



CROWNING SUCCESS

Empowered Women in Insurance



WOMEN IN LEADERSHIP



**Above-Average
Profits**



**Do More
with Less**



**More
Adaptable &
Resilient**



CHALLENGES



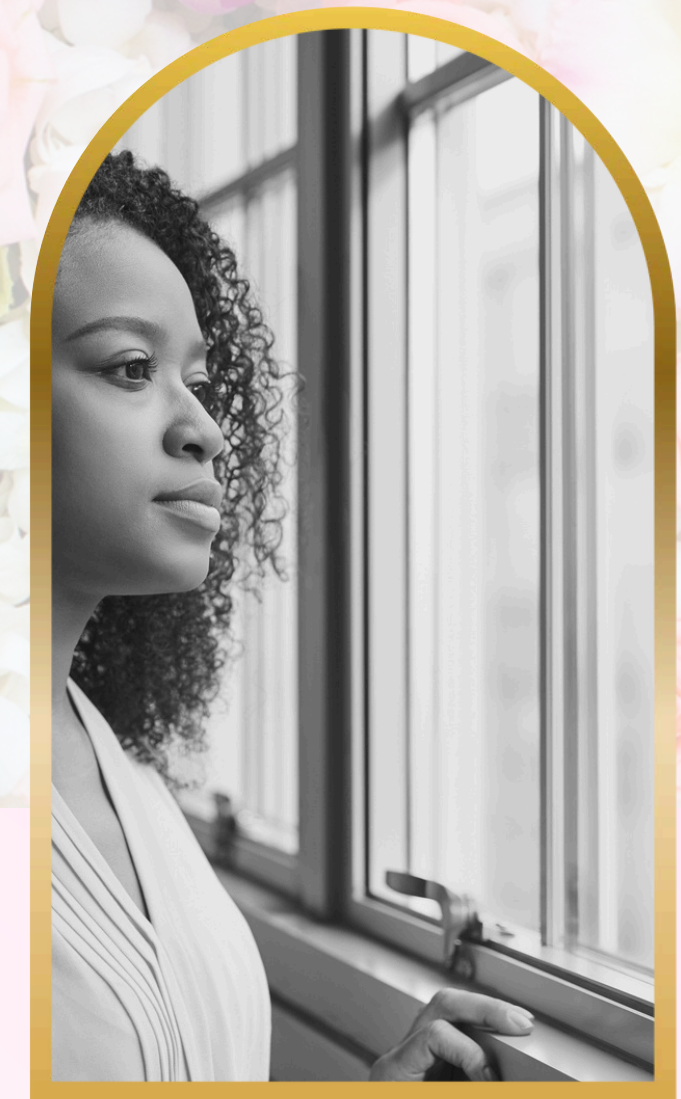
Fear of Failure



Imposter Syndrome



Comparison



Scarce Opportunities

MY JOURNEY

Accounting
Degree

Co-Founded
Start-up
Agency

Founded
Angela Adams
Consulting

Independent
Agency in
Augusta, GA

Started
Family



Angela Adams Consulting

Shining the light to your success



NAVIGATING OBSTACLES

“ —
| Best kept secret in
| the industry”

