



GLOBAL
LEADERSHIP
LEAGUE

THE 2019 SURVEY

Amplify

A Snapshot on League Momentum



PIEoneer of the year

Celebrating achievement and innovation
in international education

The Global Leadership League

The Global Leadership League was established by a group of experienced female international educators, committed to creating a strong future for our field by raising the leadership potential of professionals. We are not an organization that trains “what” you do, but rather “how” you do it.

Just Three Years Ago

We began the organization in May 2016 by offering a networking reception and workshop immediately following a large conference in Denver, Colorado. Overwhelmed by interest and enthusiasm for the topic, we set forth to learn how we could best serve global education professionals.

Our initial survey results were not surprising. Respondents across the globe told us they needed help with **Negotiation, Strategic Thinking, Influence, Coaching Staff, Creative Thinking, Managing Up, Stress Management, Conflict Resolution, and Change Management**. Sound similar to your own challenges?

In early 2017, we convened a group of key leaders to build our mission. The League aims to:

- Address the ‘global’ nature of our profession/industry;
- Invest and promote the professionalization of our field;
- Provide a safe space to learn, discuss and be coached on challenging common leadership topics;
- Empower personal strengths development;
- Build technical skills.

To help bring this to life, we implemented these key pillars:

- We knew community building was the cornerstone of learning, so we provided a way for people to gather in a **simple membership** format either as individuals or organizations.
- We thought the power of learning from **experts outside our field** could bolster our understanding and evolution, so we created **content-expertise webinars** and **in-person events** with key business leaders, authors and change agents.

Today, we have welcomed over 1000 members including 18 Advocate organizations who receive unlimited membership for their employees. **And we are a fully vetted 501(c)6 non-profit.**

We currently offer free online programs for our members such as mentoring circles, career coaching and webinars. Content and topics will evolve and the executive team strives to create excellent resources and connection points for you to learn new skills. Our in-person gatherings include signature events with speakers or more casual LINKS networking opportunities. Our intention is to also build longer-term training and travel-learning programs so we can engage members in more impactful experiences.

Leadership learning is a lifelong pursuit for ALL genders, orientations, career-paths, and locations.

We hope to give space and time to the diverse needs in the field. This is not an easy mission, however, we promise to do our best to listen, learn and grow with those who want to advance their leadership potential.

The Leading Team

The League is a volunteer-run organization. Our goal is to grow to a point where we can employ staff to carry forth programs and services. Until that time, we have been fortunate to gather an incredible group of 25+ women who serve as the Executive Team and Volunteer Team, and who dedicate their volunteer hours each week to help manage the core aspects of The League. We are grateful for their talent and commitment to this important mission-driven organization. A list of volunteer leaders is found on page 12.



Members of the Global Leadership League Executive Committee at a planning luncheon in Philadelphia during NAFSA 2018.

Join the Conversation

It takes an adventurer to create meaningful change and you, as our members and interested supporters, are a part of a key group who helped us create The League. If you are a current member—either individual or organization—we know you are paying attention to our work and we hope to give you easy access to programs, robust content and new ways to connect with your peers in the field. And, if you are not yet a member, we hope you will consider joining the conversation this year. For \$70 USD per individual, you will hopefully find meaning by putting your name to the cause and also find thousands of dollars of value in the free programming for members.

This report contains a snapshot of the work we have accomplished in the last two years and our hopes and dreams for the future. We hope you will take a moment to catch up with our initiatives and get involved.

The League is transforming the landscape of international education and our ability to have challenging conversations in radical ways. Instead of being excluded from this conversation, The League offers virtual and in-person spaces to engage.

**Dana Tottenham, Senior Associate Director, Global Internships, Emory University and
The League's Director, Vibrant Content**

Focus: Amplify

Each year, we choose a theme to explore. After delving into Influence, we selected **Amplify for 2018-2019.**

In 2016, the *Washington Post* highlighted an important practice in place at the White House during the Obama administration: **amplification**. When female White House staffers found that their efforts to be heard during important meetings were lost amongst competing male voices, the strategy to emphasize salient points was born. When a woman introduced an idea or key concept, another woman in the room would repeat, attributing the idea to its original source.

We've heard from so many League supporters over the past year who have been in a similar situation in their career—whether around a conference room table or in a one-on-one meeting—where they have felt their value diminish because others have claimed ownership over their ideas.

