

## Find Your Path



### **Fact:** there are not enough women in leadership.

While women hold over half of today's professional jobs, the number of women at the top of major corporations remains incredibly low and in recent years has stalled or reversed. Paradoxically, research shows that companies with more women in leadership tend to perform better.

If women make such extraordinary leaders, why are there so few?

Though many women start strong and have the potential to lead, as they progress in their professional journeys they face barriers at each career turn. Strategies to tackle these turns becomes a bombardment of conflicting messages about leadership and how to grow as a woman in the workplace; "lean in"; find a mentor; be assertive; don't be assertive; do more; do less; be vulnerable; don't be emotional.

Add to that the rapid change in business today, and it's easy to get lost in the maze. As a result, many women stall on their path to leadership.

But women can tackle the obstacles and design a leadership path that's right for them. One where they feel courageous, resilient, capable, and powerful in their own authentic way and timeline. In fact, leadership research shows success for today's modern leader requires many of the exceptional traits women naturally cultivate.

Creating space for growth and leadership is not a daunting task on a to-do list, it's a vital need in the world today. Women don't need to settle on being woefully underrepresented, they can choose to use their strengths and lead with impact.

And Jodie Charlop is on a mission to show women how to shortcut the journey with power and grace.

**Leadership Power for Women** helps you reduce confusion, cut through the clutter, create the space to lead, and accelerate your journey to a more powerful and graceful leadership.

## About Jodie Charlop, NCC, CMC

Jodie Charlop helps leaders rise above the volatility, uncertainty, chaos, and ambiguity to transform their potential into leadership — with power and grace.

Equal parts advocate, educator, and optimistic realist, Jodie draws on 30+ years of experience in the workplace and coaching to talk with you — not at you — to find the right development resources and path.

Her background as a former communication executive, combined with advanced studies of leadership and human behavior, offers her clients a unique combination of business, communication, and human understanding. She advises emerging leaders and executives on how to take a holistic view of their professional paths, ensuring they are relevant to their organization and industry while building a career and life that matters.

Jodie works across industries and the Fortune 500. She provides a powerful perspective to senior executives (primarily men) on cultivating leadership agility and stepping up to a new leadership mindset required to deliver, despite accelerating change. She is particularly attuned to helping emerging female leaders embrace their strengths and home in on avoiding sabotaging behaviors and limiting beliefs. She challenges women to break free from the production trap of work, take control of their lives, and build healthy relationships — with power and influence.

A sense maker in an increasingly complex business world, Jodie speaks regularly on topics of emotional intelligence, executive effectiveness, career strategy, leadership development, and power and influence.



[connect@JodieCharlop.com](mailto:connect@JodieCharlop.com)



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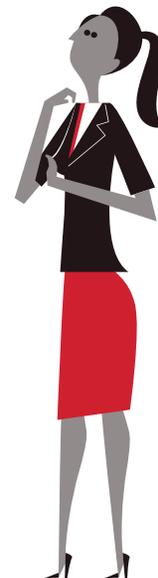
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## Working With Jodie

Jodie's clients appreciate her ability to take them from chaos to calm, calling her a powerful partner to navigate critical turns, leverage moments of opportunity, and manage power and influence in today's volatile world. Meeting planners, attendees, and panelists offer praise:



*I've had the opportunity to speak at several key women's events, and twice Jodie has been my interviewer. Both experiences were truly enjoyable from beginning to end. Jodie made the preparation process very smooth and structured. As a busy leader, I appreciated the well laid out plan of how we would handle the event and choose which messages we wanted to convey to the audience. Jodie facilitated a collaborative back and forth between us to make sure we were staying on message and providing engaging content for the audience.*

*Overall the event, crafted by Jodie's leadership and coaching, was well reviewed by attendees, organizers, and myself. I would warmly welcome the opportunity to participate again in such an event, particularly with guidance and support from Jodie.*

Jolie Weber, CEO Wise Foods, Inc.

