



ESTABLISH YOUR LEADERSHIP VISION AND EXECUTE YOUR '24 PLAN

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FEARLESS
women
@WORK



MY STORY THEN...

CEO & Founder of Fearless Women @Work
and ExecutiveBound®

Creator of the C.A.R.E.S. Leadership Success
System™

Lead Executive Coach of *The Fearless
Leadership Mastermind*™

But it wasn't always this way...



AND NOW...



**AWARD-WINNING SPEAKER & LEADERSHIP
COACH**

#1 BESTSELLING AUTHOR

NAMED TOP 100 GLOBAL THOUGHT LEADERS

McKinsey&Company

**EXTERNAL LEADERSHIP COACH
FOR THE HISPANIC/LATINO
EXECUTIVE PROGRAM**

OUR JOURNEY: ESTABLISH YOUR LEADERSHIP VISION AND EXECUTE YOUR '24 PLAN

Tap into your head and heart as a leader

Understand your strengths, opportunities, and threats

Execute your 12-month action plan

Learn from each other!



OVERVIEW

Overview:

Identify a clear direction to grow as a leader in '24

Find the meaning in your '24 goals

Understand what it will take to accomplish them



KEY BENEFITS

Establish Your Leadership Vision and Execute Your '24 Plan

Save time! Focus on goals aligned with your vision

Boost your confidence & remove self-doubt

Position yourself for opportunities

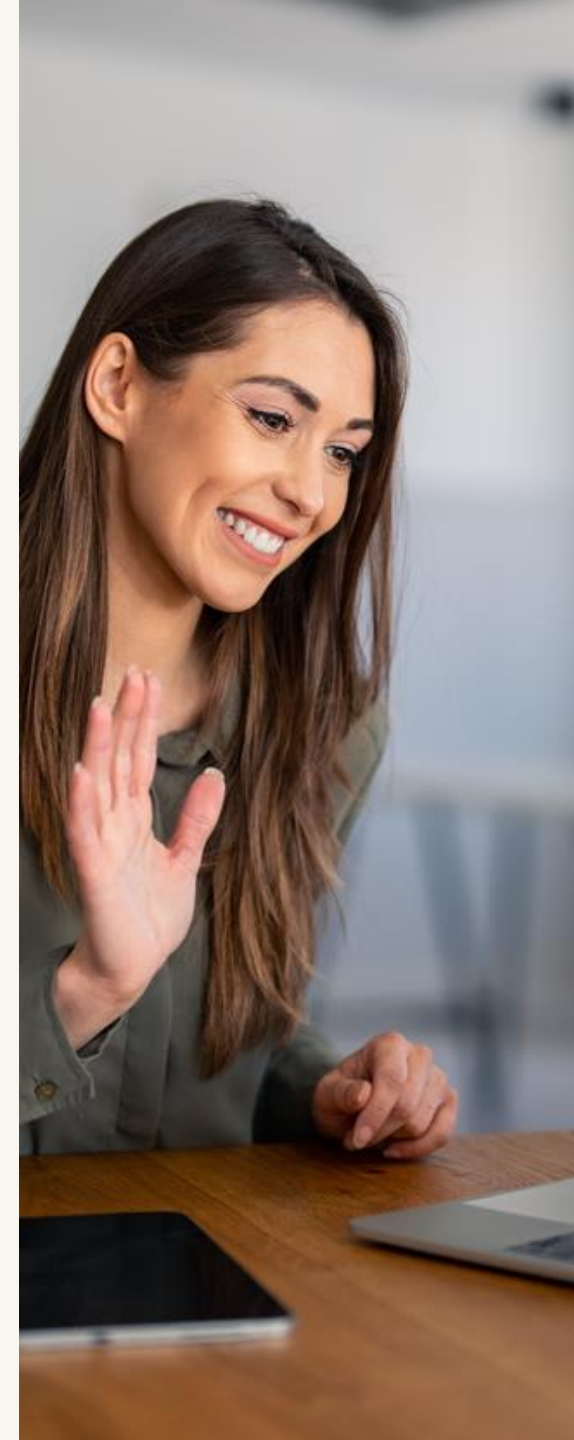
Be more decisive, say both “Yes!” and “No!”