Amplify / amplə fī / verb: increase the volume of (sound), especially using an amplifier

Take action: increase the volume on dialogue around advancing women's leadership in the field:

- How do we amplify the work we do?
- How can we continue to navigate our careers, balance our personal passions and goals, and advance our leadership skills?

Amplify / amplə fī / verb: cause to become more marked or intense

Take action: mark your passion and intensify your motivation:

- How can we create space for inclusion and equity?
- How can we unlearn old habits and strengthen our efforts to overcome bias and amplify value?

The League's call to **amplify** this year was a response to members who strive to continue to enhance the impact of their daily work, whether at the office, in the community, or within personal relationships. We challenge our membership to continue to refine their leadership message and **amplify** their work to meet personal and professional goals.

Successful leadership is supported by passion, and we know our field is filled with those motivated to work by personal stories of transformation and marked moments of significant learning rooted in times of challenge. The work we do creates leaders, and as we amplify their voices through international engagement and experience, we amplify our own stories and the stories of those who share in the work.

Amplify / amplə fī / verb: enlarge upon or add detail to.

Take action: enlarge or add detail to your leadership strategy:

- **Increase the community** - connect with, learn from and feel supported by a community that shares your goals.
- **Intensify the heart** - outline your passions and dreams, streamline your efforts, set clear and achievable goals.

CALL TO ACTION

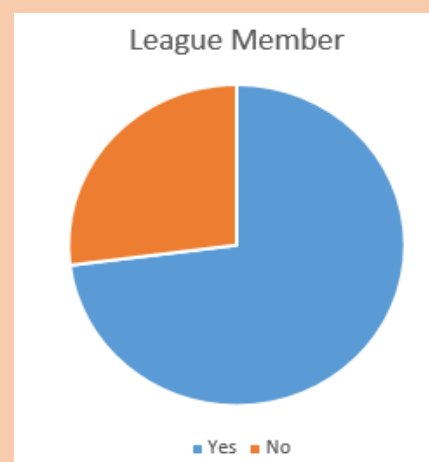
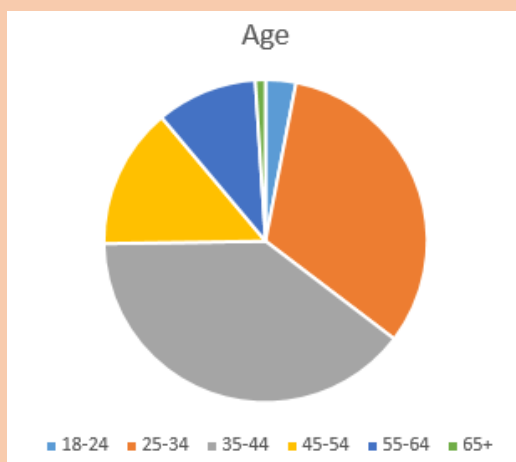
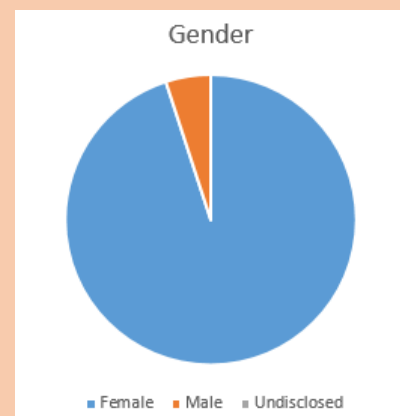
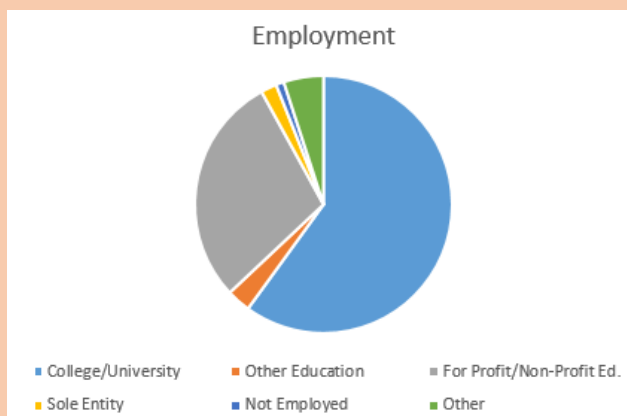
Our call to action for our membership is to continue to assess the work of amplification:

- How will you continue to amplify your voice?
- How will you amplify the voices and work of others?
- Who in our culture traditionally holds leadership power and how can we disrupt the established paradigm?
- How can your impact be amplified alongside the work of our field?
- In an increasingly polarized society and nationalistic movements taking root around the world, what ideals will you continue to *amplify*?

