



PARTICIPANT GUIDE

NPC
national panhellenic conference

Also brought to you by:

the LEADERSHIP
AND TRAINING | studio



Erin Fischer

Owner and CEO

Erin Fischer is the owner and CEO of The Leadership and Training Studio. She has spoken in 45 states, recruited in Hungary, volunteered in Hawaii, taught in Brazil and has been on stages with thousands of people in the audience, all with the focus of developing people, while building teams and organizations.

Erin considers herself a leadership nerd - a woman on a mission to help teams and individuals excel at what they do. Her forum is the stage, but her focus is super-cognitive skills. She wants to support the growth of people by giving them time to think, reflect and gain new knowledge.

She has been through too many trainings and sat through too many boring speakers to know that the person who is leading the conversation must be dynamic. So, she is a speaker that will keep your attention, give you practical skills, and you will walk away thinking, "That was awesome. I can't believe how fast that went."



We are not the rule followers; rather we are the renegades of the world with a dream and a vision. We want to create, get dirty, make mistakes, grow and build a business that makes an impact. We don't color in the lines, much less stand in line. We are up early, awake late and are thinking about how to tweak that final detail to make our gut feeling, that unique concept or our grand idea become a reality. That is why we created the Leadership and Training Studio.

Series description

The National Panhellenic Conference has developed the Be Bold series, an interactive video series, facilitation guide and participant guide, to help you have real conversations with the real women in your life. This series covers seven important topics that women don't always have time to discuss, but should.

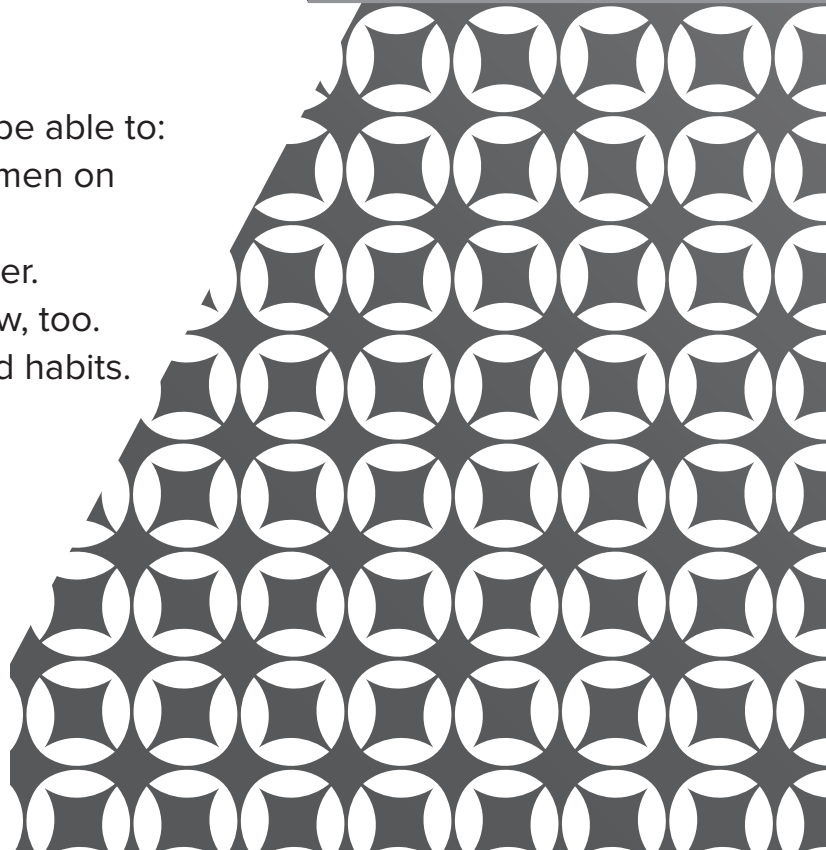
During this interactive video series, we will cover the activities and people that make you feel confident, resiliency, how to shine the light on other women and the imposter phenomenon as well as effortless perfectionism, body language and how to be a work in progress.

The simple intent is to provide you with an opportunity to talk about the real things that are happening on college campuses by taking the time to dig deep and explore these critical topics.

