



Empowered Leadership & The Power of No

Stepping Into Your Power &
Finding Joyful Success
By Saying No



My Top Four Fun Facts



1

I Am A Serious
Swiftie



2

The One Clothing
Item I Can't Stop
Buying



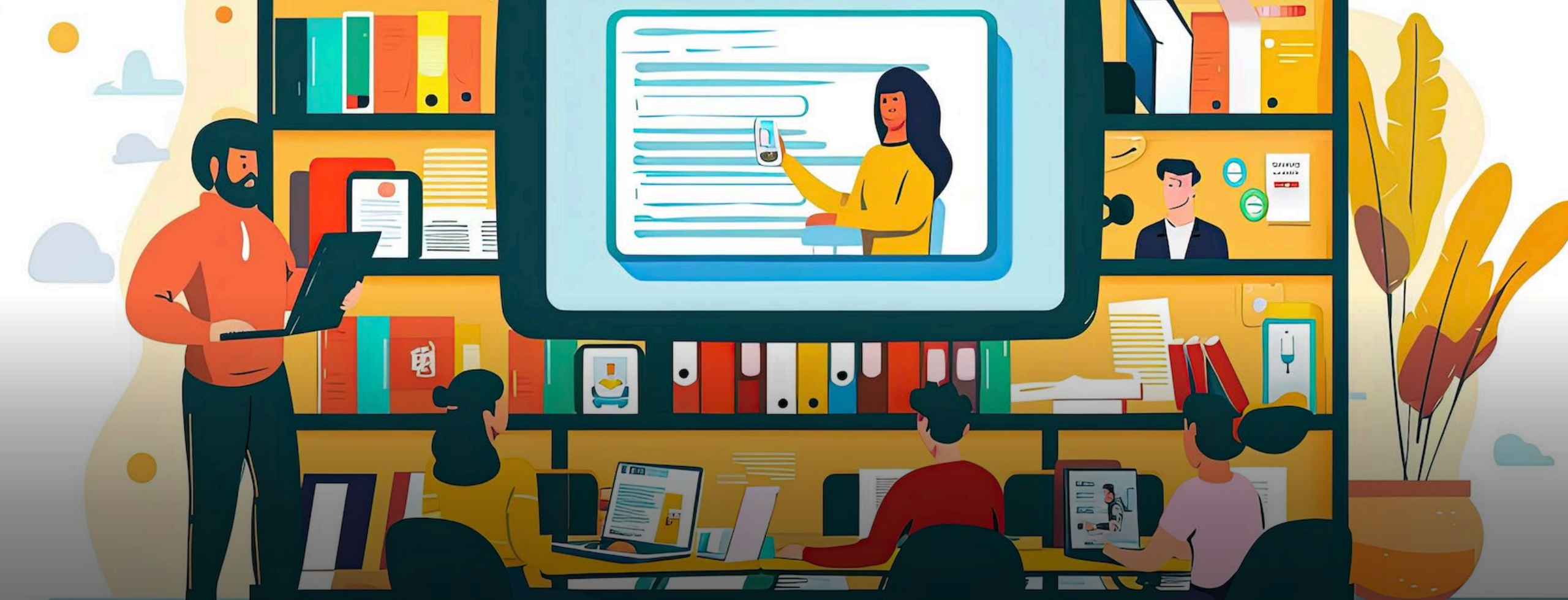
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The Beauty Product
I Own a Gizillon
Of...

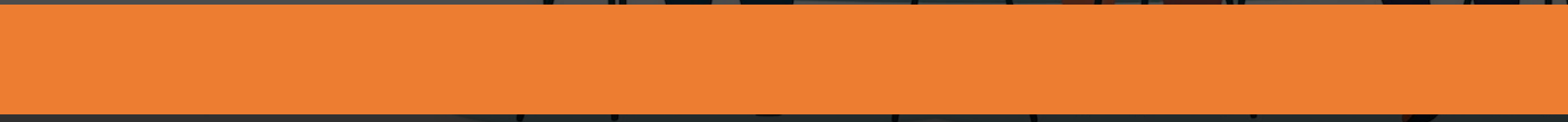


4

My Longest
Netflix Show
Hole...



Changing Workplace





are worried about losing their jobs**

** Edelman Trust Barometer 2024



are reevaluating
how they spend
their time**

** Edelman Trust Barometer 2024



believe that employers need to rethink what work means to employees**

** Edelman Trust Barometer 2024



Say they have been influenced by their coworkers in their 20s in these areas:

- Work-life boundaries
- Desire for career success
- Mental health

What are you facing?