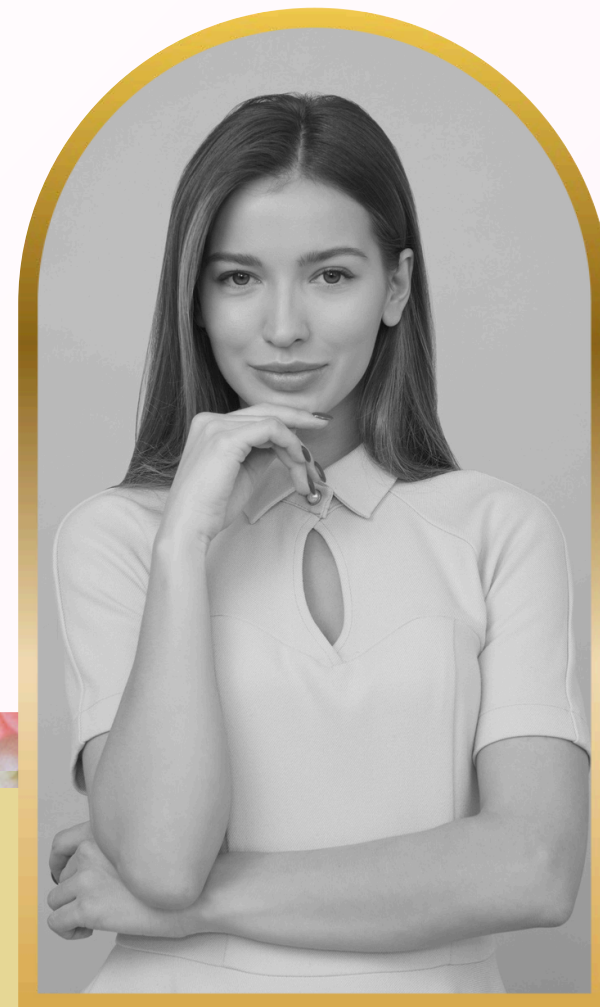




OVERCOMING OBSTACLES



**Embrace
Failure**



**Own Your
Gifts**



**Seek
Synergy**

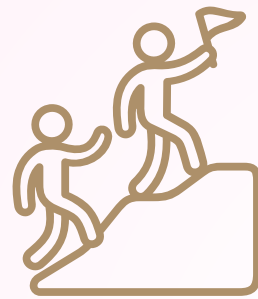


**Abundance
Mindset**

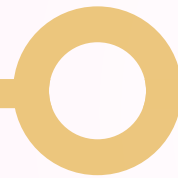
EMPOWERING OTHERS



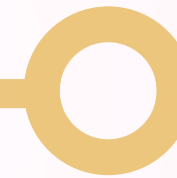
**OOPS
Policy**



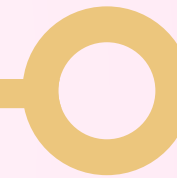
**Leadership
Development
Program**



**Employee
Success
Program**



**Our Leadership
Structure**





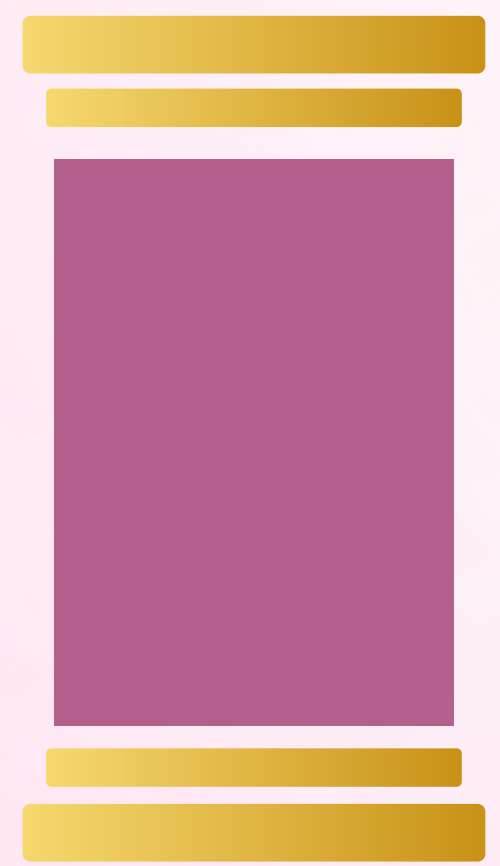
LEADERSHIP DEVELOPMENT PROGRAM

- Identify future leaders of the company and deliberately create learning experiences for them.
- Foster a synergistic environment that strengthens the overall team and is motivated for success
- Position the company for growth and longstanding success.