Learning objectives

By the end of this series, participants will be able to:

- Discuss important topics related to women on college campuses.
- Identify ways to grow as a woman leader.
- Identify ways to help other women grow, too.
- Write an action plan to improve Be Bold habits.



we'll come

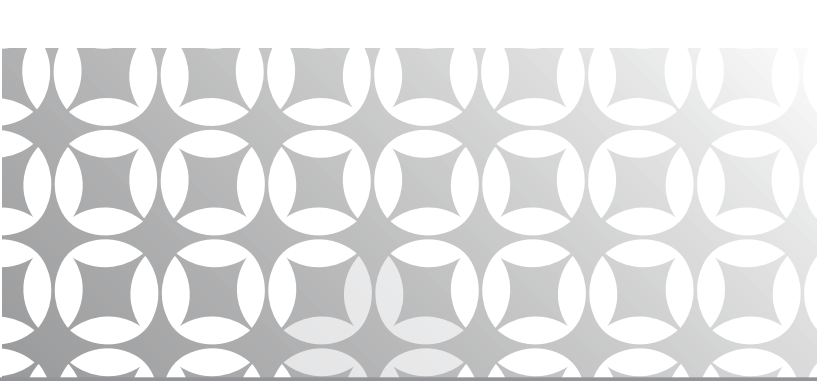
CONFIDENCE AND INTELLIGENCE WILL
NEVER STOP BEING BEAUTIFUL. ”

DAU VOIRE

Schedule

1. Which Activities and People Make You Feel Confident?
2. Resiliency
3. Shining the Light on Other Women
4. Under, Over and Authentic Confidence
5. Imposter Phenomenon and Effortless Perfectionism
6. Body Language
7. Being a Work in Progress and Being Radically Unfinished
8. Final Thoughts and Takeaways
9. Action Plans





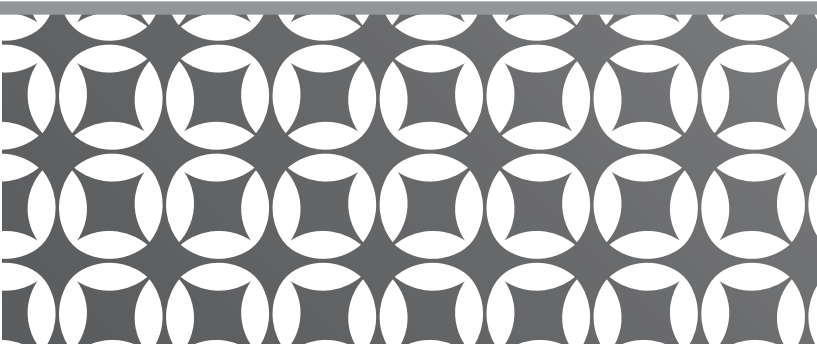
WELCOME AND GETTING STARTED

Based on the schedule, what are some of the things you want to cover most in this series?

Currently, how do you talk about these topics? Do you connect with your friends, read books or just Google advice?

Why is it so important we talk about the issues facing women leaders?

How can we best use our time together? What do you want to get out of this series?





HABITS

Here are a few habits of confident women:

- First, they identify who they are to gain clarity.
- They are relentless in the pursuit of getting to know themselves for the opportunity to grow.
- They find activities and people that make them feel at their best.
- They are mindful of their levels of confidence – not avoiding the hard days that make them grow.

WHICH ACTIVITIES AND PEOPLE MAKE YOU FEEL CONFIDENT?

Do you know your Clifton Strengths for Students, your Love Language or your DiSC profile?

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-
-

If you really knew me, you would know ...

Who are the people in your life that make you feel most confident?

- 1.
- 2.
- 3.

What are the activities in your life that make you feel confident?

- 1.
- 2.
- 3.



