



Tino's Corner

Women Leaders Rock

By Tino Mantella
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While giving a speech in Singapore, President Obama recently said, “If women ran every country in the world there would be a general improvement in living standards and outcomes”.

I tend to agree. Perhaps it’s because we both have two daughters and talented wives or maybe it’s because we have had the opportunity to work with so many gifted women. Believe me, I am not comparing myself to the past President. My only point is that when any man has the honor of being with women in the social and business environment, they quickly figure out that they are different – duh.

Shortly after I left college, Title IX was introduced. Frankly, I wasn’t very happy with the new protocol since my sport, wrestling, was dropped to equalize men’s and women’s sports. And, it didn’t just happen at my school, Temple University, but at schools all over the country. It didn’t seem fair at that time, and I am still not sure if it was fair to drop men’s programs to create an equal playing field for men and women. I thought there could have been a better way. Yet, look at the advances women have made in sports, across the board. As an aside, years later my middle daughter received a soccer scholarship to attend the University of Rhode Island and that made me much happier.

There has been a long lag between the success I referenced in collegiate sports and other disciplines. Examples include, but are not limited to, women: running fortune 500 companies; serving on boards of directors, entering the field of technology, and becoming leaders of countries. In respect to leadership I only have to look as far as the [Turknett’s Leadership Character model](#).

The model depicts a balance of **Respect** (empathy, lack of blame, emotional mastery, and humility) and **Responsibility** (self-confidence, accountability, focus on the whole, and courage). When all of these disciplines are mastered then **Integrity** is prevalent. Thinking about the area of “Respect” would anyone argue that women are generally better? This may provoke a response, but I do wonder if the edge in self-confidence goes toward the man.

To double-down on that point I have had discussions around men and women when they apply for promotion. It’s said that a man might have 6 of the 10 qualifications and will work to convince the interviewer that he can knock the job out of the park. Whereas a woman, with a similar history, may have 9.5 out of 10 attributes and will focus on the half point that they feel they might not have to convince the interviewer that they may not be ready for advancement.

I want to end with a couple of ideas for the women reading this (or the men reading that can pass this message along to women). First consider attending our [Women In Leadership](#) events. I have attended a number of them and found that each speaker has provided wisdom and motivation.

As well, nominate a woman (or a man) for the [2020 Leadership Character Awards](#), to be held at the Georgia Aquarium on 10/28/20.

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