*Jodie's dialogue on advocacy hit home with many of our women. She has a gifted, unplugged style — and a knack for making a large group feel intimate and connected in a powerful conversation. Her message for women is full of realism and optimism and resonates with women at many levels. We continue to receive great feedback from her connection with our women at Google and the community.*

Lauren Hitchens, Head of Retail, Google Women

*Is it too dramatic to say that Jodie changed my life? Introducing me to Emotional Intelligence was the secret to why I wasn't more successful. Working harder, better, and faster was not the answer. Thank you, Jodie, for your contribution to a learning and growing process that I didn't think was possible at my age.*

Karen Brier, attendee of Career by Design Workshop Series, Women in Technology

*Jodie was an outstanding thought partner and guiding force as we developed our professional women's leadership program for alumnae. She combines a depth of knowledge with a knack for storytelling and an infectious enthusiasm for her work. She is also gifted at homing into what is important and which skills need nurturing for women (and men) to move forward professionally.*

*I would add Jodie to any panel discussion on women and leadership. She understands from her depth and breadth of experience how to shape discussions that matter, leverage unique strengths, and guide women to reach their full career potential.*

*I always leave a conversation or presentation from Jodie with a takeaway that I can apply in my professional and personal life. She is a gifted coach and knows how to ask the questions that get to the heart of what may be holding us back as leaders.*

Sara Cook, Vice President, Emory University

*Jodie's leadership message has a lasting and memorable impact — specifically the lesson on the production trap and taking charge of our day. The 50-25-25 rule stays with me. We as women tend to over-schedule ourselves or spend too much time “doing” the actual work, instead of carving out time to take a step back and look at the big picture, network, research, and allow ourselves to lead and be more strategic. You will never grow into a true leader (out of middle management) until you stop doing all of the work. That lesson and so many others helped me accelerate my growth from Director to VP.*

Corey Anthony, attendee at McKesson, OWN IT (ERG) Leadership Track program

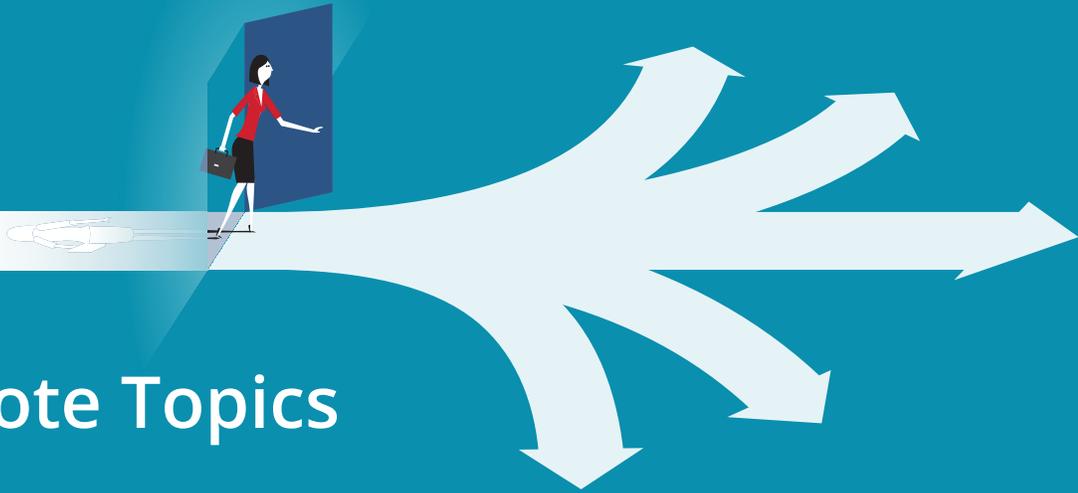


## Contact Jodie

Jodie would love to work with you to create a valuable presentation that delivers on your meeting's objectives, and that your attendees will find valuable. She maintains relationships with trusted and experienced partners and executives — both male and female — whom she'll often bring in to add color, balance, and perspective to her leadership programs.

For a personal touch, please reach out to Jodie directly or to her dedicated client center at [clientcenter@ExcelerationPartners.com](mailto:clientcenter@ExcelerationPartners.com), who is happy to assist you.

**Jodie Charlop, NCC, CMC**  
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## Keynote Topics

Jodie speaks and regularly teaches on topics of emotional intelligence, executive effectiveness, career strategy, leadership development, and power and influence. For women's leadership programs and events, the following topics are her most requested keynotes:

### **The Five Critical Turns in Women's Careers on the Path to Leadership**

Research shows that companies with a more equal balance of men and women in leadership roles tend to perform better. While women represent nearly 50% of the workforce, the number of women at the top of major corporations remains incredibly low. The five critical stages in every woman's career represent the guiding framework that female professionals must identify and address on the path to leadership. This session helps you recognize the turns and learn to navigate obstacles on the path to becoming a high-impact leader.

