



21st CENTURY WOMEN'S ENTREPRENEURSHIP & LEADERSHIP

ANNUAL CONFERENCE

APRIL 21-22, 2023 | CROWNE PLAZA MADRID AIRPORT, MADRID

Organizations identify and communicate their values in their strategic planning and organizational development efforts. These values encompass what the organization stands for and serve as its guiding principles. As organizations make serious efforts to identify their values, it is equally important for all leaders at all levels to identify their professional values and ensure a synergistic relationship or marriage between them and the organization's values. Value-based leadership has its origins in authenticity, morality, and ethics. Research shows that leaders who demonstrate this leadership style experience increased productivity and goal attainment, improved decision-making and communication, and stronger relationships.

Throughout the journey of our professional careers, we had to identify our professional values. As women leaders, we needed to know who we were, especially in the volatile, uncertain, complex, and ambiguous (V.U.C.A.) world in which we now exist and work. As a result, we discovered the profound need to identify our professional values and leadership styles, even though both may evolve as we continue our leadership journeys. We believe that these experiences are not unique to us. Women worldwide seek to show up as their authentic selves and create fulfilling and successful professional careers while remaining true to the character and ideals that matter most to them.

Further, as we navigate and build organizations within the ever-changing professional landscape, we must have a clear vision of where we seek to go and how we seek to get there. Coupled with that, we must understand, abide by, and implement the principles that will navigate the journey. Those principles are values. And as women leaders, we must be humble to revisit values in different chapters of an organization's life cycle and personal and professional journeys.

The workshop's purpose will be for its participants to identify their professional values

THE VALUES LEADERSHIP CONNECTION: UNDERSTANDING THE SYNERGISTIC RELATIONSHIP BETWEEN PROFESSIONAL VALUES AND ORGANIZATIONAL VALUES

Dr. Banafsheh Azizi¹ and Dr. Anika Davis²

¹Non-Profit and Organizational Development Expert, Consultant, Middle East

²CEO, Winning Results, USA

and understand how they can serve as guiding principles on their leadership journey. The workshop will be divided into two parts. During the first part of the workshop, we will cover leadership research on values-based leadership. The second part of the workshop will be working with workshop participants on identifying their professional values, defining each value, and circling back with their organizational values.

Biography

Dr. Anika Davis is an award-winning organizational strategist, implementation subject matter expert, and author. With over 20 years of corporate experience, she has partnered with executives and leaders to develop enterprise-wide strategic plans that provide clear pathways to full implementation and execution. An experienced professional with a successful career in organizational behavior and culture, learning and development, coaching, and the employee experience, Anika excels at working cross-functionally at all levels to ensure organizational goals are attained.

One of Anika's greatest passions is education. She is a graduate of Duke University, with a B.S in Psychology, and Argosy University, with an M.A. in Industrial-Organizational Psychology. She completed her doctoral studies at Vanderbilt University's Peabody College of Education Leadership and Learning in Organizations program. She is an accredited Kirton's Adaptive Innovator Inventory (KAI) practitioner. Anika is a proud native New Yorker who enjoys spending time with her husband and their teenage daughter, traveling around the world, and studying French. She believes that dreaming big is the only way to live life