

KEYNOTE SPEAKER

# Ellen Snee EdD

Book Ellen for your virtual  
or in-person event

## CONTACT

For more information or to book Ellen,  
go to [EllenSnee.com](http://EllenSnee.com)

650.796.5178



## Equal Parts Inspiration, Strategy, and Action

Whether addressing corporate executives or female founders, Ellen urges women to identify their desired future, find and speak with their unique voice, and claim their personal power. Filled with illuminating personal and client anecdotes and surprising insights, Ellen's talks are accessible, instructive, and empowering road maps to finding external success. Through clearly defined frameworks and examples, Ellen enables audiences to accelerate their journey to the future they desire; strengthen their confidence in their competence; and help them find allies, mentors, and sponsors.

Ellen's message inspires women leaders at all stages of development, whether they're seeking to accelerate their career, to hold roles of authority, or to thrive in the positions of authority they already occupy. Her message to all women: The world needs your leadership to effect real systemic change. It's time to claim your authority and lead.

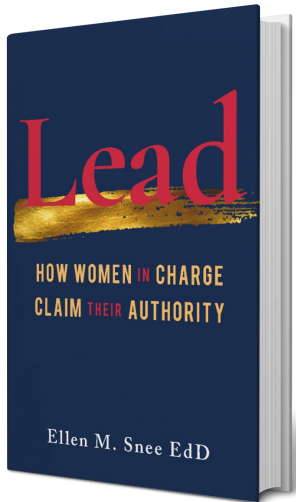
Ellen has spoken extensively at corporate conferences including the Conference Board, Catalyst, California Governors Association, Marriott, Pfizer, Panasonic, and Amgen, as well as Boston College, University of Michigan, and Presidio Business Schools. A master of adaptation, Ellen loves to tailor a talk to the specific needs of her audience. Equally at home on a Zoom platform or in person, she finds ways to engage the audience in her topic throughout her presentation.

## About Ellen

Ellen Snee has been at the forefront of women's leadership for more than 25 years. Dr. Snee brings strategy, research, and executive experience to global companies and their top female talent. Her original research at Harvard University on women's experience in roles of authority formed the foundation of her consulting and coaching work with Fortune 500 companies such as Cisco, Goodyear, Marriott, Pfizer, and Schwab.

Later, as the Global VP of Leadership Development at VMware, she launched the company's groundbreaking business initiative, VMwomen, designed to attract, develop, advance and retain talented women. Her new book *Lead: How Women in Charge Claim Their Authority* makes her wisdom and experience accessible to all women seeking to accelerate their careers. Dr. Snee lives in the San Francisco Bay Area where she continues to coach and advise women leaders and executives worldwide, and frequently speaks to companies and conferences.





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“A solid and insightful guide to  
succeeding as a woman in business.”

– **Kirkus Reviews**

## SIGNATURE TALK

# Exercise Authority From the Inside Out

## Claim Your Desires, Communicate With Purpose, and Lead With Authority

More women than ever before are adopting leadership roles. They're rising in the corporate hierarchy, founding groundbreaking startups and launching businesses. Women are called to lead — and the world needs their leadership. Yet many women feel frustrated with their career trajectory, passed over for promotions, or not rising as quickly as they know they can. What — or who — is holding them back?

Finding answers to this question has been Ellen Snee's driving passion for the last 25 years: first as a Catholic nun surrounded by strong women; then as a Harvard graduate student studying the psychology of women and leadership; as a trailblazing VP in a global technology firm; and her current role as a sought-after coach to aspiring women leaders. In this inspiring, actionable talk, Ellen lays out her proven coaching model for leading with authority from the inside out. Rooted in psychology and real-world experience, Ellen's illuminating stories and practical advice give women tools they can immediately apply to their own work and lives.

## TOPICS COVERED

### **Naming and Claiming Your Power: Authority Is an Inside Job**

Learning how to self-authorize comes from looking inward, claiming your desire to lead, and asking for what you want — even in the face of obstacles. To exercise authority requires resilience: the capacity to meet challenges and persist, to bounce back even when you get knocked down.

#### **Learn how to:**

- Identify and overcome psychological barriers — the internal dialogue that can be a roadblock to growth
- Get specific in your vision for how you will claim, hold, and exercise authority — then formulate a plan to get there
- Clarify your “why,” the fuel to propel you through challenges and fears
- Ask for what you want! Pitch your passion, and open unexpected doors to reach your goals
- Develop confidence in your competence, seeking out opportunities to stretch leadership muscles and adapt to the unknown

### **Performance vs. Promotability: The Key to Career Advancement**

Women often see merit as the best way to get ahead: Keep your head down, get the work done, cultivate good relationships with your team or staff. But there is a difference between performance and promotability and it's key to advancing in your career.

#### **Learn how to:**

- Leverage honest, strategic feedback from higher ups — not just performance but career development and advancement
- Nurture the relationships that matter most: with your boss, your peers, and upper management
- Identify and escape the overperformance and perfectionism trap
- Develop executive presence: Presentation, communication, and gravitas
- Cultivate mentors, allies and sponsors — others who delight in your success and provide objective feedback for growth

## Holding Power and Embracing Discomfort

Leading with authority means embracing power, not just “influence.” Power means you are in control, including the power to hire, fire, manage assets, and impact lives. This includes the unique challenges — and opportunities — inherent when women have authority, including over other women.

### Learn how to:

- Recognize societal pressures that have kept women from holding authority
- Identify and reframe imposter syndrome, focusing on the work instead
- Understand the authenticity trap, and embrace authority as a role to be played
- Convey to others that you can and will set direction, provide protection, and make decisions
- Adopt a “comfort is overrated” attitude and embrace the challenges that come with learning any new skill

## Networking With Authority

The power of a network is not “who you know,” but “who knows you.” It’s vital to build webs of connection with individuals and organizations outside and beyond your own company. These relationships become increasingly important over the course of a career and are harder to build later than to build systematically, over time.

### Learn how to:

- Develop discoverability and foster a reputation as the recognized expert, the go to/can do resource in a specific area
- Gain influence beyond your current relationships and become better known across your company or industry
- Build networks early by offering help, feedback, and introductions (give > get > give)

## Fostering and Facilitating Systemic Change

As women learn to lead with authority, it’s important to counter the systems women have grown up in that have eroded trust in one another. Systems have power and authority that we must recognize and understand.

### Learn how to:

- Identify legacy systems that have hampered progress for women, in particular women of color and other marginalized groups
- Understand systems so that you can navigate them, thrive within them, and change them for the better
- Wield authority within the larger systems that impact women’s work and lives
- Foster and facilitate systemic change, for yourself and all the women around you



“If you are ready to build your authority and use your power to effect change within your organization, stick close to Ellen Snee! Her wisdom, depth of experience and commitment to women leaders shine through with every appearance. I recommend her highly as a speaker for aspiring women leaders at all stages of their career.”

**Denise Brosseau**  
CEO, Thought Leadership Lab



“A few weeks ago I hosted an intimate gathering for a group of women leaders with Ellen Snee as the featured speaker. I am still receiving phone calls, emails and texts regarding Ellen’s presentation from the women who attended. We were all enthralled by her fascinating stories, research, and expertise, and she left us wanting more! The ease with which she spoke and her genuine desire to help other women succeed was evident. What I found the most captivating about Ellen was her warmth and insight. I felt like I had the best life coaching session ever! I cannot wait to see her again.”

**Lisa Siamas | MFT**



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