We asked 2018 CIEE Annual Conference attendees these very questions. They gave us great feedback found in this report at www.globalleadershipleague.com/page-18218. Let's keep up the conversation!

Annual Survey Says...

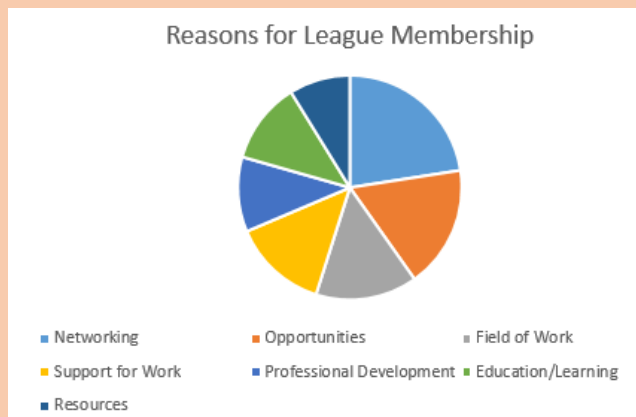
In 2019, the Global Leadership League launched its first annual survey to gain insights and measure progress toward empowering, connecting, and training global leaders. We received responses from 146 people from five countries with the following characteristics:



Amplified through League Programs

The Global Leadership League has built an innovative collection of programs to amplify and develop leadership skills. All League programs are created by a dynamic group of volunteers who invest their time, talents and treasures in service of others.

Annual Survey Says...



CAREER COACHING

Career Coaching provides League members with a short-term “coach” to provide guidance and insights into a particular issue, such as searching for a new job, developing a budget or working through a tough supervisor issue.

With a knowledge pool of 39 coaches to draw upon, our **2019 Annual Survey** respondents say you are interested in obtaining support with career pivots, leveraging global work experience and negotiating (especially salaries), just to name a few. Members can request a coach or share interest to coach at www.globalleadershipleague.com/Programs#career-coaching.

WEBINARS

The League offers a robust menu of webinars, from which 500+ attendees have gained insights from one or more topics. Don't forget that League members can access webinars at any time - great for a quick lunch break or team training at www.globalleadershipleague.com/Programs#webinars.

Leading Through Complexity

Amplify Your Financial Power

Diversity Matters: Navigating Leadership as Women of Color

Gender, Parenthood & Career: An Australian Perspective

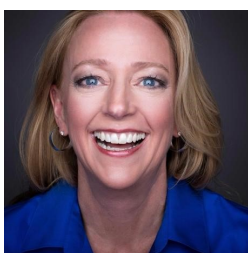
Amplify Your Leadership Through the Practice of Gratitude

Embrace Change: Amplify Your Career Negotiating for You

Build & Refine Your Personal Brand

The *Negotiating for You* content provided new skills to advocate for myself. I also loved the *Work/Life Balance from an Australian Perspective*—it gave me a new outlook on the issues that I struggle with—but from another vantage point.

2019 Annual Survey Respondent



The League's first Summer Series, ***Leading through Complexity***, was offered this year, designed by Barb Van Hare. This 3-part webinar series provides key leadership tools and techniques, including: *Complexity Compass: Where are You Now?*, *Compelling Vision: Where are You Going?* and *Commit to Action: Chart your Course*. As always, this series is available to all League members at any time, www.globalleadershipleague.com/Programs#webinars.

Globally Connected

Keeping with our name and mission, The League is truly globally connected, with members in 34 countries and gathering locally through League Information, Network, and Knowledge (LINKS) events to bring together members in casual, no-host settings.

The League also planned and hosted Signature events at the major international education conferences – AIEA, AIEC, APAIE, CIEE, EAIE, The Forum on Education Abroad, NZIEC and the annual book giveaway at NAFSA. We also co-hosted the Women in International Education Awards in Berlin with Lead5050, honoring women, men and organizations.



Locally Connected through New Alliances

Similar to a chapter, we support local international educators to gather, expand networks and acquire new leadership insights. We welcomed London, New Delhi and DMV (Wash, DC, MD & VA) and diverse Pacific Rim and European cities are in planning. Photo to left: India Alliance Launch, hosted by Sannam S4.

Conference Action

From the annual NAFSA signature conference where we raffle on-trend leadership books (selected and donated by the event sponsors!)...to the inaugural Think Tank for Senior Leaders, The League is always part of the NAFSA Annual Conference.