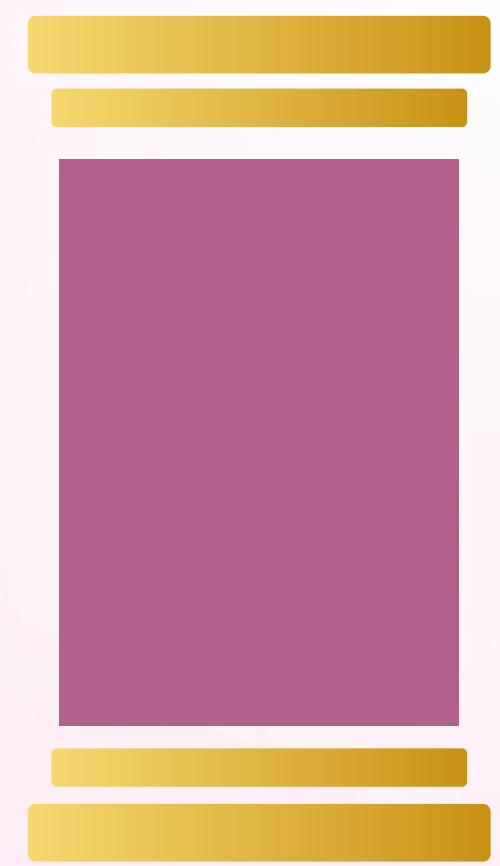


PILLARS OF *Leadership Development*

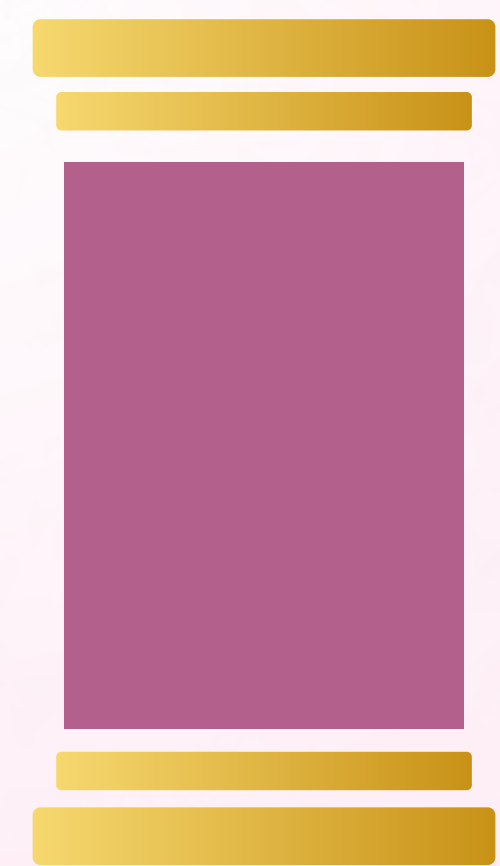
Self-Awareness



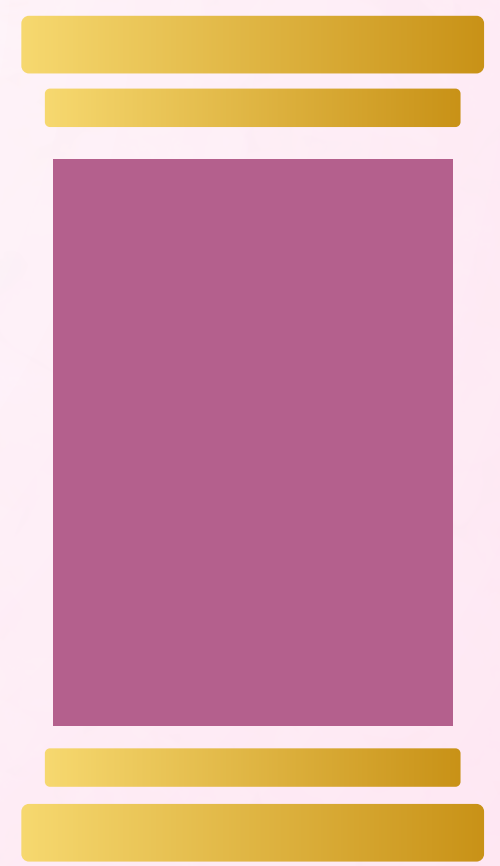
Organizational Awareness



Effective Communication Skills



Strategic Mindset





oops!

POLICY

- O** Openly communicate with the supervisor
- O** Offer a sincere apology rather than excuses
- P** Provide alternate solutions and resolutions to the mistake
- S** Stand Tall; learn from your mistakes and move on