Burnout &
Mental
Health

Lack of
Recognition
&
Appreciation



Adapting to
Technology
Shifts

Multi-
Generational
Workplace

Career
Development
Opportunities

AI

Diversity,
Equity &
Inclusion

Hybrid
Work

Pay
Expectation

POWER 

The effortlessnessowning of yourself.



“

When you own your truth, you own your power.

—Unknown

True power comes from standing in your own truth and walking your own path.

—Elizabeth Gilbert

I was once afraid of people saying, “who does she think she is?” Now I have the courage to stand and say, “This is who I am.

—Oprah



”

You weren't made to replicate, obey or stand in the shadow of another person. You were made to stand in your own power and find the truth in your Soul.

—Loner Wolf

Excuses are your lack of faith in your own power.

—Byron Katie

A New Type of Power

The Era of The
Inclusive Leader

Transitioning from a
“heroic” leadership structure
to an “adaptive inclusive”
leadership structure rooted
in collaboration, flexibility
and emotional intelligence

Power

A Changing Landscape

- 
- Globalization
 - Diversity
 - #metoo
 - Changing Workforce
 - New Role Models of Power
 - Social Media & The Personality of Leadership

What is it?

- **Fully Owning and Trusting Yourself**
Standing on a solid foundation of rock
- **Knowing Your Strengths and Weaknesses**
Trusting your ability to manage both
- **Putting Your Worth in Your Own Hands**
Filtering criticism (learn or let go)
- **Anchoring to Your Badass Self**
Calling up and standing in your power

It is
Not

- **Conforming to Others Views on Power**
Becoming someone else won't work
- **Doubting Yourself**
Diminishing gifts/talents as humble
- **Putting Your Worth in Other People's Hands**
Taking all feedback and criticism as valuable
- **Giving Away Your Power**
Living to complain, please or perfect

How Do I Get It?

- Living In Your Truth/Being Your Badass Self
- Making Decisions From a Calm Lake
- Leveraging Ying Energy and Intuitiveness
- Setting Aside Need to Be Like vs. Respected
- Being **You**, Being **Seen** and Being **Real!**

A Balancing Act



Confident
Craves Responsibility
Logical
Disciplined
Assertive
Strong Presence
Direct & Purposeful
Seeks Appreciation
Analytical
Competitive
Focused



Intuitive
Vulnerable
Reflective
Grounded
Creative
Supportive
Trusting
Nurturing
Empathetic
Body Language
Patient

BALANCE



How We Give Away Power

- Confidence Gap
- Pleasing
- Complaining/Negativity
- Overdoing/Overcompensating
- Asking for Permission
- Fitting In
- Apologizing/Overexplaining
- Masking True Self/Hiding
- Chief of Staff vs. Leader

Key Block

Can I be in my power
when someone more
powerful is in the
room?

YES

How?

Respect Doesn't Have To Mean Submission

- Respect means an attitude of consideration or high regard
- *Deference means humble submission* and respect

Your Voice and Contribution Is Needed and Important

- You can stand in your power and not overstep
- If you aren't contributing, you are not needed

Being Fully Seen Is Not Outshining

- Turning down your light can be misread and detrimental

How To Own Your Power

Key Steps

1

Decide

2

Trust Your Intuition

3

Don't Give Your Power Away

4

Stay Flexible and Committed To Evolve

5

Focus on Progress **Not** Perfection

6

Come from Joy



Power
Up



Empowered
Leadership &
The Power of
No



The Dangers of Being A Workhorse



It's Called Delegation

Benefits:

For You:

- Higher likelihood of advancement
- Reduced workload
- Improved speed and quality of decisions
- Greater respect from workers

For Your Team:

- Increased motivation
- More opportunities for professional development
- Greater feeling of empowerment
- Strengthen relationship with leader

Women *are less likely to delegate than men* and are *more likely to feel guilty and fear backlash about doing so*. Yet, *women who delegated outperformed those who did not.****

Truth Quiz

What is Stopping
You from Saying
NO?

1

Fear of backlash or disappointment

2

Sending a message you can't handle workload

3

My way or the highway/control freak

4

Conflict avoidance/fear of disappointing others

5

I can do it faster/creates more work

6

All of the above

Changing Your Perception of NO!