Advocate for yourself

Influence and collaborate with your network

See the “big picture” of your life and enjoy it!

What else?

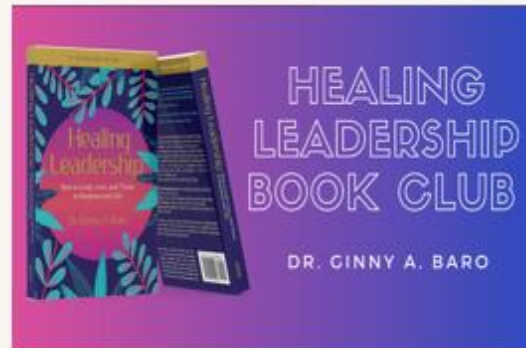
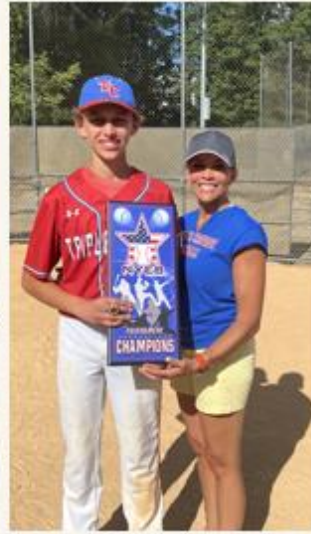


ESTABLISH YOUR LEADERSHIP VISION AND EXECUTE YOUR '24 PLAN

#1 TAP INTO YOUR HEAD AND HEART AS A LEADER



MY COMPELLING VISION



AS YOU REFLECT ON YOUR LEADERSHIP CAREER...



WHAT ARE YOUR PERSONAL
VALUES?



WHAT DO YOU WANT YOUR
LIFE/CAREER TO BE ABOUT?



WHAT DO YOU WANT TO
ACCOMPLISH AS A LEADER?

#1 TAP INTO YOUR HEAD AND HEART AS A LEADER



Reflect and answer these questions in detail...

What are you most passionate about?

What have you enjoyed the most?

Today how do you define success?

How do you show up?

What gives your life and work meaning?

In your Workbook...

Answer these questions in your Networking Circle!

CHECK-IN

So far, what's your #1 insight?

Tap into your head and heart as a leader.

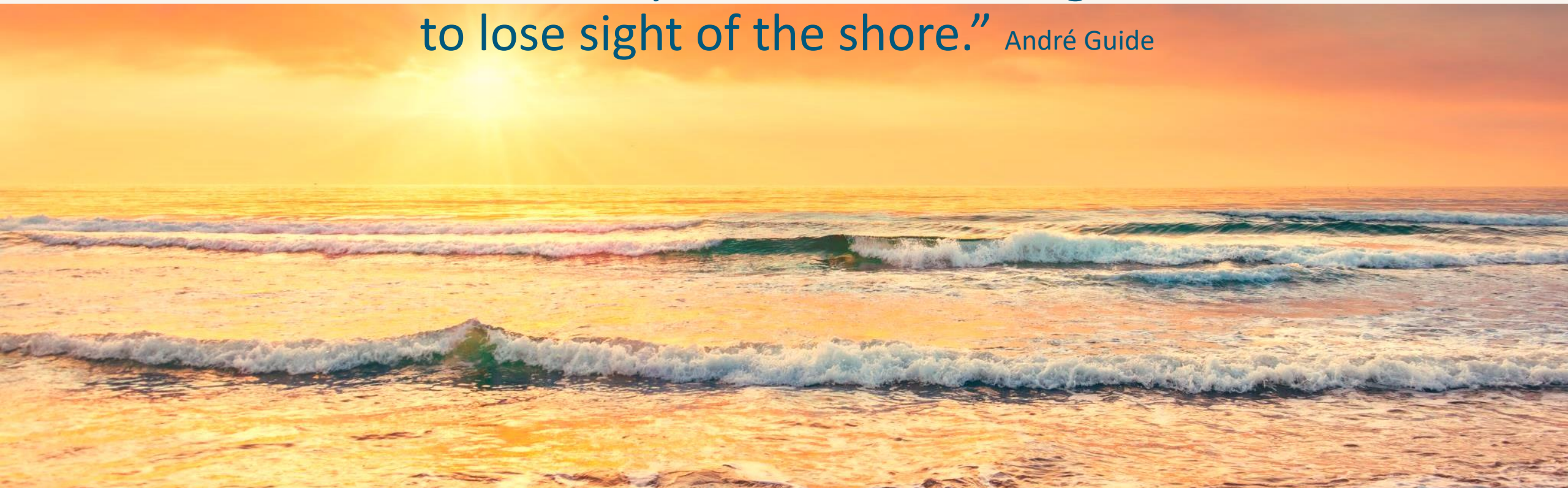
Comment in the chat...

