFFERENCES and LEVERAGE THE STRENGTHS**



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## Want to Learn More?

This book is intended to help men and women better understand each other and the unique gender rules. It will teach you how to:

- Lead both men and women
- Recognize the differences
- Be assertive and not obnoxious
- Engage in smart self-promotion
- Display confidence
- Use "Power Talk" language

Publisher: McGraw Hill

REVISED & UPDATED THIRD EDITION



# HARDBALL

WINNING AT THE

# FOR

GAME OF BUSINESS

# WOMEN

PAT HEIM, PhD, & TAMMY HUGHES,  
with SUSAN K. GOLANT



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