X

It Isn't

- Giving Away Power
- Abdicating Responsibility/
Irresponsible
- Being A Team Player
- Dropping The Ball
- Stepping Back/Working Less

✓

It Is

- Standing In Your Power
- Delegating
- Being A Role Model/Leader
- Staying On Your Side Of The
Street
- Working Smarter & More
Centered

BOUNDARIES BABY!

“Daring to set boundaries is about having the courage to love ourselves even when we risk disappointing others.”

Brene Brown

BOUNDARIES BABY!

“No, is a complete sentence.”

Anne Lamott

BOUNDARIES BABY!

“The only people who get upset about you setting boundaries are the ones who were benefiting from you having none.”

Anonymous

BOUNDARIES BABY!

“We teach people how to treat us: You either teach people to treat you with dignity and respect, or you don’t. This means you are partly responsible for the mistreatment that you get at the hands of someone else.”

Dr. Phil

What are Boundaries?

Guideline on how you want to be treated

Ensure relationships are mutually respectful, appropriate and caring

Demonstrate that you deserve to be treated well and with respect

Model leadership, accountability and collaboration

Manage emotional, energetic and physical space

Tough Love Time

Stand in Your Power
& Find Space to Say
Yes!!!

It is NEVER limited to just Yes or No

You always have a choice

Whose problem is it really

Stay in fact – not story

Get inventive/resourceful

Be the coach/mentor NOT the fixer


Don't give away your power

So...
How do
you start?

Do An Assessment of Your Life & Where You are Feeling:

- Energy being drained
- Angry/resentful
- Overwhelmed
- Frustrated
- Sad

How to
determine
if and
when a
boundary
is needed?

The  Step

Boundary
Test

The Step

Boundary Test

Think of a situation, decision or pattern that you feel significant frustration, overwhelm or burden when it comes up. Please write it down.

(A family member asking you to do something; a co-worker overly depending on you to finish their work; a commitment you made that has you stressed out; family commitments; etc..)

Now ask
yourself
these
questions...

1

Why would I say yes?

(Get quiet, breathe in and out and ask yourself why you are saying yes; is there another reason to say yes besides pleasing or fear of disappointment)

Now ask
yourself
these
questions...



What can I control?

(Look at the facts, not any story and determine what is in your control.)

Now ask
yourself
these
questions...



What is this going to
cost me?

*(Get real here. It is not enough to say
time as a cost. Go deeper. What will it
cost you to spend time on that vs. your
own work, your life, your health, etc...)*

Now ask
yourself
these
questions...

4

Is this in alignment with
the leader/
mentor/team member I
want to be?

*(Is this in integrity with who you are, what
you value, what you want to model to
other team members, colleagues?)*

Now ask
yourself
these
questions...

5

How can I manage
this and stay in
integrity?

(If you decided to say yes: how can you do this and stay in integrity with yourself and move forward with high energy? Be creative. Examples: What I can control; manage around other aspects of your life; make peace with decision; find value?)

Setting Boundaries in the Future

After completing The **5** Step
Boundary Test, if the answer was...
**I NEED TO/WANT TO SAY NO OR
SET A BOUNDARY.**

Here are your options:

- Say no and stop talking
- Find another way to make it happen
- Reschedule when it works for you

Setting Boundaries in the Future

After completing The **5** Step
Boundary Test, if the answer was...
I WANT TO/HAVE TO SAY YES!

Here are your options:

- Isolate/define your role
- Partner with someone to complete
- Surrender and go forth in high energy
(humor helps)

Setting Boundaries in the Future

Pause before answering to think about the commitment you are making – **CREATE SPACE:**

- I am going to need to think about that.
- Right now, I am focused on xxx. I will get back to you.

A New Mindset

Key Take Aways

Shifting from doer and pleaser to LEADER

You MATTER

It is *not* about time it *is* about priorities

Be creative, curious and resourceful

A doormat will always get stepped on

There is always an opportunity to reset
and recover

Managing Your Energy When Setting Boundaries

Practice, Practice,
Practice

Start Small

Stand in your truth and Power

Don't apologize, explain or justify

Make peace with your decision – no
replaying or guilt

Don't be a victim of emotional blackmail

You teach people how to treat you and it
may take time to re-train

22 Key Phrases

To Use to Start Saying
No and Setting a
Boundary

CRAZY BUSY
WOMEN
IN **BALANCE**™



1. No, I can't make that.
2. **That doesn't work for me.**
3. **Can you do tomorrow at __:__ instead.**
4. I will need to leave at 4:00pm today.
5. **What is okay is _____. What is not okay is _____.**
6. What is important right now is _____. So, let's focus on that.
7. In the future, it would work better for me if _____.
8. This is not a good use of our time. It would work better for me if we _____.
9. I am no longer able to _____. We will need to find another solution.
10. **I need help with ___ in the future. Who can we assign to work with me on this?**
11. I don't have the bandwidth to take that on right now but would be happy to _____.
12. **What is best for me is _____.**
13. I have another commitment and won't be able to make it tomorrow.
14. Thank you for inviting me. I won't be able to make it.

