



ALL-IRELAND SUMMIT

HEADLINE SPONSOR:



respond

building homes,
improving lives

CIH Futures – Imposter syndrome

Lisa Strutt, leadership coach, Lisa Strutt leadership and coaching

John Barret, estate manager, The Iveagh Trust

Iain Gillespie, business support manager, Northern Ireland Housing Executive








Lisa Strutt

— Leadership & Coaching —

Bring your

*authentic
self*

to all that you do *and the habits stopping you*

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Imposter Syndrome

65%

Gen Z employees experience
job-related imposter syndrome

Source: LinkedIn Survey 2024

Webster Dictionary 2023 word of the year:

Merriam-
Webster

authentic adjective

au-then-tic ə-ˈthen-tik ó-

Synonyms of *authentic* >

- 1 : not false or imitation : **REAL, ACTUAL**
| an *authentic* cockney accent
- 2 : true to one's own personality, spirit, or character
| is sincere and *authentic* with no pretensions

LisaStrutt



Just be yourself..
which self?

Lisa Lisa Strutt

authentEOS

from the Greek;

Being of your own authority

Self-authoring

**Life long process of learning about yourself:
allowing yourself to learn and grow**

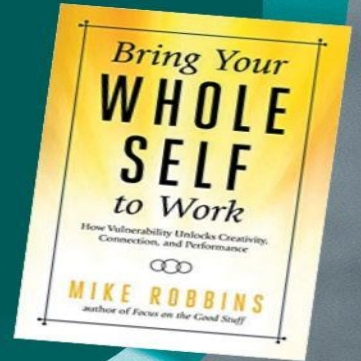
Being free to experiment and play



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authenticity equation:

Honesty **-** **self-righteousness**
+ **vulnerability** **=** **authenticity**



LisaStratStrutt

“ No person is a finished thing. Each one of us is in a state of perennial formation. You develop and change constantly; each new experience adds to you and alters your shape and image. ”

John O'Donohue



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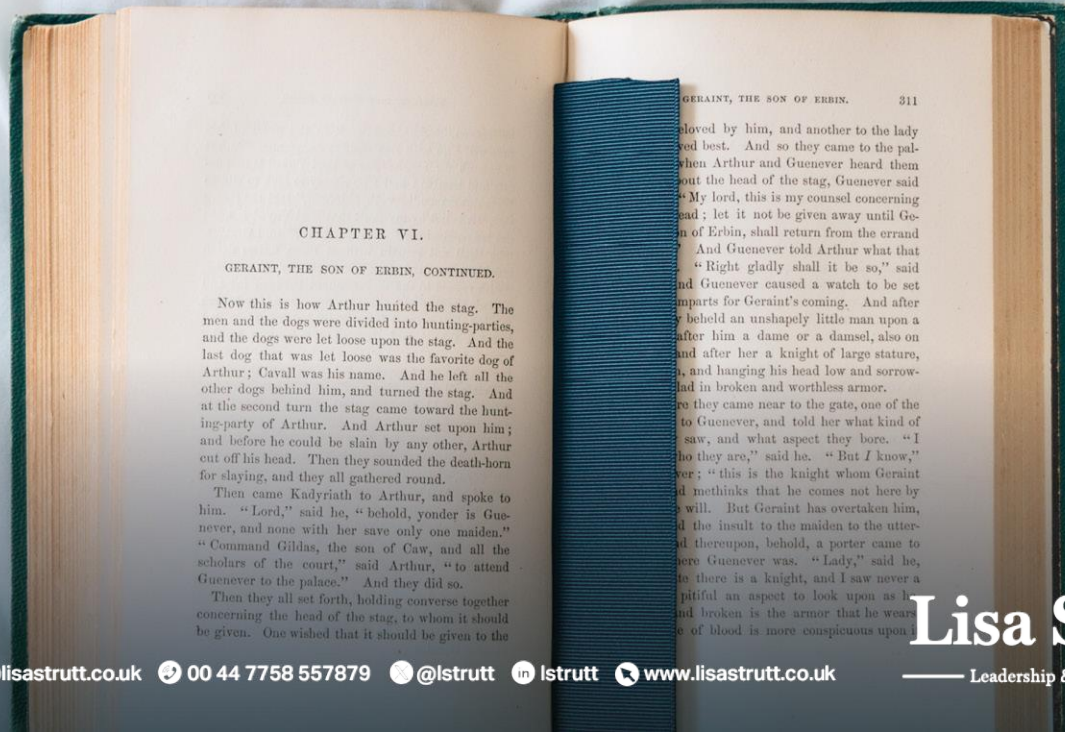
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Each of us has our own unique story

“What’s your story?”



CHAPTER VI.

GERAIN'T, THE SON OF ERBIN, CONTINUED.

Now this is how Arthur hunted the stag. The men and the dogs were divided into hunting-parties, and the dogs were let loose upon the stag. And the last dog that was let loose was the favorite dog of Arthur; Cavall was his name. And he left all the other dogs behind him, and turned the stag. And at the second turn the stag came toward the hunting-party of Arthur. And Arthur set upon him; and before he could be slain by any other, Arthur cut off his head. Then they sounded the death-horn for slaying, and they all gathered round.

