

Leaders in Conversation presents

SHATTERING THE OLD NARRATIVE

Co-creating a New Story for Women in Leadership

In this episode of **Leaders in Conversation**, host **Jeanette Head** is joined by a powerful duo, **Candice Hankey (guest speaker)** and **Samkelo Blom (co-host)**, who ask us to reflect on whether we are beating the same old drum, challenge us to shatter the old narrative, and propose a new perspective on women in leadership.



QUOTES

"CAN THE TRUE LEADERS, NOT JUST THE WOMEN LEADERS, PLEASE STAND UP!"
CANDICE

"WOMEN, YOU ARE NOT A CLINICAL THERAPY CASE, THERE IS NOTHING WRONG WITH YOU!"
SAMKELO

“

ZEBRACORN

A "Zebicorn" is a woman leader who shatters her own self imposed glass ceiling to be uniquely and authentically different, crafting her own story despite her circumstances.

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NUGGETS OF WISDOM

- ◆ The drum beat has changed. African Proverb: If the rhythm of the drum beat changes, the dance step must adapt.
- ◆ Shatter the INNER glass ceiling - focus on the inside not the outside. Shatter your MINDSET away from a limited and prescriptive narrative.
- ◆ What you SEE informs your CHOICES which influence the STEPS you take to ACHIEVE in this world.
- ◆ You are your BENCHMARK. If you make others your benchmark you continue to seek their approval and strive to fit into their world.
- ◆ It is OK not to fight to belong when you are not accepted. BELONG internally, and you determine what BELONGING means, externally.
- ◆ In the realm of women in leadership, the Zebicorn definition is an adaptation from blending the powerful symbolism of a zebra, known for its adaptability and distinctive stripes signifying uniqueness, with the magic and rarity associated with a unicorn, symbolizing innovation and individuality.
- ◆ A Zebicorn therefore embodies a leader who navigates challenges with grace, embraces her uniqueness, and inspires others through her adaptive and visionary approach to leadership, fostering an inclusive and vibrant organisational ecosystem.
- ◆ Don't let the organisational systemic challenges with regards to women in leadership consume and misdirect who you are as a LEADER.

5 COMMON FACTORS HOLDING **WOMEN** BACK

- WM Fear of being judged
- WM Lack of Self-Belief
- WM Fear of embarrassment
- WM Active self critical voices
- WM Not wanting to appear arrogant

MESSAGE TO WOMEN **LEADERS**

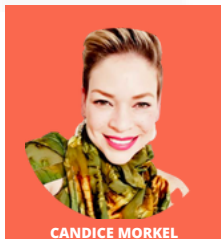
- ✓ Know your BOUNDARIES
- ✓ Know what you WANT
- ✓ Know your IDENTITY
- ✓ DANCE YOUR OWN DANCE!

8 BE-ATTITUDES FOR **WOMEN**

- ✓ Be FOUND
- ✓ Be INTERESTED
- ✓ Be POSITIVE
- ✓ Be PURPOSEFUL
- ✓ Be a good STORYTELLER
- ✓ Be HONOURABLE & APPRECIATIVE
- ✓ Be PROTECTIVE & KIND
- ✓ Be an INVESTOR in others



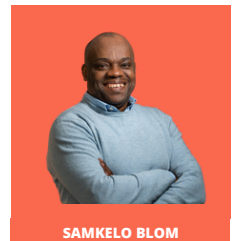
- What will you do to become a ZEBRACORN?
- Have you made men the benchmark against which you measure yourself? (and therefore impose more ceilings).
- Are the organisational systemic challenges regarding women in leadership consuming your attention and taking focus away from the impact you could have as a leader?
- Which common factor is holding you back right now?



CANDICE MORKEL

Candice is the founder and CEO of Candice Hankey Consulting. Candice is a mother, wife, and HUMAN. Having experienced her own challenges with D,I & B, Candice is an inspirational Keynote Speaker on topics linked to her areas of expertise, and especially advocating for Women in Leadership. She has operated successfully and passionately as a People & Organisational Development Specialist & Consultant for the past 20 years. Her mission and drive is to ignite purpose, passion and potential for growth in People all around Africa and beyond through the work she does as an Independent Facilitator and Consultant at Free To Grow.

Samkelo is the founder and CEO of Nomatu Consulting. Samkelo is a father, leader, and HUMAN. Having experienced his own challenges with D, I & B, Samkelo is a respected thought leader in the field, helping us all to challenge ourselves. Samkelo is an entrepreneur, coach, consultant, public speaker, and Board Member of the Cape Town Stadium /Chairperson: HR and Social Ethics Committee. Testimony of Samkelo's devotion to his work in this space is the CEO Recognition Award of The South African Board for People Practices which he received in June 2021. This annual award was attributed to Samkelo for his "extraordinary service and outstanding contribution to the HR profession".



SAMKELO BLOM



VIEW RECORDING

[LiC: Shattering the Old Narrative](#)

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