or

Write it down for yourself...



“Be **courageous**. You
cannot **discover** new oceans
unless you have the courage
to lose sight of the shore.” André Guide



ESTABLISH YOUR LEADERSHIP VISION AND EXECUTE YOUR '24 PLAN

**#2 UNDERSTAND YOUR STRENGTHS,
OPPORTUNITIES, AND THREATS**





LET'S DO A SWOT ANALYSIS

What are your **S**trengths as a leader?

What are your **W**eaknesses as a leader?

What are your **O**pportunities as a leader in your role?

What are your **T**hreats as a leader in your role?

Answer these questions in your Networking Circle!

IN YOUR ACTION PLAN, ALWAYS...

Leverage these!

+

Mitigate these!

**STRENGTHS &
OPPORTUNITIES**

**WEAKNESSES &
THREATS**

CHECK-IN

So far, what's your #1 insight?

**Understand your strengths,
opportunities, and threats**

Comment in the chat...

or

Write it down for yourself...



ESTABLISH YOUR LEADERSHIP VISION AND EXECUTE YOUR '24 PLAN

#3 EXECUTE YOUR 12-MONTH ACTION PLAN



WHY ARE 'MEANINGFUL' GOALS IMPORTANT



Your time, energy, effort is limited!

Meaningful goals help you focus.

Goals can be challenging to achieve.

When faced with obstacles, you need fuel to keep going—meaningful goals give you the fuel...

If you don't know WHY a goal matters, remove it.

Prioritize your efforts on those with a BIG WHY!

HOW DO YOU CREATE 'MEANINGFUL' GOALS?

Imagine... you and I are meeting 12 months from now, and you've had a wildly successful year, the best of your career yet..

- What happened?
- Speak in the 'past' tense as if you already did this.
- Get detailed...What happened at **work, personally?**
- Create your list!

In your Workbook





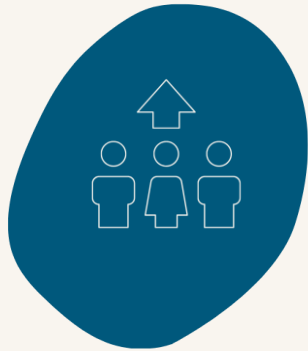
IDENTIFY YOUR TOP 4 GOALS IN '24

1. **Create your detailed list of desired outcomes from this visualization.**
 - ✓ Start with your leadership skills and behaviors, impact, and team contributions.
 - ✓ Consider multiple areas of life: career, finances, health & well-being, family, relationships, fun & recreation, spirituality, community, etc.
2. **From your list, which would bring you the most joy and move the needle in your life? **Choose the top 4!****
3. **From those, Why is each important to you? (your fuel!)**

Do this exercise with your Networking Circle!