RESILIENCY

STRETCHING VERSUS BREAKING

If you stretch, you:	If you break, you:
<ul style="list-style-type: none">• Are realistic• Are collaborative• Are open to feedback• Are adaptive• Expect change	<ul style="list-style-type: none">• Fold up• Storm off• Blame others• Require control• Have unrealistic expectations

PRESSURE VERSUS STRESS

Pressure	Stress
Pressure is the logistics everyone deals with. It is your to do list and your checklist. (It's the external demands we all have.)	Stress is what people do with pressure in their minds. It is something you create. (It's the internal demand we ADD to our pressure.)

REFLECTION VERSUS RUMINATION

Reflection	Rumination
When you REVIEW the PAST and PLAN for the FUTURE.	When you REGRET the PAST and are ANXIOUS about the FUTURE.

BEST PRACTICES

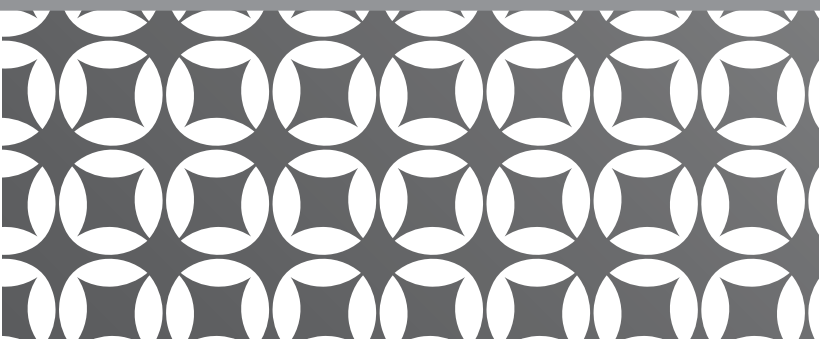
Ways to increase stretching and reflection	Ways to reduce breaking and ruminating

HABITS

Here are a few habits of resilient women:

- First, they don't live for the drama!
- They get perspective on tough situations.
- They know when to let go and they know when to get out of their own way.
- They don't take everything personally.

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HABITS

Here are some habits of women who turn on the spotlight for other women:

- First, they respect the greatness of true friendship.
- They honor other women without falsehood.
- They don't compare, instead they support.
- They realize that celebrating other women creates a change in themselves and shows other woman how to be at their best.

SHINING THE LIGHT ON OTHER WOMEN

Commitments

What are the commitments you need to set to be an excellent friend and team member? For instance, do you need to make a commitment to never speak behind someone's back, to show up and show support, to be gracious and give a bit of latitude, to meet your friends right where they are in life or something else?

Expectations

What should you expect of other women (and great human beings?) What are your standards for great connections, working relationships, partnerships and friendships? For instance, do you need to let go of some unhealthy relationships, do you need to request honest, flexibility, compassion or something else?

Who has turned on your spotlight?

Who needs you to turn on their spotlight? Why?

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How do you think the power of women working together can change your campus? What is the ripple effect?

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UNDER, OVER AND AUTHENTIC CONFIDENCE

Different Levels of Confidence

1. Under
2. Over
3. Authentic

Who is the Albert Brennaman in your life?

The Myths and the Truth

Myth 1: If you are tall, pretty, have money in your bank account, are exceptional at something important, live in the right apartment, and have tall and pretty friends, you have confidence.

Myth 2: If you are naturally extroverted, outgoing, have a sense of humor, and can make people laugh, you have confidence.

Myth 3: If you are a risk taker, do brave things like skydiving or going on a reality TV show, you have confidence.

Myth 4: If you come from the perfect family, perfect background, or have the perfect education, you have confidence.

Myth 5: If you have confidence, you have it all the time.

The truth is that we are all searching for authentic confidence, we all wish we could have more of it, and we all wish it would be way easier to find and keep.



HABITS

Here are some habits of women who practice authentic confidence:

- First, they have a healthy dose of self-awareness.
- They are open to the possibility that their confidence will look and feel radically different than another woman's confidence.
- They understand that confidence can come and go, but it is the practice of confidence that can keep them authentic and genuine.
- They understand the current myths they hold true and how to override those confidence myths.

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HABITS

Here are some habits of women who avoid the traps of effortless perfection and the imposter phenomenon:

- First, they don't expect perfection from themselves or others. They expect excellence, but don't get trapped in the need to be perfect.
- They focus on what they do well, not all the gaps where success will never live.
- They collect tough experiences in an effort to grow.
- They let go!