### **Create Space to Lead: Overcoming the Production Trap**

Women are gifted multitaskers who willingly take on more responsibility at work, home, and in the community. However, these production behaviors ultimately hinder a woman's success. Work leaves them with limited time and attention to develop and sustain the relationships that fuel growth, power, and influence. Learn to recognize behaviors and principles that paradoxically devalue women in the workplace and inhibit career satisfaction. Participants leave with new mental models and strategies to transform from producer to leader, accelerating the path to empowered leadership.

### **Overcoming the Double Bind: Power with Grace**

Power doesn't look good on women. Unfortunate, but true. Women in power often have to choose between being seen as likable but incompetent, or competent but tough or cold. The reality is our culture has long expected that women are kind, and leaders are authoritative. So what's a female leader to do when she confronts these conflicting stereotypes? Get out of the power struggle and step up to another level of leadership actions and behaviors. Paradoxically, leadership is not about you! In this session, Jodie brings to life the lose-lose proposition of the male-female continuum and how women can overcome the trap by creating a new level of leadership agility with power and grace.

## Emotional Power: Emotions are a Competitive Advantage

Global research shows that women score higher than men in emotional intelligence. With nearly 40% of a leader's success directly linked to emotional intelligence, women have a distinct competitive advantage in the area of leadership effectiveness. However, there is one exception — exercising the skill of emotional control (the ability to hold strong emotions and continue to lead forward). This session will help you accelerate your leadership impact by embracing your natural assets related to emotional intelligence and the personal power gained from mastering the art of emotional control.

## Additional Topics

In addition to her keynotes, Jodie frequently partners with corporate leadership, respected universities, and women's conferences and learning events. Her comprehensive program for female leaders, **Leadership Power for Women**, provides rich content that can be used in various formats including micro-talks, workshops, and interactive break-out sessions. Here are a few of Jodie's most compelling topics from her six-month leadership program that may spur thinking on themes for your next event:

### Clarity

Recognizing Barriers and Bias: Navigating with Optimism

Gaining Comfort with Discomfort: Defining the Rules in a Volatile and Uncertain World

Assessing the Leadership Culture and Character of Your Organization

### Confidence

Shifting Mindset: How Women Define Leadership

Self Advocacy: Why it's Bigger Than You!

Emotional Power: Competitive Advantage and Achilles Heel

One Powerful Me: Aligning Personal Me, Professional Me, and Leader Me

From Producer to Leader: Overcoming the Production Trap (Strategic Yes & The Art of the Gracious No)

Casting Vision for Self and Others: Why It Matters

### Connection

Relationships are the Currency of Leadership

Cultivating Mentors, Sponsors, and Critical Development Partners

Grace, Compassion, and Managing Relationship Complexity

### Courage

Creating a Healthy Relationship with Power

The Courage to Exercise Power Differently

Overcoming the Double Bind: Power With a Side of Grace (Developing an Effective Power Style)

Pivotal Conversation & Constructive Confrontation

Allies, Sponsors, and Power Partners

### Co-Creating

Executive Presence for Women

Influence = Relationships + Power

Don't Influence, Co-Create





# Logistics

## Approved Short Bio

This short bio can be used in any promotional materials for your event:

*Jodie Charlop helps leaders rise above accelerating change with power and grace to transform their potential into leadership impact. Equal parts advocate, educator and optimistic realist, Jodie draws on her 30+ years of experience in the workplace and coaching, along with an advanced study of leadership and human behavior, to guide emerging leaders and executives to build careers that matter and become leaders who matter. Connect with Jodie at [linkedin.com/in/jodiecharlop/](https://www.linkedin.com/in/jodiecharlop/)*

## Introduction — Jodie Charlop (“shar” as in “sharp”)

Our guest speaker this morning/afternoon:

- Has seen too much.
- For nearly two decades, Jodie navigated corporate waters from Atlanta to Silicon Valley, working with all kinds of organizations from troublesome startups to the Fortune 500. Marketplace disruption, mergers, crises, power, politics, dysfunction, and intrigue — you name it, Jodie's got a treasure trove of stories that can inspire you or curl your toes. Jodie reinforces that truth is indeed stranger than fiction.
- Over the last 15 years, Jodie purposefully moved from executive to coach, knowing her ability to change one leader can have a ripple effect that transforms a team, unit, organization, community, or world in a much more significant way than marketing or communication alone could.
- One keen observation she made was the paradoxical conversations of how men and women view leadership. While most of her executive clients are men (because statistically, most leaders are men), she recognizes a compelling need to get women into places of power where they can have a more significant impact and change the rules for a better world.
- Along the way, she also picked up an advanced study of leadership and human behavior, which comes in handy in her work as an executive coach, helping men and women navigate our naturally dysfunctional world.
- Though she's seen a lot, she uses those observations and knowledge to advocate, educate, and advise emerging leaders and executives on how to take a holistic view of their professional paths, and learn to lead with power and grace.

