

**10 DAYS FREE SELF- LEADERSHIP PROGRAM FOR WOMEN IN MALE  
DOMINATED INDUSTRIES.  
PRESENTED BY TINYIKO MOTILENI, LEADERSHIP AND BUSINESS COACH**

**You are welcome! To Day 7 of 10**

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DOMINATED INDUSTRIES.**

(Presented by Tinyiko Motileni - Leadership and Business Coach, Thought Leader of the subject)

***Tools to assist you settle during the 1st 10 days in office as a female leader/worker***

Thank you for taking time to work on yourself as a female leader/worker. Day 1 and 2 were helping us to understand what we as leaders are capable of controlling before we can lead other people. Now day 3, 4, 5 and 6 are all about knowing yourself. In day 7 you learn to deal with emotions it can be your emotion, your superior's or subordinate's emotions. You can only be the best version of yourself and lead others when you know yourself well (self-leadership).

Let's carry on doing the work that we are called for.

**Day 7 of 10: Emotions in the workplace**

**(How to handle emotional reactions from colleagues, superiors or subordinates as a female leader/worker in male dominated industries)**

- It is important to note that we all have emotional reactions. It is not only women who are emotional.
- For the purpose of our discussion today please note that men also are emotional.
- Personally, I prefer a person who shows emotions than a boss who keeps quiet.
- I have 2 kids twins, one is an open book, what you see is what you get
- The other one, we can only diagnose her mood when she laughs.
- Even in leadership, you find 2 types of leaders one that is outspoken and the one that says one thing and that's it.

**Do not suppress your emotions as a woman leader in male dominated industries.**

- Emotions has the ability to change your character if you're not dealing with them.
- When emotions are suppressed, they create anger.
- Anger creates resentment or hate

This program is part of my own knowledge and my 20 years of experience in male dominated industries.

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- When I started in the industry, I would go to the quarry and cry. When I come back, I would be the same person again. So, it was a vicious circle. My body was rejecting the sadness but I was not dealing with the anger.
- I was building up anger and hatred, but thank God it was managed by the body.

When your angry you tend to use corrective process like disciplinary enquiry as punishment rather than a corrective procedure, because you are correcting the person rather than correcting the misconduct. (Watch my video on Facebook to hear all about this example <https://www.facebook.com/groups/187265873034832/>)

### **Emotional Intelligence**

- Doesn't mean you don't have to be emotional
- Means you must to be self-aware, be able to self-lead
- Understand, use and manage your emotions.

### **How I managed my emotions**

- When I'm in the emotional scale of less than 5 I will still talk to you and say my point, I can still resonate with my emotions.
- But when I'm in the emotional scale of 7 to 10 I will just stop talking, because I know I'm going to say something wrong or just shut down.
- If possible, I will also excuse myself from the meeting.
- I also practice breath work if I know that I'm going to a challenging (irritating) meeting.

### **Employees reaction to my emotions**

- Employees will say to me I don't have emotions, and that is because I've learned the art of releasing emotions fast. I can have a heated argument with a colleague or employee and be very angry but after few minutes or so, you will find me laughing and I will be back to my own self.
- I don't hold grudges as a leader because I'm expected to lead all types of characters.

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**Emotions from your superior**

- First do not be scared of your superior's emotional reaction.
- Find a common ground to make sure that you listen and he also listens to the issue at hand.
- Most of the emotional reactions are caused by the misunderstanding of how the issue was presented or the lack of listening skills.
- Some superiors can use their emotions as a way to make you feel bad. In that case after his negative emotional reaction, send an email to show that your point still stands.

**Emotions from your subordinates**

- Leadership comes with a baggage of understanding different characters of your team.
- When your subordinate or colleagues leaves your office, out of anger, it is either he disrespects you or he doesn't want to say wrong things or he needs emotional intelligence understanding.
- Call then tomorrow and find out what happened and conduct a counselling as a corrective measure.
- Teach your subordinate about emotional intelligence especially now under the covid19 stresses.

**Exercise 7**

**Knowing yourself**

- Describe your own emotions.
- What makes you angry.
- What comes you down.
- Find your own exercise that you can use to come yourself down.

**Sometimes you have to let logic and structure lead you into making decisions rather than your emotions – Tinyiko Motileni (leadership and business coach)**

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**For easier access to the program go to my website**

[tmstrategicprojects.com](http://tmstrategicprojects.com)

**Video**

**Check my Face Book video to understand more about emotions in the workplace (How to handle emotional reactions from colleagues, superiors or subordinates as a female leader/worker in male dominated industries)**

<https://www.facebook.com/groups/187265873034832/>

Thank you for taking time to work on yourself in order to become a great female leader in male dominated industries!

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