

## Meet Kim Meninger

Kim Meninger, executive coach, TEDx speaker and host of the Impostor Syndrome Files podcast, empowers individuals and organizations to reach their full leadership potential. Kim has coached hundreds of clients and has presented on career advancement and leadership topics to corporate, non-profit and academic audiences.



Prior to formalizing her leadership coaching expertise, Kim held a variety of cross-functional leadership roles in the high-tech industry where she experienced first-hand the unique challenges and opportunities facing women in the workplace. She is especially passionate about helping women and traditionally marginalized groups to develop their confidence, visibility and influence in order to maximize their impact and advance to higher levels of leadership.

Kim has a BA in psychology and an MBA from Boston College. She is an ICF Associate Certified Coach and CCE Board Certified Coach with certifications in career, executive and leadership development coaching. Kim also holds a certificate in Executive Leadership from Cornell University. In addition to coaching, Kim serves on the leadership teams of a number of women's empowerment groups. She lives in Groton, MA with her husband and two young boys.

Check out my TEDx talk: [How to Bring Your Diverse Voice to the Workplace](#)

## Recent Audiences

• TEDxBabsonCollege	• VMware	• Oracle
• Salesforce	• Dell   EMC	• Amazon
• Pfizer	• Nuance	• Novartis
• AT&T	• T-Mobile	• Samsung
• Fidelity Investments	• iRobot	• National Grid
• Willis Towers Watson	• Saint-Gobain	• Hitachi Energy
• Thermo Fisher Scientific	• Aetna/CVS	• Harvard University Women in Technology
• PTC	• New Balance	• Boston College
• Collins Aerospace	• Marvell Technology Group	• UMass Lowell Women's Leadership Conference
• AspenTech	• NortonLifeLock	• Bay Path University Women's Leadership Conference
• Prezi	• Deutsche Asset Management	• NCR



## Workshops, Presentations & Trainings

*All customizable to best meet your needs*

### **Feel Like a Fraud? Conquer Impostor Syndrome to Achieve Your Goals**

Do you hesitate to speak up because you worry that you'll sound foolish? Do you question whether you have what it takes to successfully perform your role? Do you worry that the people around you are so much better qualified than you are? If so, you likely struggle with Impostor Syndrome, a term for the feelings of self-doubt and inadequacy many professionals face, particularly as they reach higher levels of success. Here you'll gain a deeper understanding of Impostor Syndrome and its effects on high-achieving professionals. You'll also identify common triggers of Impostor Syndrome and key strategies for overcoming feelings of self-doubt.

### **Using Self-Promotion Strategies to Advance Your Career**

Many women are reluctant to actively promote their value because it feels self-serving or inauthentic. Rather than promote themselves, they prefer to believe that their work will speak for itself. Unfortunately, without the confidence and commitment to share your value with others, you may lose out on important opportunities to raise your visibility, make a bigger impact and advance within your organization. In this interactive session, you'll learn practical, actionable strategies to help you authentically promote your value across your organization.

### **Maximize Your Seat at the Table**

The literal and proverbial "seat at the table" represents your ability to have a voice in your organization and successfully influence others. Some women struggle to get to the table. Others experience challenges maximizing their seat when they get there. To expand your influence, make a bigger impact and more effectively achieve your professional goals, you need to make your voice heard. As women, however, many of us struggle to find our voices in the workplace. With increased confidence, communication skills and political savvy, you can maximize your seat at the table. In this session, you'll learn how to get a seat, effectively use your seat and maintain your seat for the long-term.

### **Walking the Tightrope: Mastering the Balance between Likability and Respect**

As workplaces strive to achieve greater diversity, equity and inclusion, traditional gender expectations continue to present challenges for all of us. Those who identify as women often face the double bind - show up as likable and be seen as less competent, or show up as strong and competent and risk being seen as less likable. Those who identify as men but don't fully embrace traditionally masculine norms are often stigmatized as well. While the pandemic has proven that leaders who demonstrate empathy, humility and vulnerability are more effective than their command-and-control counterparts, deep-rooted gender expectations make it difficult for everyone who deviates from our traditional mental models of leadership to authentically navigate the workplace and rise to higher levels. This often leaves all of us, regardless of gender identity, feeling as though we have a very fine line, or tightrope, to walk. In this session, we will identify actionable steps to more confidently and successfully navigate this "tightrope" in our everyday work environments.

### **Be a Better Ally**

As we continue to prioritize diversity and inclusion in the workplace, the term allyship is tossed around a lot. But what does it actually mean (and not mean) to be an ally? Many well-intentioned professionals would like to be allies but they're not sure how. They have concerns about overstepping or misreading situational cues. Or, they feel uncomfortable having conversations about what support looks like to others. Regardless of your background, role or level, you can be an ally. In this interactive discussion, we will debunk some of the myths around allyship, explore common challenging scenarios in breakout sessions and strategize how to show up as an ally in each one and discuss key strategies and action steps to serve as allies to others.