EXECUTE YOUR 12-MONTH ACTION PLAN

WHAT



Goals 1, 2, 3, 4

Focus on the “outcomes” you desire most

Why is it meaningful?

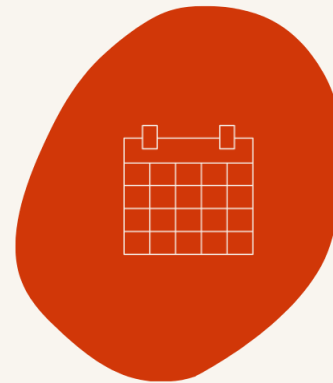
HOW



How will you get it done/ approach it?

What needs to happen to achieve it?

WHEN



By when will you do it?

Be realistic, don't underestimate what's required

WHO



Who can help you?

What resources are available?

What organization?

EXECUTE YOUR 12-MONTH ACTION PLAN (EXAMPLE)

Desired Outcome "Goal"	Why it matters "Fuel"	How will I do it? "Activities"	When will I do it? "Timeframe"	Resources Available "Who"
1. Build a strong personal brand to grow and advance	<ul style="list-style-type: none"> • Confidence • Lead and support my team • More impact • Get support from allies 	<ul style="list-style-type: none"> • Do a SWOT about my brand • Practice presenting • Join Toastmasters • Share insights on LinkedIn 	<ul style="list-style-type: none"> • 5/23/24 learn how • Start implementing in '24 • Find and join a Toastmasters by 4/30/24 	<ul style="list-style-type: none"> • Get coaching with Rising Stars • Ask manager for speaking opportunities • Research local Toastmasters
2. Nail down my elevator pitch (E.P.)	<ul style="list-style-type: none"> • Confidence building my network • Advocate for myself 	<ul style="list-style-type: none"> • Craft and practice my E.P. • Use it and tweak it 	<ul style="list-style-type: none"> • Craft it by 5/24 • June – Dec. practice using it 	<ul style="list-style-type: none"> • Peers in Networking Circles • My executive coach

Template in your Workbook

**“WHAT GETS IN THE
WAY?”**





CHALLENGES...

Not enough time!

Lack of support at work/home

Not asking for help

Lack of motivation, structure, discipline

Fear of...

Others?

Comment in the chat or write it down for yourself...



YOU ARE NOT ALONE ANYMORE!



YOUR RESOURCES!

