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**NEXT SESSION**

# The Path to Leadership for Women in Construction

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**Symposium**

**This session will be  
recorded.**



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# The Path to Leadership for Women in Construction

*Hala Alkhalouf and Nour Abdul*  
*2023 Project Management Symposium*



# Purpose and Learning Objectives

- Understand the challenges and stereotypes that women face in construction
- Identify technical and soft skills required for women's success
- Identify other qualities needed in construction for women to succeed
- Identify what male counterparts can do to help



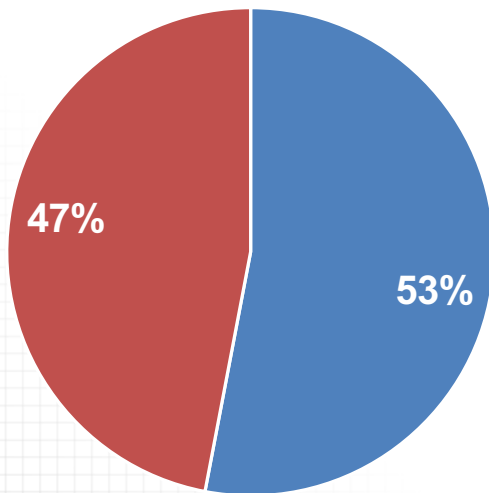
# Content

- Introduction
- Challenges and Stereotypes
- Success Tools for Women
- Technical Skills
- Soft Skills
- Other Success Qualities
- How Can Men in Construction Help
- Key Takeaways
- Q & A



