

**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 8 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 in the workplace and day 8 is all about the importance of direct communication especially for women leading/working in male dominated industries. 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 8 of 10: Direct Communication in the workplace

(The importance of direct speaking for women leading/working in the male dominated industries)

My personal challenges were:

- Addressing or giving instructions to old male subordinates.
- There was a thin line between thinking of an old man like a worker or my father.

The source of my challenges were:

- Culture

Any old person is my father and I cannot instruct an him.

- Believe

If you are old automatically to me you are responsible.

- Values

Old equates to wisdom.

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

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- **My work Challenges were:**

Male subordinates undermined my instructions, misinterpreted the information and took another manager's instructions and ignore mine.

- **Solutions**

1. I learned to be direct with the person, weather giving instructions or reprimanding the employee.
2. I learned to be assertive.
3. I learned to be firm.
4. I've learned to be short and straight to the point.
5. I had to write instructions down for an employee to understand.
6. In some instances, I had to give instructions in their own language to reduce excuses
7. I had to make them repeat the instructions without offending them.

- **My realisation**

1. I realised that assertiveness and direct communication is a muscle you need to flex it all the time
2. I realise the importance of differentiating the tone of giving instructions, holding team discussions and brainstorming for getting ideas from the employees.
3. Direct speaking also helped me build my standard of communication.

Exercise 8

Knowing yourself

1. Think about 3 different situations at work that you couldn't address them directly.
2. Pick one from your Boss, From your colleague and from your subordinate.
3. Practice how you wanted to address them, get your friend to help you.
4. Have a meeting with the person in question the following day and tell them directly what you wanted them to hear.

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5. If you still cannot tell them, send them a message or an email.

By establishing milestones, gates, and questions along the way, you're ensuring that you're being smart about the risks you're taking. And as hard as it is, you've got to be ready to say, "We are stopping."- Ina Kamenz, former CIO of Eli Lilly and Company (*Discprofile.com*)

For easier access to the program go to my website

tmstrategicprojects.com

Video

Check my Face Book video to understand more about direct communication in the workplace (The importance of direct speaking for women leading/working in the 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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