These League events are great – for a place like New Zealand where international education women are dispersed and networking opportunities limited, structured opportunities or casual are brilliant at raising awareness and building relationships.

2019 Annual Survey Respondent



Regional LINKS

This year alone, over 20 League members facilitated or hosted coffee conversations, no-host dinners and a Trivia Night for 150 local global educators. Regional LINKS events are held in almost all US NAFSA regions. Photo to left: LINKS event at Level 257 in Schaumburg, Illinois, USA.



L-R: London LINKS •
Global Internship
Conference Detroit ••
AIEC Perth

Amplified through League Programs

LIMELIGHT INTERVIEWS

Limelight Interviews, a hallmark program, provide an opportunity to shine a light on women and the pursuit of real-world viewpoints in the field. The interview style changes with every chat so that the section remains vibrant and fresh. Members are always encouraged to submit nominations for future features.

For example, **Wanayran Angerer**, CEO of Wanny Angerer in Moving Cultures. As the Plenary Speaker at Denver’s Forum on Education Abroad Annual Conference, The League featured her story in coordination with the conference.

“Wanny explains it is not enough to learn confidence, we also need to learn how to use this confidence, to stand out of the ground. It can start very simply with basic affirmations about ourselves.

Start at the foundations she tells me. Listen to your voice. It will sound different in every situation. Do we know our voice and how it connects with our bodies? Are we aware of the sounds our voice makes? Whatever is on your mind will come through your voice and also through your body language. Know your body. Listen to your voice.”



Eight women from around the world have been featured and are available on our website—enjoy and be inspired at www.globalleadershipleague.com/Limelight-Interviews.



IN THE VAULT

“How Can I Make My Value Known?” “My Boss is Living in the Past,” I’m Underpaid Compared to My Colleague”

In the Vault launched in March 2019 as a safe space to ask candid questions. Every professional—entry level, mid-career, and experienced—faces situations where they wish they had someone they trusted who would listen to their challenge and thoughtfully respond with ideas for addressed it.

This column is an anonymous space for League members to submit questions online and receive candid practical advice from ‘*Sophia Confidential*’. Check them all out at www.globalleadershipleague.com/Programs#in-the-vault.

The candid questions are valuable, especially in a small international education office—a fishbowl of the field—so it is nice to have an anonymous way to ask questions.

2019 Annual Survey Respondent

We're Not Done Yet: Building On Our Success

MENTORING CIRCLES

One of the cornerstones of a successful organization model is collaboration. The League launched Mentoring Circles as one of our hallmark programs, designed to connect 4-5 members around one topic for four months.

Over 400 members have participated in 103 circles to date, focused on *Blazing Your Career Trail*, *Designing a Well-Lived Life*, *Negotiation* or *Leadership*. More than half the Circles to date have focused on *Blazing your Career Trail*, where the curriculum focuses on skill building, self-awareness and plotting a path toward goals and greatness.

Our **2019 Annual Survey** told us you cannot wait to participate in new Circles. *Working Parents*, *Leading and Working Across a Multi-Generational Workforce* and *Navigating Workplace Politics* are just a few topics we are considering for the future.

My favorite part was receiving advice and feedback from my group members who were all in the International Education field but at different levels of experience and career paths. Hearing their responses and suggestion that had for you going forward was the most rewarding part of the Circle.

2019 Annual Survey Respondent

Members' Ideas for Future League Programs

We were thrilled with the ideas, input and comments in the **2019 Annual Survey**. You told us what you hope to see from The League in future, and what you hope never changes.

Leadership Retreats

77% would love to participate in a 1-2 day leadership retreat. Ideal topics include succeeding in inclusive management, negotiating and navigating career transitions.

Travel Retreats

60% are interested in attending a unique small group travel and learning experience—your own global adventure—to focus on a topic, your personal growth and expanding your networks.

Balanced Learning Pedagogy

Keep the virtual **and** in-person League programs and opportunities. Many of you prefer in-person as a preferred learning style, and balance on-line space due to constrained resources, e.g. budget and time.

Would love to see more of...

- Local events
- Management topics-all levels from senior to new supervisors + inclusive excellence
- Career Life Stages-the Big Move, mid-career, early on
- Intersectionality-complex identities
- Webinars in diverse time zones
- Job postings

Hope it never changes...

