



# Leadership starts early: the value of role models

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# What is Leadership?



# Leadership Starts Early



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### We Wait Too Long to Train Our Leaders

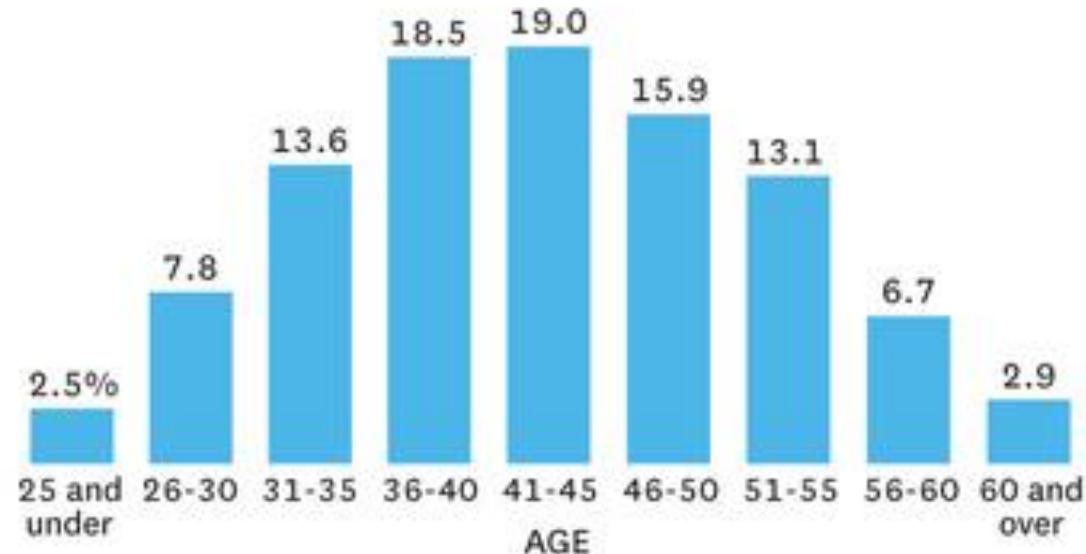
by Jack Zenger | 12:00 PM December 17, 2012

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Years ago, I was involved with a firm that experimented with teaching leadership principles to elementary school children. We were introducing the same skills to 3rd and 4th graders that we teach managers in large corporations. These nine- and ten-year-olds had no trouble understanding such concepts as the importance of preserving self-confidence in your colleagues or the dangers of focusing on personalities. In fact, they lost no time in applying the principles to their parents (who are, after all, their immediate supervisors). I can't help smiling when I think of a 3rd grader informing her parents that they were not focusing on the problem, but only on the person. From this we concluded that it's never too early to teach leadership skills.

I'm not suggesting that fostering leadership skills in the schools is a corporation's responsibility

**WHEN DO MANAGERS FIRST GET LEADERSHIP TRAINING?**  
On average, at age 42—about 10 years after they began supervising people.



SOURCE ZENGER/FOLKMAN TRAINING DATABASE

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“It may be possible to teach old dogs new tricks, but there’s no question that the sooner you begin, the easier it is”

# Leadership is a learned behaviour!

“It is developed through experience. The most effective way of learning leadership is through doing.”

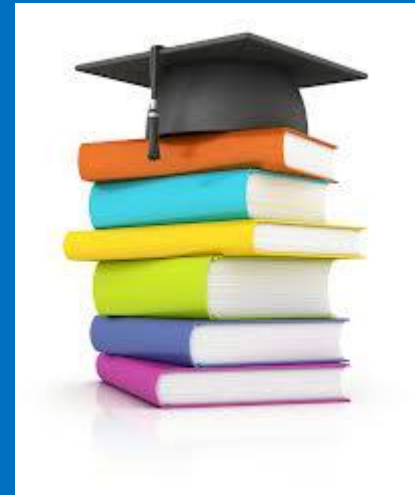
*S. Kuczumarski, The Sacred Flight of the Teenager*

“If they want to lead, they must learn to serve”

*J. Kelle, NY*



# Leadership Starts Early



# Growing Leaders Early



## ○ Helps students by:

- Break out of the herd and influence others
- Capitalize on personal strengths
- Better life choices
- Raise empathy (decrease bullying)

## ○ Helps teachers/parents by:

- Students take initiative to improve school culture
- Gain attention of others; students listen more to peers (mutual respect)
- Reduce discipline problems

**Youth** are full of energy

they test boundaries but need a safety net

They need to practice

The need a non-judgmental role model



# Who are the influencers?

- Grade 7's – 584 students (males and females)
- Career choice survey done in schools

## Influencers :

Family

Role Models

Teachers

Friends

Me

Girls more influenced by parents and teachers

Boys by non-STEM role models





As parents/teachers we can :

## Be a catalyst

- Provide opportunities for leadership
- Avoid comparisons
- Look out for and nurture leadership skills
- Reward good decisions



As professionals in STEM we can..

## Be Inspiring

- Share our experiences (+ve and -ve)
- Show life balance is possible
- Recognize leadership efforts



# Connecting youth with inspiring role models

- 5 day Science summer Camps
- 1 day Science Retreats
- 1 hour Panel Sessions
- Webinars (online)



# To Conclude...

- We need more female leaders in STEM
- We can act as catalysts

**We are all role models**



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