

Hello to sis!

Please make sure you are on the waitlist for the Legendary Leadership Method.

The waitlist will close this Friday 7/22 and only those on it will get the most exclusive info about the Legendary Leadership Method.

In today's episode I want to discuss Corporate America being a system. I don't know about you guys but this was news to me. I thought that when I arrived at corporate America, I had made it out of the systems. Especially when I moved into white collar fields such as banking. No one said it directly but they indirectly I feel like our elders sold us on it being the promise land you know. Like if we could get the grades, get the degree, then get that good job then everything would be well. But unfortunately for so many Black Women in Corporate America it doesn't end up being as good of a thing.

There are two things I want you to know about Corporate America: The first is it's a system and the second is it has an objective.

Let's dive deeper into it being a System. Let me start with systems in and of themselves are not bad. We as humans have come to like or appreciate systems. If you take a step back what you'll find is that your daily routine is made up of a multitude of micro systems or processes. Its these systems that make your day-to-day more efficient. Take for example your morning routine for getting ready for work, if you have kids, they operate within the system you've outlined for how your

house operates. Like other system in America, it's important to understand how it operates system work.

Now in order for a system to work effectively it's going to have rules. Just like the rules that govern the system you use for your household. That rule could be as simple as when you come in the house you remove your shoes because it is an effective way of keeping the carpet clean, minimizing it's wear and preserving it's look. If we take this a step further in corporate America where the rules of corporate America are concerned is in the fact that we don't know them. To some extent we think we do know the rules, it's not until we get blindsided with an outcome that appears to go against the rules that we're like WTF is happening here. I thought you said if I do X then I would get Y. This sis, is why "playing the game" is not an effective strategy. In truth no one has made Black Women aware of the actual rules and that's why I created the Legendary Leadership Method. You think the rules are embedded in what is said or communicated but in reality, most of the actual rules are not spoken. You think the rule is "We have an open-door policy" meaning you can reach out to leaders if you have a concern. This is often communicated by top leaders to give the perception that they are there for you and they want to ensure proper actions are taking place. You think that this is the rule because that's what was said and in our culture that's what it is. The system however, is designed by white culture. There is nothing wrong with that in and of itself. Unless you don't understand the intricacies or nuances for how they communicate. The key nuance being they don't communicate directly but we do.

So that means that the “Open door policy” isn’t actually the rule. The rule actually serves to identify those that are a threat to the system. It’s a key distinguisher from a career growth perspective. The minute that you utilize the policy it highlights you are not to be trusted and you haven’t had the proper “grooming” to move forward in said system. So, you’ve unknowingly played a hand that will impact your career without even knowing it. This is why understanding the rules are relevant and listen when you boil it down there’s not that many rules.

Knowing them though is what will allow you to move with consistent confidence, get the promotion and be a leader. Yes, you can move up early on in your career without knowing them but at some point, you will hit the ceiling not because you’re not capable but because you don’t understand the actual game being played.

So, you can be upset about this, use your energy to be mad about it and blame them for where you are but sis let me tell you there’s no upside to taking that position. You’re mad, you blame them, now what? Even if you want to tear down a system you must know how it works first. That’s the only way you can find and assess its weak spots. The other alternative I want to propose to you is to invest in you and join the legendary leadership method. This way, you not only can learn the rules but you’ll learn how to take your understanding and level up within Corporate America.

The second part to this is Corporate America has an objective. It’s a business and all businesses in America especially have an objective. In its purest and simplest form that objective isn’t just to make money but it’s to make a profit. For those of

you that work in the non-profit sector please believe me when I tell you that this applies. The only difference is how they allocate the money on their books to work within the rules of the system.

In the small business world, you'll hear people say that if you're not making a profit, it's not a business but rather a hobby.

So, why does this matter to you.

It matters because a gap we have culturally is understanding how business operates so that we are not surprised by the impact it will have on us. For example, what's the impact that that the upcoming recession or even presidential election will have on your company's bottom line that might ultimately impact you. That impact could be layoffs but it could also be a company reorg or even a shift in goals for the year. There's a reason white man in particular listen to their companies quarterly earning calls. On those calls the CEO is going to outline how the company is doing, what's its objective and forecast for the future. You can then take that information and leverage it to determine your next move.

Understanding your business objective will also help you create opportunity, your own table even because you'll be able to see where there is a gap and offer to fill it. It's also an easy way to discern what work or projects to take on. Projects that directly benefit the company's objectives will always be high visibility and often include high rewards.

A key benefit for Black Women to understanding how the system works and then understanding your companies' objectives is it will clarify for you when racism and sexism that's detrimental to you is in play.

Right now, you exhaust more energy than necessary feeling like and believing you are at the effect or mercy of the white people at work. It causes you to take things that are just business personal. And I want to show you and guide you so that you have and are executing a winning strategy.

Because Black Women are Legendary Leaders. If we are utilizing our time worried about them, believing we are their victims, believing we don't have any power, then we don't have time to lead.

Listen, it's time to Lead. It's time to chose you.

Despite what you may have heard, Black Women are the cornerstone of this universe.

That means we are for everyone, every level of leadership and everybody's type.

So, Sis, it's time to level up in your career.

Confident Women Lead and Black Women can lead at all levels.

I love you sis!