



Issue #2: Breaking the Ultimate Ceiling

Happy International Women's Day! 🌿

Today isn't just a celebration; it's a reminder of the "firsts" that pave the way for the rest of us. For many of my clients, the "glass ceiling" isn't a metaphor—it's a daily reality of being the only woman in the boardroom or the first person in their family to hold a leadership title.

In this special IWD edition, we look at a woman who didn't just crack the ceiling in Australia—she stood her ground under it with legendary resilience.

🌟 **The Inspiring Leader: Julia Gillard**

As Australia's first female Prime Minister, Julia Gillard faced a level of scrutiny and gender-based friction that was unprecedented. Yet, through it all, she remained one of the most productive Prime Ministers in the country's history, passing more legislation through a minority government than many did with a majority.

The Lesson for You: Julia's legacy is a masterclass in **resilience and boundary-setting**. Her famous 2012 speech wasn't just about calling out unfairness;

it was about a leader saying, *"I will not be lectured by you,"* and getting back to the work that mattered.

IWD Reflection: Commanding with care doesn't mean being a pushover. Sometimes, the most compassionate thing you can do for your team is to be their fiercest advocate and stand firm in your authority.

The Leader's Library: *How Women Rise*

By Sally Helgesen & Marshall Goldsmith

While our last book focused on the "how-to" of management, this book focuses on the **habits** that can stall women as they try to move higher.

- **The Big Idea:** The very habits that made you a "star" employee (like being a perfectionist or the "reliable" one who always says yes) are often the exact habits that prevent you from being promoted to a leader.
 - **Why it's for you:** It identifies 12 specific habits, such as "The Perfection Trap" and "The Disease to Please," and gives you tactical ways to break them so you can lead with true authority.
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The "Compassionate Script"

The Scenario: It's IWD, and you want to advocate for a promotion or a high-visibility project, but you're worried about sounding "entitled."

The Script: *"I've been reflecting on our team's goals this International Women's Day, and I'm ready to take on more impact. Based on my success with [Project X], I'd like to lead [New Project/Role]. I know I can bring the care and results this project needs to succeed—can we sit down to discuss the roadmap for this transition?"*

A Special IWD Gift for You

To celebrate International Women's Day, I am opening **5 complimentary "Strategy & Spark" sessions** this month for aspiring leaders.

If you are feeling stuck under a glass ceiling or struggling with the "imposter syndrome" that comes with a new promotion, let's spend 30 minutes mapping out your leadership roadmap.

[Claim one of the 5 spots by DM'ing me] – *First come, first served!*

Commanding with Care,

Nikki McNicol *The Compassionate Leader* [\[LinkedIn Profile\]](#)