### **Navigating Difficult Conversations with Confidence**

Most people are uncomfortable with difficult conversations in the workplace. Whether it's conflict avoidance, lack of trust or fear that drives us, we'd much prefer to ignore the issue and hope it goes away. Unfortunately, avoiding difficult conversations most often strengthens, rather than reduces, conflict. The good news is that we can all navigate difficult conversations with greater confidence. In this interactive workshop, we'll examine the challenges surrounding difficult conversations, identify the primary sources of workplace conflict, explore common workplace conflict scenarios and how to address them and identify actionable strategies that you can use to navigate future difficult conversations with confidence.

### **Build Your Influence without Authority**

How do you get the support, engagement and commitment you need from others when you don't manage them? This is a constant challenge, particularly in pressure-driven environments where resources are limited and project schedules are tight. What you need is the ability to effectively influence without authority. This requires critical skills and strategies to engage cross-functional colleagues, stakeholders and even external resources. With an emphasis on building trusted relationships, effectively navigating office politics and maximizing your communication skills, you will learn how to expand your influence without authority and more confidently achieve your goals.

### **Leading Ourselves and Others through Change**

In our fast-paced world, change is inevitable – and uncomfortable for many of us. While you can't control the changes that happen around you, you can control how you respond to them. When viewed through a positive lens, change presents you with opportunities to take initiative, build your personal influence and advance your career. In this interactive workshop, we will leverage William Bridges' transition curve to better understand our human response to change and how to manage ourselves and others accordingly. You will also learn strategies that empower you to embrace, rather than resist, change.



### **Your Career Is Your Business. Own It!**

All of the mentorship and support of others can only take your career so far. To achieve your definition of success, you need to drive your own career. Here you'll learn how to proactively clarify your career goals, build influential relationships, and gain the visibility and recognition you deserve.

### **Defining Success on Our Own Terms**

What does success mean to you? It's a question many of us haven't taken the time to reflect upon. And, as a result, our path toward success is often guided by external pressures and expectations, rather than our own values, goals and interests. In this session, we will gain a deeper understanding of what success actually means, explore ways in which your success mindset may be disproportionately or negatively influenced by others, and develop strategies to define success based on what is most important to you.

### **Giving & Receiving Feedback with Confidence**

Feedback conversations are too often uncomfortable for the giver and receiver, but they don't have to be. With clear communication, confidence and an understanding of the real purpose of feedback, we can all become better at feedback conversations, whether we're on the giving or receiving end. In this interactive session, we will: define feedback and its importance, address common challenges that undermine feedback conversations or prevent them from happening and develop actionable strategies to help you more confidently navigate feedback conversations.

### **What's Your Leadership Style?**

While many of us intellectually recognize that there are different leadership styles in the workplace, in times of stress or uncertainty, we risk making emotionally based assumptions about others' motivations, behaviors and styles that undermine our relationships and productivity. In this interactive session, we'll explore the Deloitte Business Chemistry Profiles model to better understand your leadership style as well as the styles of those around you. You will also learn how to best engage with different styles to maximize your relationships and overall business outcomes.



## Human-Centered Leadership Development Programs

*Customizable to best meet your needs*

### **Boost Your Confidence Bootcamp**

Professionals who struggle with impostor syndrome not only suffer personally, but they also undermine the overall success of their organizations. While often overlooked as a business concern, unaddressed impostor syndrome leads to:

- Untapped potential among those who fear sharing their ideas, taking risks and challenging the status quo
- Reduced creativity and innovation due to pressure to conform and avoid criticism
- Micromanagement by perfectionistic leaders who doubt themselves and impose perfectionistic standards on their teams
- Increased business risk due to the unwillingness of individuals to speak up, challenge ineffective business approaches and maintain accountability

This program is designed to empower emerging and established leaders to understand their own and their teams' experiences with impostor syndrome while adopting proven, actionable strategies to build confidence and manage self-doubt.

#### **Target Audience:**

This program is open to all. Those most likely to benefit include:

- Leaders who would like to lead more inclusively
- First-time managers
- Members of under-represented groups (i.e. women, people of color, LGBTQ+, etc.)
- Non-native English speakers/immigrants

Format: 6 virtual, 1-hour sessions via Zoom. Typically scheduled every 2 weeks.

Max Participants: ~30



## **Building a Better Workplace: Breaking Down Gender Barriers to Increase Gender Equity**

Women's networks have long promoted the need for greater gender equity and inclusion in the workplace, not just for the benefit of women, but for the benefit of all. However, these conversations often lack a critical perspective – that of men. To achieve the true vision of diversity, equity and inclusion, we must join forces to better understand each other's experiences and challenges in ways that allow for mutual trust, collaboration and support.