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IMPOSTER PHENOMENON AND EFFORTLESS PERFECTIONISM

Things Women Say	Things Women Do
Oh, I'm sorry ...	Over-laughing
This may not be right, but ...	{in uncomfortable situations}
This is just a guess ...	Not raising hands in class
I just got lucky ...	Being fearful of making a mistake
I don't need help! I am fine ...	Preferring perfection over growth

What can you do to override these tendencies?	How can you hold one another accountable?
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•	•
•	•

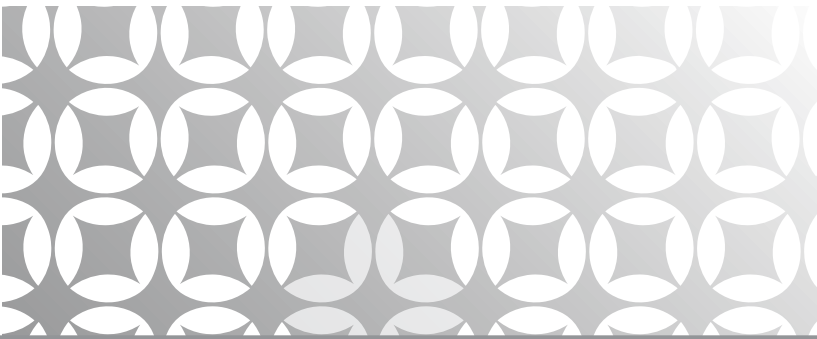
A TIME FOR EVERYTHING ...

Your 20s are all about discovery. It's a chance to listen and learn and get your hands dirty. Don't worry about your job title, worry about the exploration of your roles. Volunteer, say yes, stay late, but don't feel the pressure to have it all figured out yet.

Your 30s are about narrowing your scope while trying to uncover the pattern of things you love to do. Observe your best boss and your worst boss and take a lot of notes. Find what tasks bring you energy and which ones suck the life out of you.

Your 40s are about realizing you can't be a Jack or Jill of all trades, so find the work that makes you happy. Go back and mark the pattern, find the highlights and start making your way toward a place that you can make a difference.

Your 50s and 60s are all about giving back while finally making some real money. Invest in relationships, build up other people, mentor, sponsor, and make sure that you are still getting energy out of the things that once brought you so much. If not, it's time to reinvent, again.



BODY LANGUAGE

Our bodies are a lot like radios. We are sending signals to people without saying a word and they are picked up by tiny frequencies we call body language. They are visual cues that tell other people what we are thinking – about everything. **What is your frequency?** Is it smart, kind and thoughtful? Is it sassy, curious and ready for debate? Is it reserved, calculated and distant? Is it life-of-the-party, extra and wild, or is it something else?



What message are you sending with your body?

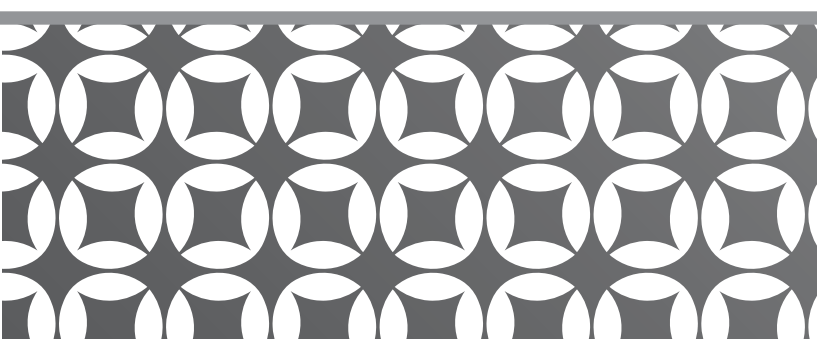
Eyes
Eyebrows
Lips
Overall face/tilt of face
Shoulders
Hands
Arms
Legs

TAKE OUT THOSE UMS, AHS, LIKES AND SORRYS

HABITS

Here are the habits of women who practice mindfulness around body language:

- First, they master the right eye contact, the right handshake and the right gestures.
- They pick a frequency and send the right message of confidence through a conscious choice.
- They are mindful and self-aware of how they act in front of peers, leaders, supervisors, team members and friends.
- They act in a way that exudes inclusive body language.