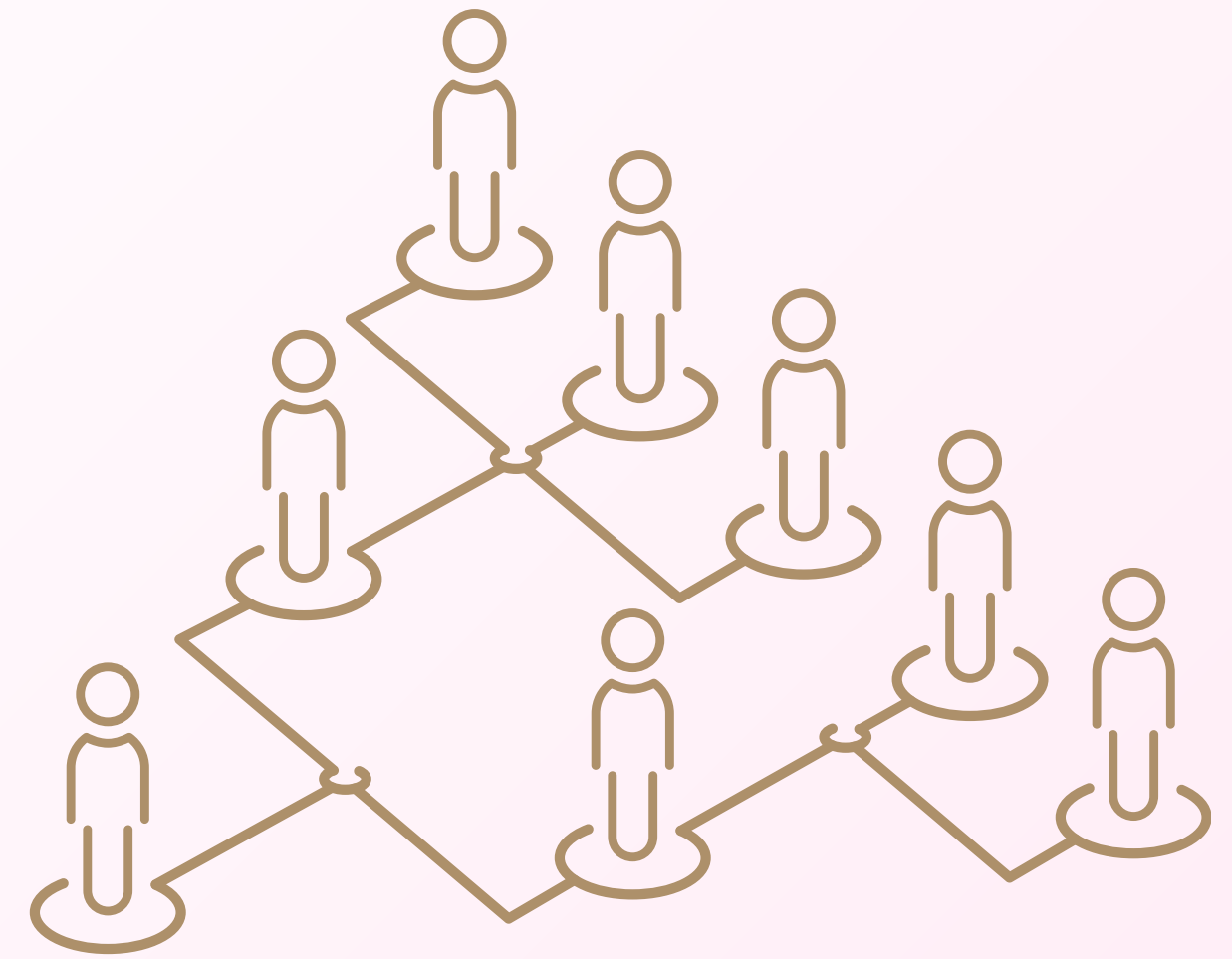
EMPLOYEE SUCCESS PROGRAM



- **Beyond new hire orientation.**
- **Individual training plan to clarify how to be successful in their role.**
- **Frequent check-ins from HR and leadership.**
- **Surveys for continuous improvement.**
- **Career paths to see how to get where they want to grow.**



LEADERSHIP & STRUCTURE



- **Secure the future**
- **Opportunities for growth**

BUILDING SUPPORTIVE WORKPLACES

**Avoid
Undermining
Colleagues
in a Public
Forum**



**Instead of
positioning
yourself as a
victim,
navigate
obstacles with
resilience and
determination.**

**Address
concerns
directly with
the individual
before
involving
higher
management.**

**Approach
feedback with
openness and
composure,
avoiding
defensive
reactions.**



**Recognize
that low
self-esteem
may lead to
overcompen
sating with
harshness**

**Resist the
urge to argue,
and focus on
finding
solutions that
benefit the
team and
organization**

INSIDE EACH OF US...

THERE IS A BATTLE OF 2 WOLVES

One is evil

It is anger, jealousy,
greed, resentment,
inferiority, lies, and
ego.