In this interactive series, Jake Fishbein and Kim Meninger, certified professional coaches who lead gender-specific groups focused on self-empowerment, will co-facilitate a safe, respectful, gender-inclusive conversation to break down gender barriers, increase psychological safety and create greater opportunities for gender equity.

### **Session 1: Building Psychological Safety**

The experience of psychological safety is fundamental to our success at work, but we don't often discuss what psychological safety means to us. In this session, we explore what makes us feel safe and unsafe in the workplace and examine the similarities and differences across gender. This empowers us to identify actionable steps we can all take to strengthen psychological safety across the organization.

### **Session 2: Creating Awareness**

Building on the discussion of psychological safety, in this session, we create awareness of differences in how we experience the workplace. The meeting includes opportunities to share what we wish other genders knew about our experiences, so that we can break down barriers, build empathy and deepen connections. This awareness also creates more meaningful opportunity for allyship.

### **Session 3: Shifting into Action**

In this session, we collectively examine what we've learned about ourselves and each other. These reflections guide us toward identifying opportunities for actionable next steps. We also encourage participants to share commitments they will make to better support colleagues in the future.

### **Option A:**

Session 1 only  
Format: 90-minute, interactive, Zoom-based workshop  
Max Participants: No limit

### **Option B:**

Sessions 1, 2 and 3  
Format: 3 x 60-minute, interactive, Zoom-based workshops  
Max Participants: None

### **Option C:**

Sessions 1, 2 and 3 AND 3 x 60-minute discussions between workshops to deepen reflection, address questions/challenges and maximize accountability  
Format: 3 x 60-minute, interactive, Zoom-based workshops and 3 x 60-minute discussion sessions  
Max Participants: No limit



## **Advancing Human Leaders**

Your employees have incredible gifts and talents. That's why you hired them! What they often lack, particularly those who are women or members of historically marginalized groups, are:

- The firm belief that they belong in the roles they hold
- The confidence and self-trust needed to share new ideas and challenge the status quo
- The strategic relationships required to understand and navigate your organization's unwritten rules and informal power structures
- The visibility they need to make a bigger impact and be recognized and promoted to higher levels
- The influence needed to harness their unique strengths in ways that drive change, creativity and overall innovation.

You don't need more skills-based trainings. Your employees are bright, motivated professionals who will leverage their resources to learn the skills required to do their jobs. What they need is a trusted space to talk about what makes it hard to be a human in today's workplace. They need a structured opportunity to explore and strategize how to:

- Overcome impostor syndrome and other confidence challenges so that they can boldly step out of their comfort zones and into new challenges
- Expand their strategic network to include mentors, sponsors and other advocates who can help them develop and advance
- Authentically build their visibility so that others see, appreciate and leverage what makes them special
- Become more strategic thinkers who can effectively communicate with and influence those around them

The ***Advancing Human Leaders*** program arms participants with strategies and mindsets to confidently navigate the human experience at work so that they can best lead themselves and others.

Over the course of 12 highly interactive, discussion-based sessions, participants of ***Advancing Human Leaders*** learn strategies to develop as inclusive leaders while maximizing their own impact, performance and overall career success.

Format: 12 virtual, 1-hour sessions via Zoom. Typically scheduled every 2 weeks.

Maximum Participants: 30

## Testimonials

*"Thank you for the session today. I found it to be one of the most insightful and thoughtful sessions on impostor syndrome that I've had in my career."*

*"This was one of the most helpful and empowering programs that I have attended. Thank you for your expertise and guidance."*

*"Everything was top-notch -- Kim as the speaker, the subject matter, her down-to-earth pragmatic insights and advice."*

*"I really wish I could have gotten all of this advice 20 years ago, but it is still highly relevant today!"*

*"Your presentation really hit home for me. I walked away with many great strategies."*

*"Thank you for your fantastic content and delivery. Your experience and knowledge shined through in your ability to cover this topic in depth and provide immediately useful tips!"*

*"I really appreciated your talk today. It really resonated with me and you used such relatable scenarios."*

*"I attended a session of yours on impostor syndrome. That was truly so relieving. I often wandered around in self-doubt and this was an eye opener... I just want to thank you. The way you delivered it hit me and I was suddenly free from everything that cluttered my mind. I can't really explain how much it helped me."*

*"This program is well worth it. This is the first time I've done a program like this and I would take it again in a heartbeat. I feel I can confidently say this program directly influenced me to push myself and get the results at work that I was looking for. It made me feel more confident, value myself more, and made me realize I was not alone in my struggles. So grateful to Kim and this program!"*

*"This program provided me practical, sustainable, and timely tips and strategies that I was able to implement right away. I am confident that I have increased my leadership competency and have become a more holistic leader for myself and my team."*

*"One of the most important things I learned from the program is that I already had a lot of great skills that brought value to my company - I just needed to learn how to best leverage those skills and increase my visibility and strategic thinking skills."*