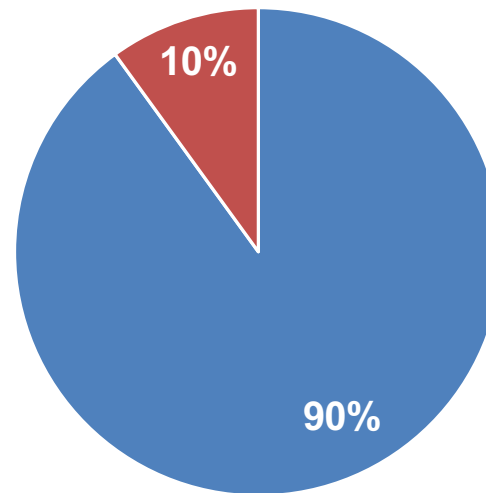
# Introduction

US Workforce



■ Men ■ Women

Construction Workforce



■ Men ■ Women

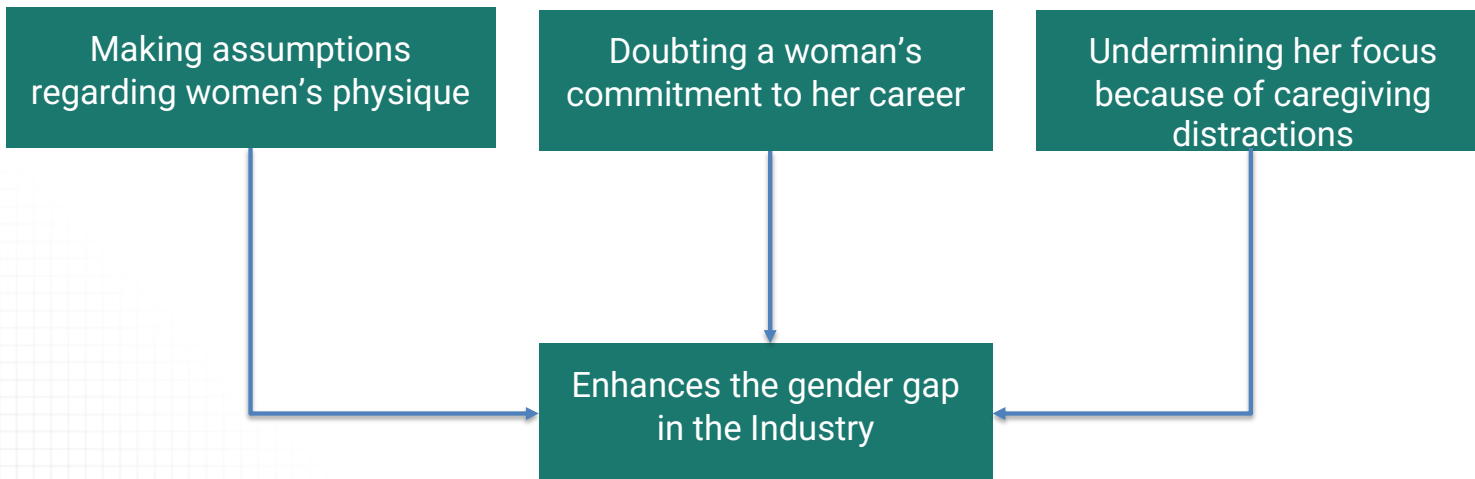


# Challenges





# Stereotypes and Unconscious biases





# Tools for Women in Construction to Succeed

- Challenges and stereotypes exist but...
- How do some women manage to make it?







# Tools for Women in Construction to Succeed

- Technical Skills
- Soft Skills
- Other Success Qualities



# Technical Skills

- Definition: the competencies and skills “needed to perform job-specific tasks, whether digital or physical. They’re the practical skills required to do a job successfully, in other words”



# Technical Skills

Identify

- Read
- Observe
- Ask

Acquire

- Education!



Implement

- Use at work



# Technical Skills

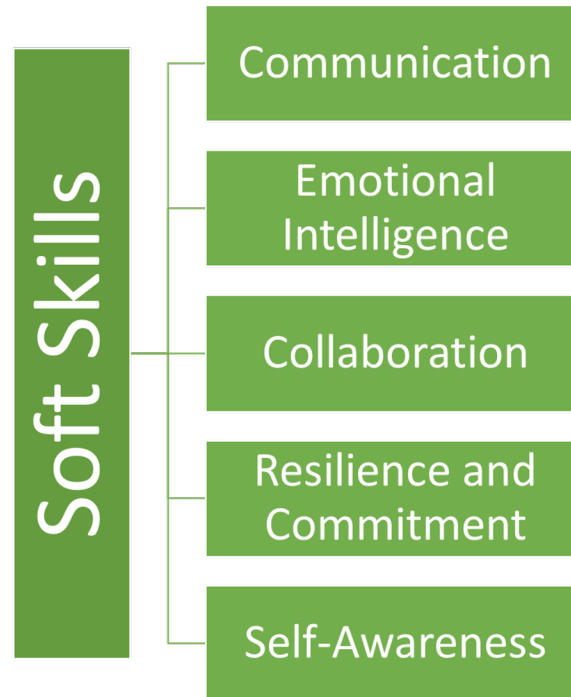
- WHY are technical skills important?
  - Added knowledge
  - Higher recognition and credibility of your expertise
  - Just the world we're living in!
    - Company policies
    - Proposals
    - Client requirements





# Soft Skills

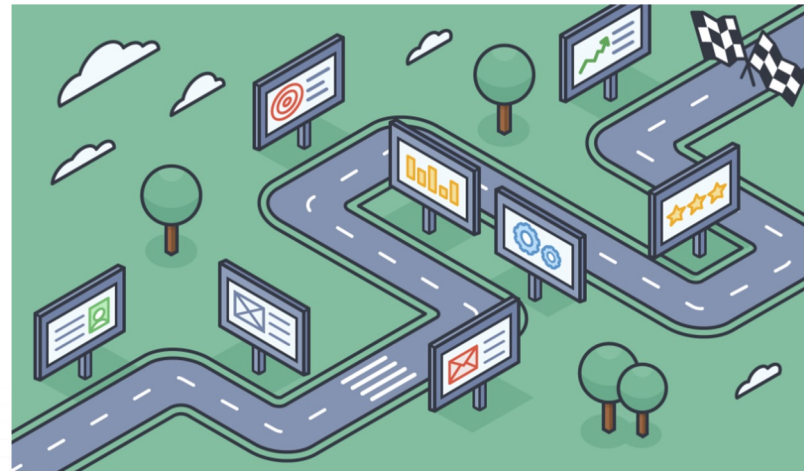
- Street-Smart!