The other is good

It is joy, peace, love,
hope, humility,
kindness, empathy,
and truth.

The wolf that wins is the one you feed.

BALANCE & PRODUCTIVITY

How Women Create Workplaces That Thrive Through Harmony and Purpose



**Focus on
Win-Win**



**Embrace
Opportunity**



**Holistic
Problem
Solving**



**Empower
Others**



Article, by Joe Lanzafame, describes a disagreement between electric utilities, contractors, and public utility commissions.

A WIN-WIN SOLUTION

- repowering
- heat rate improvement

a way that... planning, which... than ever before.

plex

boilers, which... available as candi... repowering. Also, the perception

Continued on back page

Management's Direct Line

As we all know, electric utilities today are besieged by demands from their public utility commissions. Utility costs and operating practices are being scrutinized at a level never before experienced. At the same time, utilities are expected to produce the maximum amount of power from facilities which are already in operation. Rather than merely cutting costs, utilities can reduce regulatory pressures by increasing the value they receive for their expenditures and for their investments.

One way to address the need for a "Value Added" approach is incentive contracting. In an incentive contract, some of the fees to be derived from a particular project are put at risk and awarded to the contractor only in proportion to its contribution to the project. In using this incentive concept the client and contractor

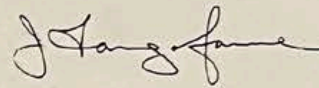
must develop a set of attributes against which to measure performance. Scores achieved by these measurements are then used to determine the fees for a particular period. Attributes most frequently include: Productivity, Quality, Project Management, Cost and Safety.

As a project progresses, the attributes measured tend to change, based on project objectives. When performance in particular areas reaches the highest reasonable level, new challenges for improvement are set. Attributes garnering low scores will draw the combined attention of the contractor and client. The efforts needed to improve are then focused in these areas.

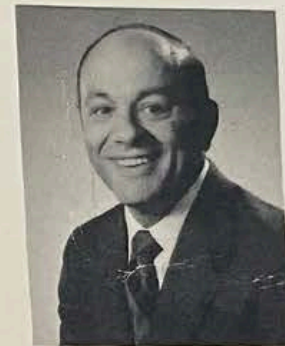
There are many advantages to incentive type contracts: communication increases between the client and contractor, incentives exist for continuous performance improvement, and there are monetary incentives for the contractor to add value to the project. In addition, each perfor-

mance evaluation provides a record of the owner's management of an interface with the contractor.

A "value added" approach can make everyone a winner. The contractor wins because he has the opportunity to be awarded increased fees. The utility wins because overall operating and maintenance (O&M) costs can be reduced, while plant availability can increase. Finally, the ratepayers win because the added value achieved by higher availability and lower O&M costs can result in a lower future cost of electricity.



Joe Lanzafame
Power Sector
Vice President,
Operations



"...can make everyone a winner. The contractor wins.... the utility wins.... the ratepayers win..."

EMBRACE OPPORTUNITY

Seize
Leadership
Roles

Take
Initiative

Cultivate a
Growth
Mindset

Expand
Skillsets

Be Open to
Change



...and Support Others' Growth



HOLISTIC PROBLEM-SOLVING



- **Consider Multiple Perspectives**
- **Integrate Emotional Intelligence**
- **Encourage Collaborative Thinking**
- **Focus on Long-Term Impact**
- **Adapt to Change with Flexibility**
- **Prioritize Well-Being**



EMPOWER OTHERS



- **Mentor and Guide**
- **Encourage Confidence**
- **Promote Collaboration**
- **Celebrate Achievements**
- **Offer Constructive Feedback**
- **Foster Autonomy**





BE THE WOMAN WHO FIXES ANOTHER
WOMAN'S CROWN WITHOUT TELLING THE
WORLD IT WAS CROOKED ✨



READING RECOMMENDATIONS

- **The Coaching Habit – Michael Bungay Stanier**
- **Daring Greatly – Brené Brown**
- **The 15-Minute Miracle – John P. Strelecky**
- **The Gifts of Imperfection – Brené Brown**
- **Lean In – Sheryl Sandberg**
- **The Energy Bus – Jon Gordon**





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Shining the light to your success



THANK YOU!

www.AngelaAdamsConsulting.com



KAIA
Kansas Association of Insurance Agents