HABITS

Here are some habits of women who are radically unfinished:

- First, they ask for help!
- They support other women in the practice of being radically unfinished.
- They share their ups and downs, and all the wisdom they have gained through their hardships.
- They don't expect to have it all or to "arrive" in life. Rather they expect to be on a constant path of growth.

BEING RADICALLY UNFINISHED

Where do you need to give yourself permission to make bigger and bolder mistakes and to stop trying to prove to everyone that you have arrived?

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-
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-

How can you practice being radically unfinished?

Idea 1:

Idea 2:

Idea 3:

Idea 4:

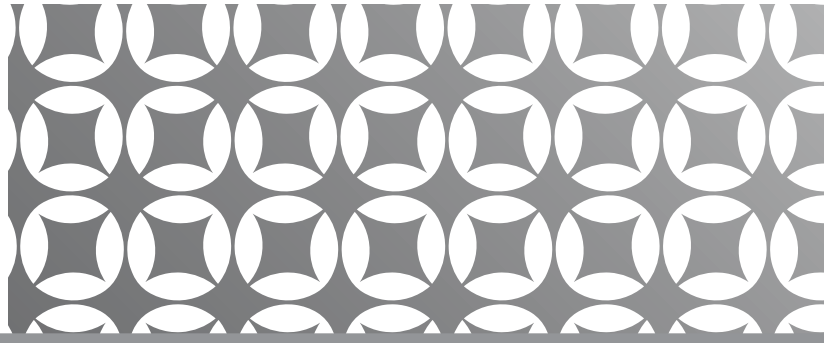
Idea 5:

FINAL THOUGHTS AND TAKEAWAYS

My score	I ...		
I have activities and people that make me feel confident. 1 to 10	I have not collected enough people on my team or enough activities to grow my confidence.	versus	I have collected people on my team and activities that grow my confidence.
I have personal resiliency. 1 to 10	I am breaking, ruminating and adding stress.	versus	I am stretching, reflecting and reducing stress.
I shine the light on other women. 1 to 10	I am keeping the spotlight to myself.	versus	I turn on the spotlight for other women regularly.
I practice authentic confidence. 1 to 10	I feel either over or under confident regularly.	versus	I feel authentically confident regularly.
I make mistakes and worry less about perfection. 1 to 10	I feel like an imposter and feel I need to be effortlessly perfect.	versus	I give myself opportunities to make mistakes and am not trying to be perfect.
I practice confident body language. 1 to 10	I take up too much space or not enough space. I am not mindful of my body language and the message it sends.	versus	I am mindful of my body language and the message it sends.
I practice being radically unfinished. 1 to 10	I am trying to be the exception to most things.	versus	I am at peace with who I am.



EMPOWERED WOMEN EMPOWER
WOMEN.”



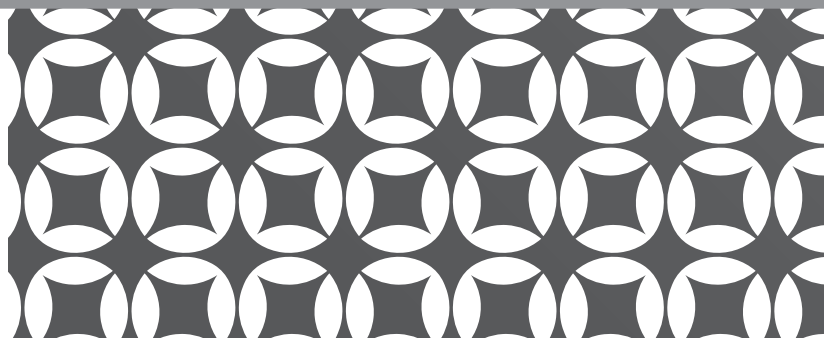
ACTION PLANS

What are three actions you want to take as a result of the series?

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2.

