

- How to build out my portfolio in the revenue producing space?
- Working with revenue producing department at Deland
- Portfolio Development life balance
- What's needed
  - More safe spaces
  - Specifically targeted workshops
- Need to identify sponsor – especially in what feels highly competitive
- Love idea of workshops specifically about women career and money differences
- Have a mentor program to help leadership opportunities and growth, without concern of feeling self-conscious
- Gain more experience in the legal compliance aspect of the institution as well as learn more about what each department does – like the shadowing
- Opportunities to get to know women leaders better
- Opportunities to get other types of administrative experiences and appointed to committee that develop my revenue
- Professional development opportunities – time to do them especially
- Opportunity to leave lower – level task behind when moving up
- How to move from unilaterally or up the org chart
- Learning the steps or pay structure models
- Needs
  - Time and safe spaces
  - Institutional knowledge to make initiatives a priority
  - Stop apologizing for being a misunderstood “strong” woman
- Goals
  - Develop more eloquent and articulate style for difficult conversation
  - Make access a priority and grant writing
  - Lead strong women
- Be more vocal discussions and conversations
- My goal is define my goal. What's next for me?
- Time and space a smoothly running institution
- Supporting my goals. Needs:
  - Gain knowledge in assessment and construction area
  - Gain more in depth knowledge on the faculty/ academic side instead of operational where it tend to work
- Help to motivate my team to achieve their own goals
- Change the culture to support a desire to lead. We actively discourage interest in leading. Its suspect, somehow.
- Support – exchange with mentor and sponsor network to create roadmap
- Needs
  - A positive mentor
  - Someone who honesty see me as an emerging leader and can champions and positive continue me to my next level
- Information is a goal. Basic “how does a higher Ed institution work?” Structure and role
- Leadership goals
  - Identify situations where I can contribute and lead if necessary
  - Encourage other women to participate in leadership
  - Discover options/solutions
- Goals
  - Mentor/Sponsor
  - Network to identify strategy for success