- Support and on-trend topics
- Mentoring circles
- Webinars
- Connecting
- Events
- Amazing content
- Safe space

Amplifying Our Membership

The Global Leadership League welcomes members who work in global education, in addition to colleagues seeking global networks, continuous professional development and safe spaces that The League offers. Our membership includes professionals from higher and secondary education, universities and colleges, and non-profit and for-profit organizations. We welcome both organizations and individuals.

EXTRA GRATITUDE TO FOUNDING CIRCLE SUPPORTERS

The League is very grateful for our Founding Circle Supporters—those organizations and individuals who joined the League in its first year, www.globalleadershipleague.com/Sponsors.



Join at a conference and get a pair of Wonder Women socks

I thoroughly enjoy and appreciate the information posted on the Members Only section of the website: Content Resources, Research & Outcomes, Past Webinars, News, etc. I especially like to have the opportunity to go back for reference. It's fulfilling... just good reading. Good to know.

2019 Annual Survey Respondent

MEMBERSHIP OPPORTUNITIES

Every member has free access to mentoring circles, all recorded webinars, serve as a career coach or receive coaching, members-only content, and a welcoming and safe space to share, learn and ask challenging questions and collaboration with other leadership initiatives.

Individual Member (\$70 USD*)

Organizational Member

Advocate (unlimited membership including home office, regional and global staff. \$3000 USD*)

- All Individual and ultimate sponsorship benefits

Supporter 1 (up to 8 members, \$900 USD*) or **Supporter 2** (9-15 members, \$1400 USD*)

- All individual member benefits + some sponsorship benefits

Not yet a member? Check out the complete membership opportunities on The League’s website under Get Involved/Membership Q&A.

I hope The League never stops recognizing that men are equally important for women reaching their leadership aspirations, and recognizing that some men also face similar barriers. And being cost-effective for becoming a member and for event registration. And for reaching outside of IE for perspectives and inspiration.

2019 Annual Survey Respondent

*Discounted membership is available to organizations or individuals located in countries defined as low and lower middle income by the World Bank. This enables colleagues, for whom the cost of membership is outside of their means, to access benefits.

*These fees are current as of April 1, 2019 and are subject to change.

2019 League Advocates

Advocates are partner organizations committed to providing professional development opportunities to their team and have committed resources to the Global Leadership League as a way to advance leadership learning for their organization. With unlimited memberships, all team members (home office, regional and global staff) are able to become individual League members and gain access to League resources.

Thanks very much to our current Advocates!

LEARNING ABROAD CENTER

UNIVERSITY OF MINNESOTA



CET ACADEMIC PROGRAMS



TERRADOTTA



A WorldStrides Organization



Global Leadership League Leaders

MISSION

The Global Leadership League is an award-winning professional organization with a mission to create awareness about gender dynamics and leadership challenges in global education. We provide opportunities for people to advance their knowledge, insights and skills in ways that can positively impact their organizations resulting in happier, more fulfilled and engaged professionals and empowered workplaces.

VISION

To revolutionize the landscape of global higher education where women's leadership—both person and qualities—are recognized and integrated into all levels of institutions and organizations.

Executive Team 2017-2019

Cynthia Banks, Interim Executive Director
Stacy Benander-McKay, Director, Marketing & Communications
Germaine Broadbent, Director Global LINKS (Europe)
Samantha Cameron, Director Global LINKS (USA & Canada)
Karen Einisman, Luna Communications, Director Marketing & Communications
Cori Filson, Director, Membership
Dawn Hewitt, Director, Global LINKS (AsiaPacific)
Kelly Holland, Director, Mentoring & Coaching
Kris Holloway, Director, Webinars
Martha Johnson, Advisor
Melissa Mace, Director, Research & Outcomes
Kim McGrath, Director, Global LINKS (USA & Canada)
Natalie Mello, Advisor
Malaika Serrano, Director, Workshops
Sarah E. Spencer, Director, Global Strategy
Dana Tottenham, Director, Vibrant Content

Team Leaders

Emily Busse, Coaching Program
Brittany Jackson, Newsletters
Erica Jorgenson, Mentoring Program
Chelsea Kindred, Curriculum Development
Katie Lander, Global LINKS (London)
Noreen Lucy, Limelight Interviews
Kelsey Luke, Website
Micaela Mathre, On Fire & Awards
Sara McGuinn, On Fire & Awards
Nikki Powers, Website
Amy Rell, Mentoring Program
Pamela Roy, Partnerships
Sandy Schoeps Tennes, In the Vault
Ashley Sinclair, In the Vault
Kanette Worlds, Limelight Interviews



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