# Other Success Qualities

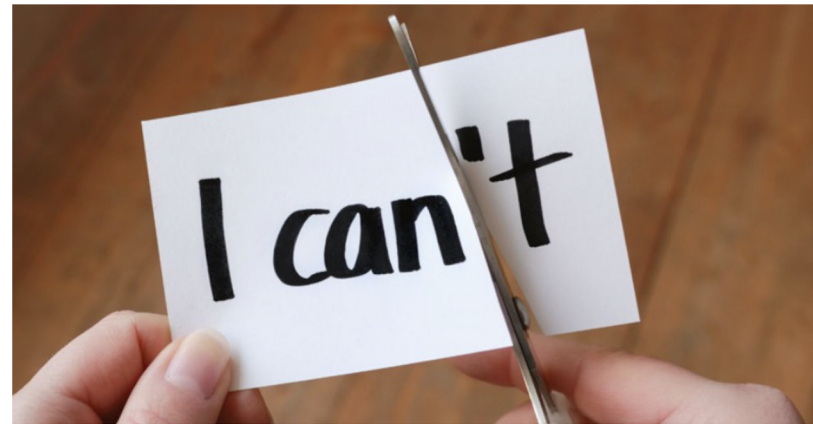
1. Work on defining your vision and your roadmap!





# Other Success Qualities

2. Eliminate Self-doubt: Believe in yourself; act like the person you want to be (behavioral activation therapy)





# Other Success Qualities

## 3. Embrace who you are!

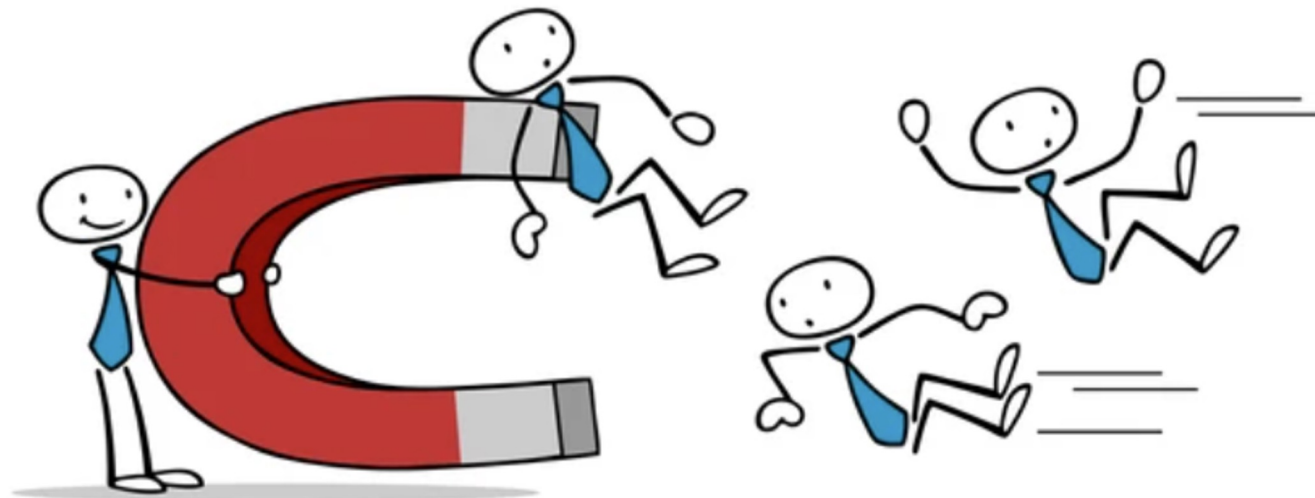






# Other Success Qualities

## 4. Work on your Charisma Skill



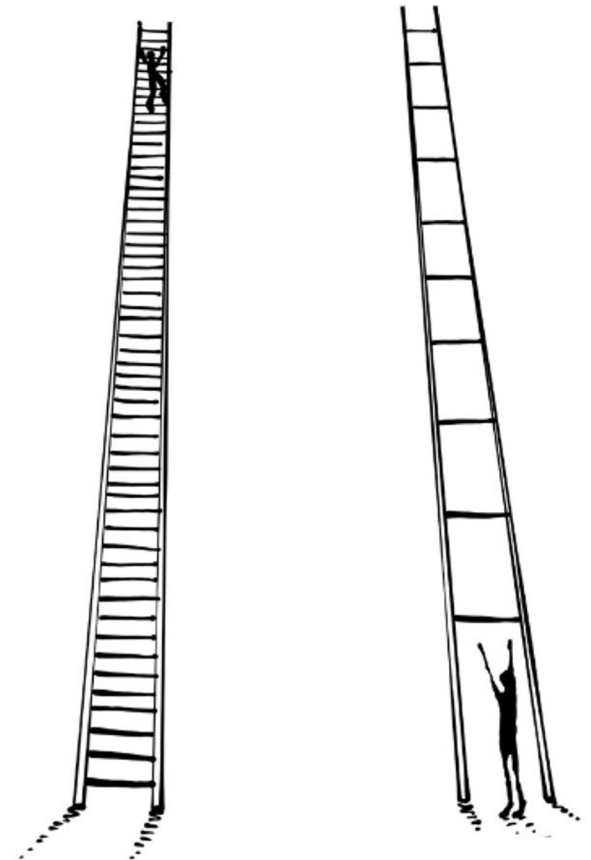


# Other Success Qualities

## 5. Trust the process



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# Other Success Qualities

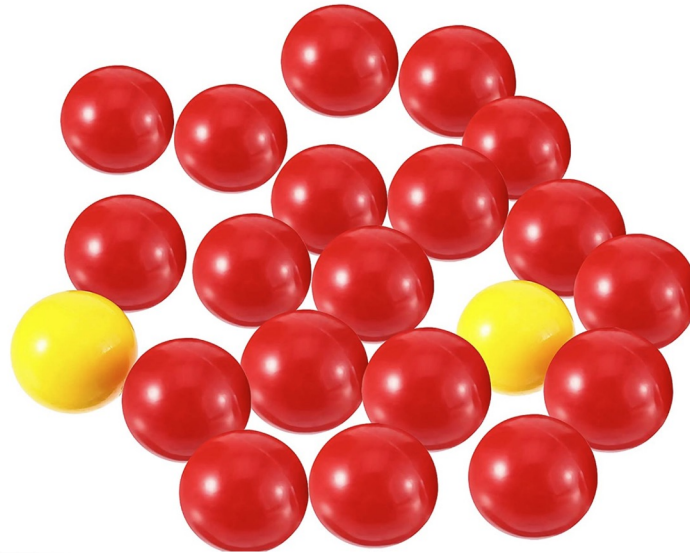
## 6. Do not take “no” for an answer





# Other Success Qualities

## 7. Try to stand out





# How can men help?



Advocate for fair policies

Ensure equal opportunities in hiring and promotion

Ensure inclusion in the workforce

Serve as mentors and sponsors

Speak out when you see stereotyping and microaggression practiced against women





# Key Takeaways

- Women in construction face daily challenges and stereotypes
- Women can use the following tools (combined) to succeed:
  - Technical Skills
  - Soft Skills
  - Other Qualities
- Male counterparts in construction can help!



# Thank You for Your Time! Questions?



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