



Podcast Question Guide

For interviews with Ellen M. Snee EdD

During my 18 years as a Catholic nun, I gained a number of essential and transferable skills: how to discern a call or deep desire, how to work collaboratively with other women, and how to be a savvy operator within male hierarchies. In my new book *LEAD*, I draw on that knowledge, as well as the lessons I learned and insights I gained from my Harvard dissertation on psychological dimensions of authority for women. I also spent two decades of work with executive women as CEO of Fine Line Consulting, and five years as VP of Organizational and Leadership Development at global technology leader VMware, where I addressed the exercise of authority by women. All of this experience culminated in the creation of this book. I look forward to discussing these topics and more with you on your podcast. – Ellen

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QUESTION GUIDE FOR PODCAST HOSTS

- What led you to write the book and choose this topic?
- How has your own background influenced your emphasis on authority instead of leadership?
- You've been coaching women for many years. What are some of the challenges that have come up frequently?
- What three things would you say are most important for women to consider?
- What about executive presence?
- You mentioned in the book that relationships with senior executives are important for promotability ... can you say more about that?
- Besides senior executives, what other relationships are important for women in the workplace? What about relationships between women?
- How important are career conversations, and how can women make them happen?
- Why should women make time to network? How can they do that in a way that feels authentic?
- Have things changed in the 25 years you have been doing this work? How?
- What are your thoughts about the impact of the pandemic on women's careers?