Rising Star Peers & Executive Coach

FREE eBooks - Your gift from WIFM

Workbook exercises

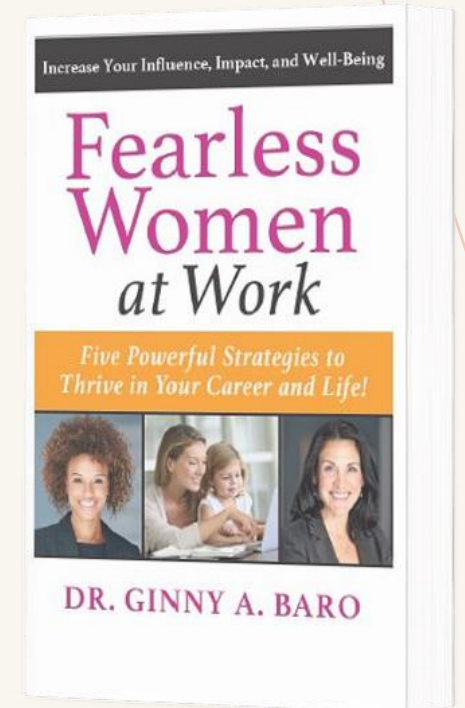
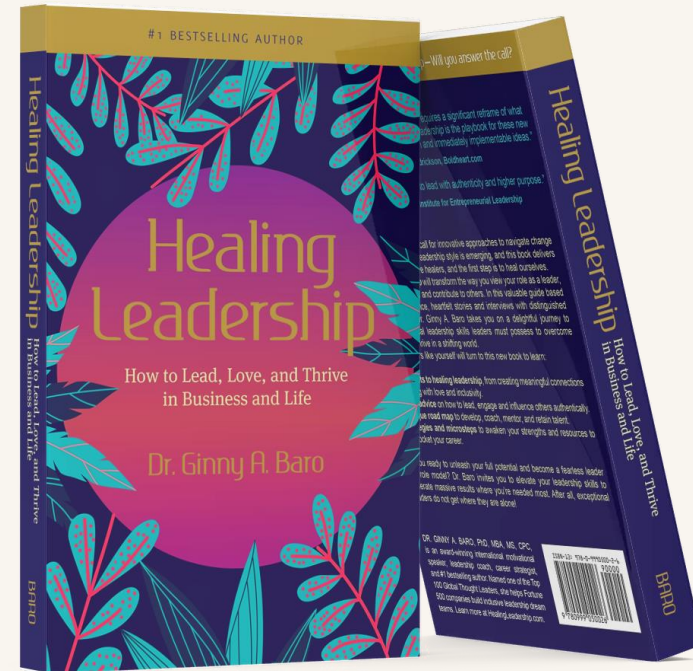
Training videos, PDF presentations

BONUS: 21 leadership qualities & skills leaders need today

Free Assessments (MBTI, DiSC, High 5 Test)

And more...

ExecutiveBound.com/wifm24



TAKE ACTION!



- 1 Start using these tools, starting today!
- 2 Lean into your Networking Circle to complete exercises, mentor, and support each other.
- 3 Be patient, trust yourself and the “process” of learning
- 4 *Engage - Don't be “wallpaper”*

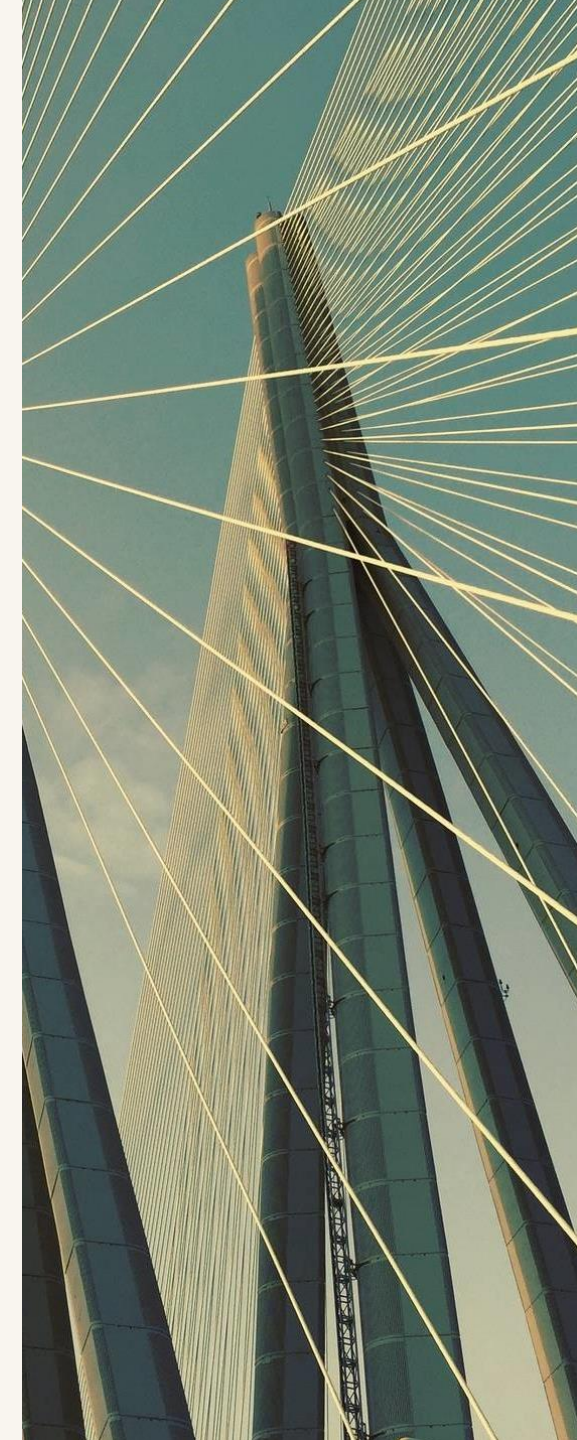
OUR JOURNEY IS COMPLETE: ESTABLISH YOUR LEADERSHIP VISION AND EXECUTE YOUR '24 PLAN

