



WARWICK UNIVERSITY

SEX AND THE CITY

ROLE MODELS, LEADERSHIP AND BALANCE

GUEST LECTURE AT WARWICK SUMMER SCHOOL BY ALISON HATCHER



ALISON HATCHER



EXPERIENCE & EXPERTISE

- Law
- Fashion
- Hedge Funds
- Banking
- Investment / Asset Management
- CEO
- Board Member
- Government
- Trustee
- Charity
- Housing Association
- University
- Mother • Introvert • Fraud • Dreamer

"Leadership is not about having all the answers — it's about knowing who you are, what you stand for, and inspiring others to do the same."



Leadership growth is not linear — it evolves through stages.

Each stage reflects a different level of self-awareness, clarity, and empowerment.

FOUR STAGES OF UNDERSTANDING

- ✓ 1. Passion, No Vision — enthusiasm without direction - FASHION
- ✓ 2. Money, No Values — gain without principles - BANKING
- ✓ 3. Purpose & Vision, No Support — clarity without backing - CEO
- ✓ 4. Purpose, Vision, Values & Confidence — full alignment - BUSINESS OWNER





"I like my money right where I can see it... hanging in my closet."



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"You must always have faith in people. And, most importantly, you must always have faith in yourself."



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**"The two most important days in your life are the day you
are born and the day you find out why."
— Mark Twain**



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"Love is life is love"

Leaders work on the business; manager work in the business

Me

Leading yourself

Self-awareness
Personal values
Emotional intelligence
Authenticity
Resilience

Us

Impact on others

Relationships
Team dynamics
Communication
Trust & empathy
Collaboration

It

Leading the work

Strategy
Execution
Decision-making
Accountability
Results & impact

Successful individuals, teams or organisations balance all three considerations with **even attention** (not time)

- Daniel Goleman



My purpose:
**"To make our own pathway, so that we can create a
sense of security and belonging"**

A purpose is our origin story, it is who we are and who we are coming from our past — our meaningful memories and relationships.

**Kouzes and Posner's 30 year research showed 4 top qualities of a leader.
What were they?**



Answer:

- **Honest**
- **Forward Looking**
- **Inspiring**
- **Competant**

E + P = fulfilling your purpose = fulfilment

E = Excellent, Expertise and Easier
(not necessarily easy) ... your
superpower strengths

P = Passion is an output
https://www.instagram.com/p/CK8fq7cDPId/?utm_source=ig_web_copy_link
... this is what you love doing, often
described by others as your passion
because of the energy they feel
coming from you

I = Incompetent ... you can't do it, and
you don't want to do it. No interest.

C = Competent ... you can do it, and
you don't want to do it. No interest.

		E + P = fulfilling your purpose = fulfilment	
		Excellent	Passionate
E P	Tasks or activities where you have a high level of skill or expertise Easier / Talented May or may not excite / energise you	Tasks you love doing and they energise you Emotional fulfilment and enjoyment regardless of your skill level	
	Incompetent Tasks you can't do and don't enjoy doing You lack skill and interest Drains your energy	Competent Tasks you can do, but they don't inspire or excite you Capable but lack passion or excellence Drains your energy	

**You can't outperform a dysregulated nervous system.
Dysregulated we are less intelligent because the pre-frontal cortex
isn't getting the energy it needs, and less empathetic because
oxytocin tanks so we procrastinate, and we struggle to take people
with us**

Stay inspired. Inspire others!



ALISON HATCHER

THANK YOU