## Technical Requirements

*Jodie and her team are happy to work with you on the technical aspects of her presentation and are flexible with your needs.*

**Presentation Computer** – If needed, Jodie will bring her own computer and standard VGA or HDMI adapter to the event. She uses a standard personal computer running PowerPoint software. If you prefer Jodie use your computer, ensure that it has a USB port that Jodie can use to plug in a memory stick pre-loaded with her presentation. AC power should be within six feet of the computer. Please advise on your preference and needs before the presentation date.

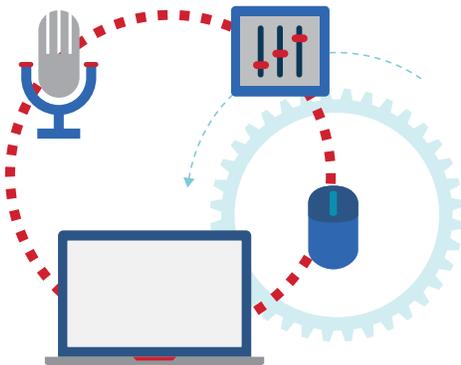
**Computer Audio & Internet Connectivity** – Standard audio out and Internet connectivity may be required, as Jodie periodically shows videos relevant to her content. If needed and arranged prior, Jodie will bring a portable hotspot. AC power should be within six feet of the computer.

**Speaker Microphone** – Jodie requests a wireless lavalier microphone, preferably a clip-on microphone with a belt pack.

**Audience Microphone** – A microphone is needed for any group with more than 25 people. Please be sure that you've tested it on all areas of the room for volume and feedback.

**Presentation Clicker** – Jodie's computer is controlled by a remote control that she provides. It requires that the laptop is set up within sight and no more than 20 feet from the most distant point where she will be standing. A small table on stage is recommended. If Jodie is using your computer, please provide a presentation remote control with fresh batteries.

**Computer Access / AV Check** – Jodie's computer must stay in her possession at all times. She is unable to provide her laptop before the event for setup and cannot surrender it to your team on the day of the event. To ensure everything is set up correctly she will be available to work with your team for an AV check at least thirty minutes before she takes the stage.



## FAQs

### How does Jodie confirm a speaking engagement?

Please contact Jodie directly at her private email at [connect@JodieCharlop.com](mailto:connect@JodieCharlop.com), or connect with her dedicated client center at [clientcenter@ExcelerationPartners.com](mailto:clientcenter@ExcelerationPartners.com), or call +1 (404) 445-0070, Ext. 500. To proceed with a speaking engagement, Jodie needs to know specific information about your planned event: the date and time, the location and venue, the purpose or theme of the event, and the size and composition of the audience. Once these details are established, Jodie will work with your company to finalize a contract or speaker agreement.

### Is Jodie available for a call with the meeting planner(s)?

Yes. Jodie is delighted to schedule a collaborative call with meeting planners to discuss the meeting's objectives. She'll also ask about your organization's current issues, goals, and challenges, as well as the general makeup of the audience, for her to customize her presentation for your needs and greatest audience impact.

### What is Jodie's travel policy?

Jodie's home base is Atlanta, GA. For events in the US and Canada, Jodie requires a minimum of a one-night hotel stay before her presentation, and reimbursement of all travel expenses including round-trip airfare, ground travel, and meals. For West Coast travel (or locations requiring four-plus hours of travel time), a minimum of two days of travel expenses may be required. For events outside the US and Canada, Jodie requires expenses for a minimum of three days.

### Does Jodie share her presentation?

Though Jodie does not share her presentation with attendees, printed materials can be distributed onsite or accessible via download. Costs for printed materials provided to attendees are negotiated and pre-approved by the meeting planner or event coordinator. For organizations with in-house printing capabilities, Jodie furnishes materials to the meeting planner in PDF version. If special formatting is required, a nominal materials fee may apply.

### Can we video or audio record Jodie's presentation?

No audio or video recording or broadcast of Jodie's presentation is allowed without prior written approval from her.

### Where can I find more information about Jodie?

Jodie invites you to visit [JodieCharlop.com](http://JodieCharlop.com), where you can learn more about her and her **Leadership Power for Women** program, and download topical and relevant materials. For more information on coaching and leadership programming, you may also visit [ExcelerationPartners.com](http://ExcelerationPartners.com).