- ✓ **Tap into** your head and heart as a leader
- ✓ **Understand** your strengths, opportunities, and threats
- ✓ **Execute** your 12-month action plan
- ✓ **Learn from each other!**



**“A LEADER’S JOB IS TO
FIGURE OUT WHAT THE
NEXT RIGHT THING IS
AND THEN DO IT.”**

BRENÉ BROWN



“THE HIDING UNDER THE BED FEELING”

IS GONE...

SET YOUR LEADERSHIP VISION, TAKE ONE STEP AT A TIME, TRUST THE PROCESS





THANK YOU LET'S CONNECT

Dr. Ginny A. Baro

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APPENDIX

21 QUALITIES LEADERS MUST POSSESS TO THRIVE TODAY*

Are these the most impactful leadership qualities to have today? Watch the videos and decide for yourself from your Private Resources page:

<http://www.ExecutiveBound.com/wifm24>

1. Communicates effectively, including listening
2. Empathic and emotionally intelligent
3. Values and empowers the team
4. Sets the vision
5. Flexibility
6. Transparency
7. Manages change and transformation
8. Builds trust
9. Authenticity
10. Values diversity and inclusion
11. Positivity
12. Resiliency
13. Builds relationships
14. Creative/resourceful
15. Provides feedback
16. Practices self-care
17. Vulnerability
18. Takes risks
19. Proactive
20. Clear values
21. Commitment

** Baro, G. (2021). Healing Leadership: How to Lead, Love, and Thrive in Business and Life*

DR. GINNY A. BARO



Dr. Ginny A. Baro, Ph.D., MBA, MS, CPC, CEO at ExecutiveBound.com, immigrated to the U.S. at age 14 with nothing more than a dream. Named a Top 100 Global Thought Leader, today, she is an award-winning transformational speaker, leadership coach, career strategist, and author who has transformed the lives of thousands of leaders and executives around the world. With over 25 years of experience in financial services and technology, Dr. Baro brings a wealth of knowledge and expertise to her coaching, consulting, books, and speaking engagements.

Dr. Baro's expertise in leadership development has been recognized by Fortune 500 companies and partners, including McKinsey & Company, Verizon, Merck, Pfizer, and WIFM, where she has been invited to speak numerous times on the topic of leadership. She has been featured on Univision, ABC, NBC, Yahoo Finance, New York Business Journal, and Latinas in Business Magazine, among others.

She is the author of two #1 best-selling books: [Fearless Women at Work: Five Powerful Strategies to Thrive in Your Career and Life!](#) and [Healing Leadership: How to Lead, Love, and Thrive in Business and Life](#). Her books have been praised for their practical advice and actionable strategies, which have helped readers advance in their careers.

Her expertise, passion, and commitment to helping leaders and women make her an invaluable resource to any organization looking to unlock the full potential of their talent and achieve success in their business. To learn more, please visit ExecutiveBound.com.

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A proven **“Gold Standard”** in leadership development delivering results for talented female leaders in STEM fields, financial services, and Fortune 500 companies since 2017.