

Women in Leadership Seminar Highlights

November 15, 2013



Topic: "Lessons in Leadership, Career Transition, and Global Business"

Marianne McPeak Johnson, EVP and Global Head of Product Innovation at Elavon, returned to speak at Women in Leadership and share the continuation of her journey as a leader and global business woman. Marianne began her career in healthcare and eventually moved into the credit industry at Equifax. Most recently, she was recruited to her current role at Elavon.

Marianne has worked on a variety of global projects both professionally and on a personal level through the Women Leaders in Action group. She shared about the women leaders of US

Bank/Elavon being hands on and on the ground in Africa as members of the Women Leaders in Action from US Bank. We learned about the baby home in Swaziland and the girl's dorm in Kenya, ensuring girls get educated and not married at the age of 12 or 13.

Marianne shared a plethora of leadership lessons from her years of experience across industries and in a variety of roles. Some of her key leadership lessons include:

1. How you view your life is your choice. You choose how to respond to a situation. Be intentional and choose to grow!
2. There is no greater joy than making a difference in the life of those around you. Give back and invest in others, because it pays dividends!
3. People can read authenticity.
4. Show yourself worthy of an opportunity. You are not entitled to anything. Stand out, do the work and show the results.
5. Find joy in others' success and help others be successful.
6. Stick to the facts. Work logically and be unbiased.
7. Learn your field from multiple angles.
8. Know your top gifts and talents. Don't just stay in your comfort zone, but do use your gifts.
9. Understand your core values, be who you are, and believe in yourself!
10. Live every moment, don't miss chances, laugh, and find people who bring you joy. Don't take yourself too seriously and show that you care.

Q&A:

Q: Tell me about a time you feel you made a bad choice?

Sometimes I feel like I have not been home enough for my girls because of events and traveling. I might have worked out of the house at times if I'd had the opportunity. However, my daughter at age 21 recently told me that she "feels like she has no limits" because of my example. Every choice you make is okay, because you can make a different second choice.

As you are in variety of roles and may stay in certain ones longer, they all work together to grow your skill set and value in growing your career long term

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Q: What about work-life balance?

There is no answer! You make choices and have to prioritize right. Things will fall off your list. Give yourself permission to make those decisions every day and be okay with it.

Q; How can we help ourselves help others and navigate the world?

Claim your space and be confident. Note that there is a difference between being confident and being arrogant. Take a seat at the table and leverage Grace and Wisdom in all interactions. Grace to share in a way that all a better for it and Wisdom to know to speak when you can add value.

Q: What approach do you take on mentorship?

I was told at one point that I had to get out of the "bubble" of your work internal work environment and enrich myself outside of work and home. I chose to engage with Women in Technology and met women from all over Atlanta that have enriched me and given me a different perspective.

Also, it is important to find people in your own company that you can invest in. Be sure to network internally, be intentional and share value with others.

Q: It seems like your next steps have always been presented to you. What advice would you give to make this happen for us?

Plan, but also create opportunities for yourself inside and outside of your organization. Volunteer! Let others know what you are capable of. Figure out the industry and company culture that you are in and determine what is required to progress. Know the environment and what will differentiate you. Decide what you need to do to progress and if you want to push for it.

Q: What impact has your faith had on your career?

My faith has been my lifeline since I was 17 years old. It has grounded me. God has prepared my path for me. I'm not shy about sharing my faith, but I do not push it on others. My faith drives me to care for others and grounds me in authenticity. I would not be in this role nor happily married if it were not for my faith being the core to who I am.

Learn more about [Women Leaders in Action](#).