15. I am more than happy to give you guidance on _____ at 10am.

16. There are a lot of critical path items that I need to focus on right now.

17. What would be best for me is if we set aside 15 minutes tomorrow and you can walk me through what you need and how we can create a path forward.

18. The best way for me to help you with this is for you to schedule time so I can give you my full attention.

19. As you know, we are up against some pretty big deadlines. I know you need my time. What is best for me is for you to put together what you need and how best I can help you and we will talk today at _____.

20. I am in the middle of my busy season and would appreciate if we can do this after _____. If not, you will have to find someone else to take the lead on this.

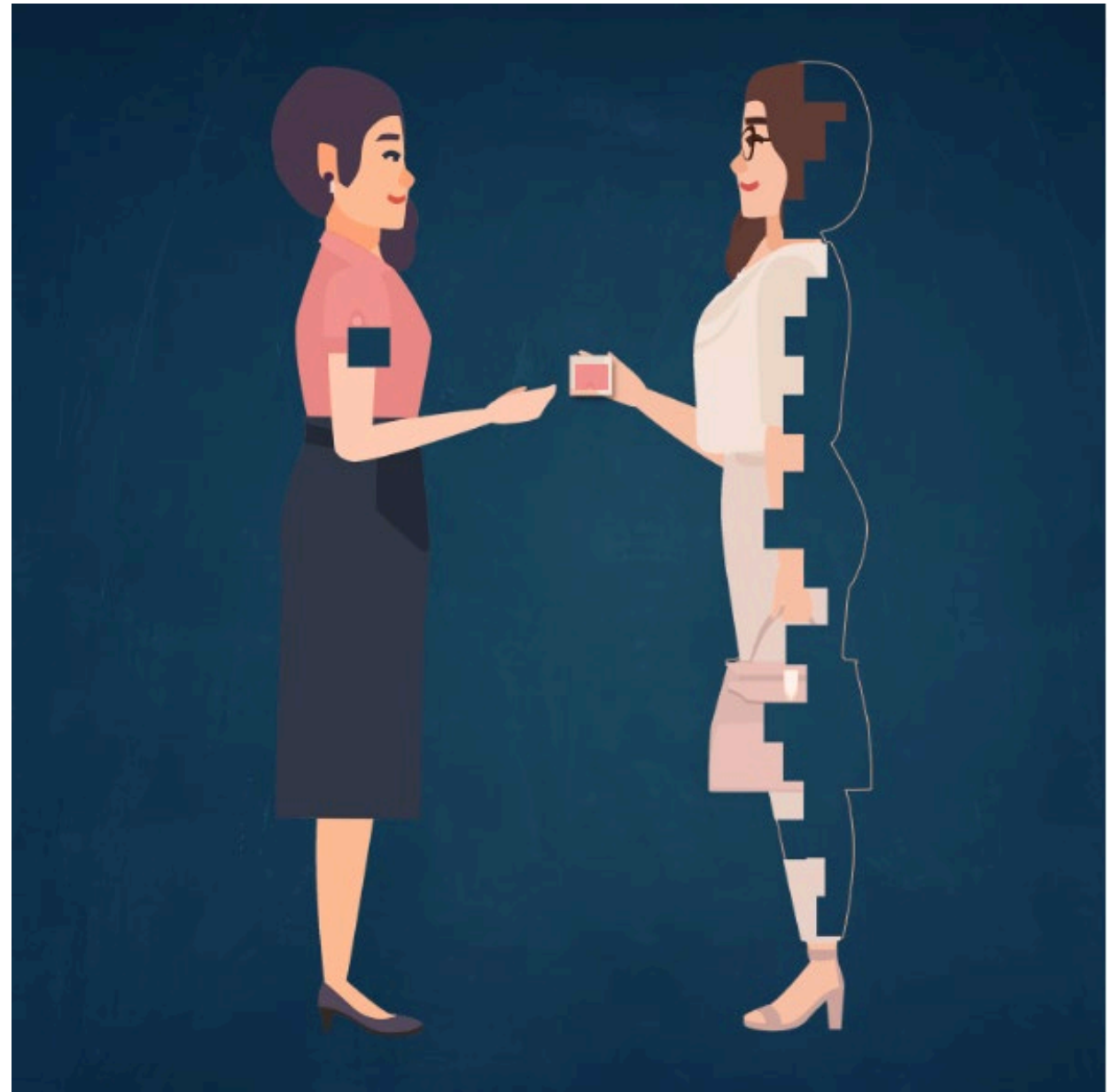
21. Happy to help you/guide you tomorrow at _____ right now I have a full day of meetings.