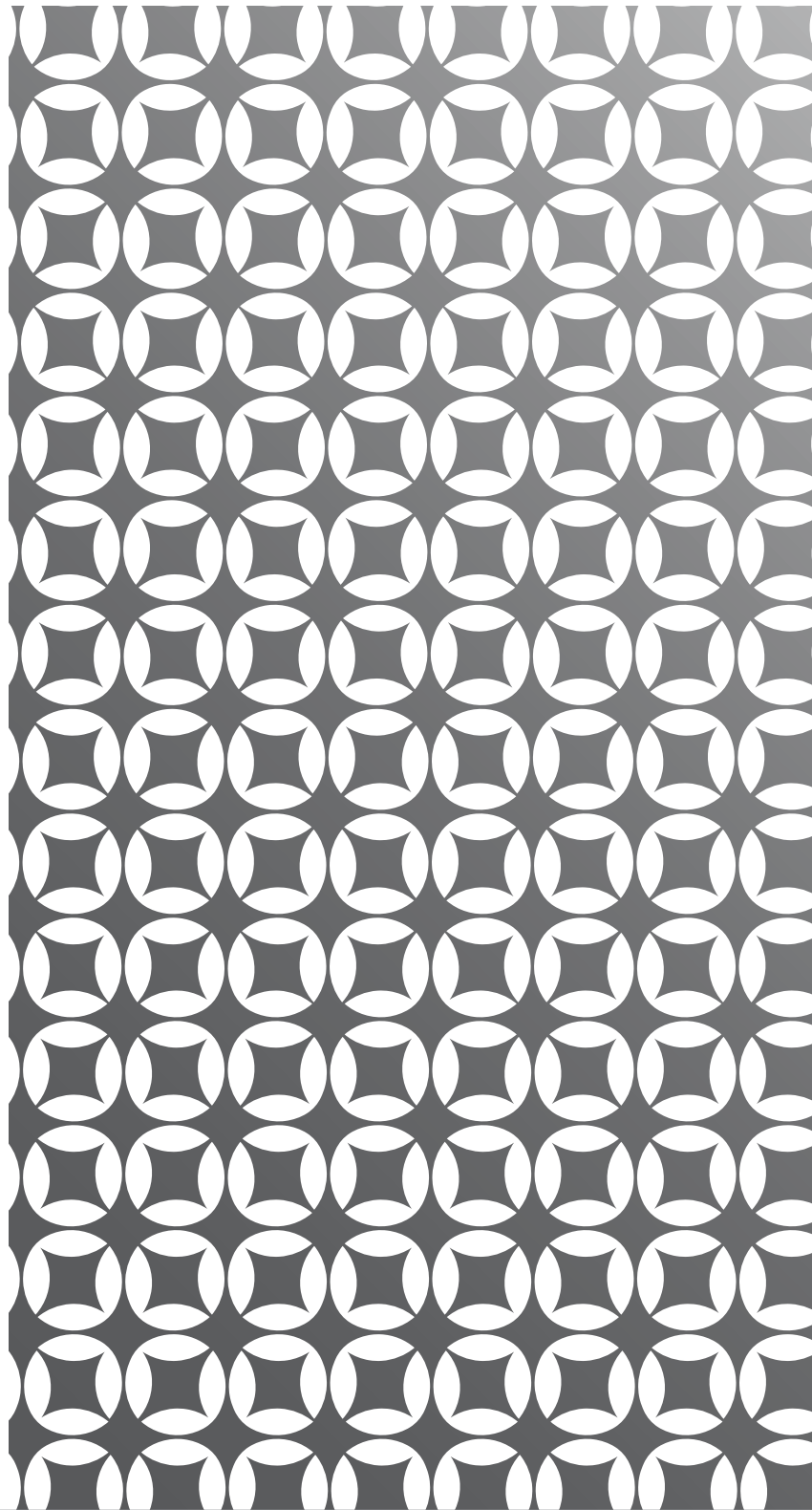
3.





notes





KNOW A TEAM OR GROUP WHO WOULD
BENEFIT FROM LEADERSHIP TRAINING AND
DEVELOPMENT? CONTACT US!

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