

Profile of a Female Wave of Change Leader and Changemaker

“Everyone has changemaking in their DNA, it’s just a matter of unlocking it.”

- George Roter, Engineers without Borders

Talents

Have a strong sense of self: The term “sense of self” relates to the perception you have of yourself, your self-image. You know who you are and are okay with it. Realistic self-knowledge and self-awareness are a prerequisite for operating from a position of authenticity. You know what makes you tick: your values, beliefs and traits, how you are in the world and how you interact with others.

Have self-esteem and self-worth: Self-esteem feeds off performance and achievements, boosting feelings of self-worth when there is something to be proud of. Self-acceptance knows that imperfection is an unavoidable part of being human. It is about being realistic and honest - with understanding, self-compassion and the willingness to face those parts of yourself that might require a tune-up.

Affirms her boundaries: Affirming your boundaries mean that you stand your ground with grace and ease, practice setting limits, negotiation, assertive communication, saying ‘no’ and handling criticism.

Are overcomers: A feminine leader is an overcomer – she must understand herself so well that she can overcome whatever she comes across on her path and whatever label is put on her.

Are heroes: A feminine leader is able to always turn things around, to avoid becoming a victim. She or he is aware of one’s blind spots, able to focus mind and attention and continuously learns and can re-profile her self.

Are curious and creative problem solvers: Feminine leaders are passionate about solving a problem (or problems). Inherently, they ask questions and look for creative ways to find solutions and they are aware of what is happening in the world.

Are risk takers with confidence and courage: Instinct and intuition as their guide, feminine leaders trust in themselves and persevere into new frontiers or against popular opinion. They overcome personal limitations, are brave, courageous and innovative.

Are open-minded with a positive perspective: feminine leaders are optimistic about their results and success, and are open to different and new perspectives. This positivity and openness are what helps them see the solutions that lead to great change.

Are engaging communicators: By the nature of a feminine leader’s passion for the change they seek, they must be able to inspire and motivate audiences for support. They are storytellers that inspire action.

Are doers with ambition and drive: Because of their passion for results, successful feminine leaders will roll up their sleeves and dig into the work. They set up ambitious goals and are willing to put in the hours until they reach them, very committed to success.

Competencies

Changemakers are confident in their ideas, authentic, but also challenge their own assumptions, in order to change, innovate and progress. They have an intention to change ingrained in their way of working.

Changemakers see the future. They can engage others with a clear direction.

They understand the context – the stakeholders and how to level with them - where they want change to happen and can initiate and support individual change and the process of change, to make change happen.

They can generate ideas and possibilities that have the potential to be transformational.

They can orchestrate change by focussing on getting the best from others, individually and collectively in support of agreed objectives

They drive change – get things done. They can shape strategic plans and deliver outcomes

They focus on making things better, continuous improvement, renewal and change.

They speak up, are effective communicators. They are able to positively communicate goals and ideas and share their vision for the future, with others.

They are good at building networks and relationships to effectuate change in organizations, communities and society.

They are tenacious about the greater good. They use a deep-rooted sense of empathy for others, identify a specific problem or opportunity to tackle, and give themselves permission to do something about it.

Female Wave of Change 2020