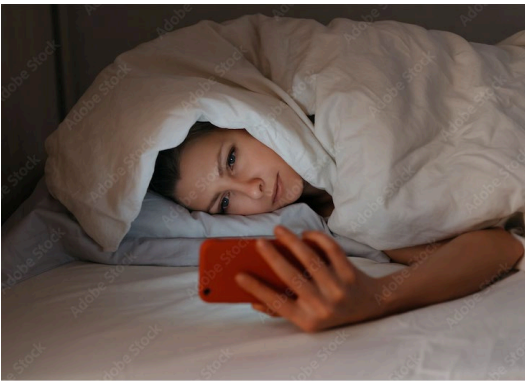
22. I really need you to step up and handle this. Happy to coach you but I can't do it for you.

RISING STAR Scripts:

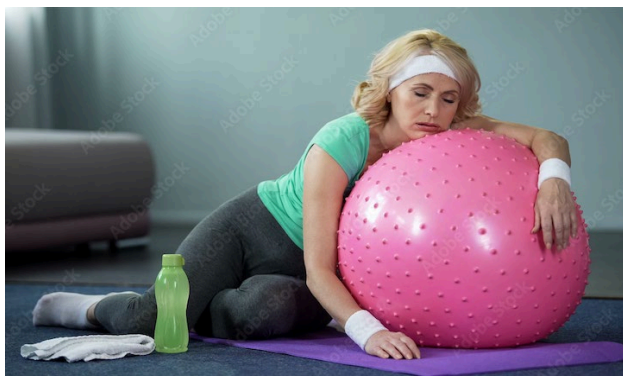
- 1. Right now, I am focused on xxx which is a critical path item, please let me know if you would rather me focus on xxx, happy to do it.**
2. I am not sure I am mission critical at this meeting and my time might be better spent on xxx. Let me know your thoughts.
- 3. I am in the middle xxx and would appreciate if we can do this after _____. If not, we may need to extend deadline.**
4. I am pretty buried on the xxx assignment. I could really use your thoughts/ advice on prioritization of the work we have right now.
- 5. I have to leave early today and wanted to let you know.**
6. We are working on it and will have it ready by the deadline.
- 7. We are facing xx obstacle/issue on delivering this project in the time you requested would love to discuss work arounds.**
8. I am going to be off the grid tonight wanted to let you know.
- 9. I have a conflict at that time but could do xxx tomorrow.**
- 10. Happy to help once I finish with xx as I committed to getting it done by xx.**

My Mission:
To Teach You
that You Matter
& Success
Doesn't Have to
Cost You, YOU!





IT IS
NOT OKAY
ANYMORE





YOU  MATTER



A black and white photograph of a stone pier extending into a turbulent sea. The pier is made of large, rectangular stone blocks and has several dark, cylindrical bollards along its edge. The sea is rough with white-capped waves crashing against the pier. The sky is overcast and grey. The text "It is a choice" is overlaid in the center of the image in a large, white, sans-serif font.

It is a choice

A scenic photograph of a wooden pier extending into a large body of water at sunset. The sky is a mix of deep blue, orange, and purple, with wispy clouds. The water is dark blue with gentle ripples. The pier is made of weathered wooden planks and leads the eye from the foreground towards the horizon. The text "It is a choice" is overlaid in a large, white, sans-serif font across the middle of the image.

It is a choice

**Let your inner
superhero come
out to play!**



You are WORTH a 45-minute Call!!!



**Book Your FREE
Breakthrough
Call – NOW** →





Our Gift To You

The NO Cheat Sheet!

For Free Cheat Sheet go to:

<https://bit.ly/3M6UF8a>

**AND Book Your FREE
Boundaries Coaching
Call – NOW** →



SCAN ME

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