Then came Kadyriath to Arthur, and spoke to him. “Lord,” said he, “behold, yonder is Guenever, and none with her save only one maiden.” “Command Gildas, the son of Caw, and all the scholars of the court,” said Arthur, “to attend Guenever to the palace.” And they did so.

Then they all set forth, holding converse together concerning the head of the stag, to whom it should be given. One wished that it should be given to the

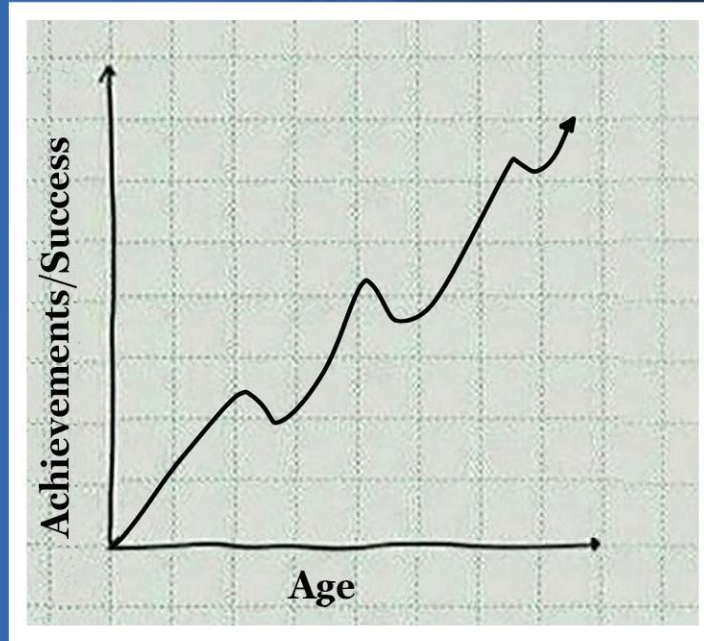
GERAIN'T, THE SON OF ERBIN. 311

loved by him, and another to the lady who loved best. And so they came to the palace when Arthur and Guenever heard them shout about the head of the stag, Guenever said to Arthur, “My lord, this is my counsel concerning the stag; let it not be given away until Geraint of Erbin, shall return from the errand which he has undertaken.” And Guenever told Arthur what that was. “Right gladly shall it be so,” said Arthur, and Guenever caused a watch to be set for Geraint’s coming. And after that he beheld an unshapely little man upon a horse, and after her a knight of large stature, and hanging his head low and sorrowful in broken and worthless armor.

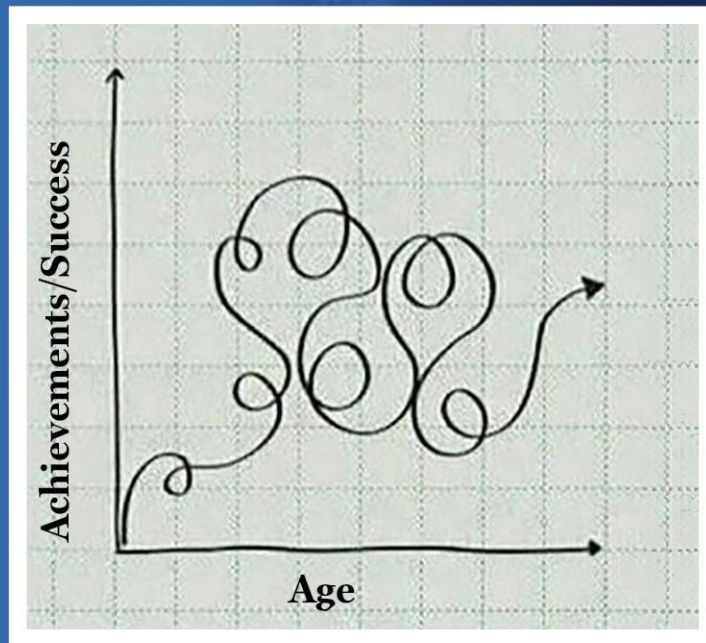
When they came near to the gate, one of the ladies told Guenever, and told her what kind of armor they saw, and what aspect they bore. “I know who they are,” said he. “But I know not the name of the knight whom Geraint loves; but methinks that he comes not here by his own will. But Geraint has overtaken him, and the insult to the maiden to the utter end thereof, behold, a porter came to attend here Guenever was. “Lady,” said he, “there is a knight, and I saw never a knight before, and broken is the armor that he wears, and the color of blood is more conspicuous upon his

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How we think life is...



How life really is....





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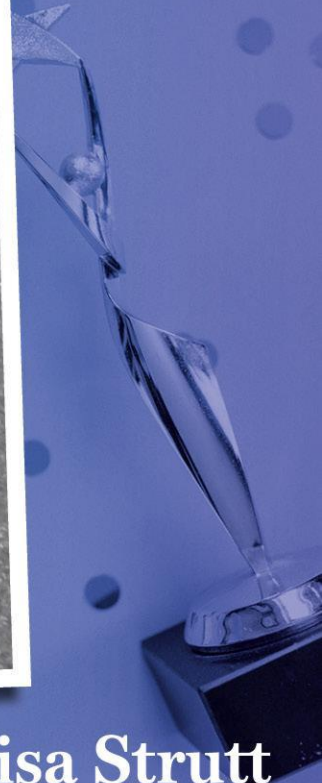
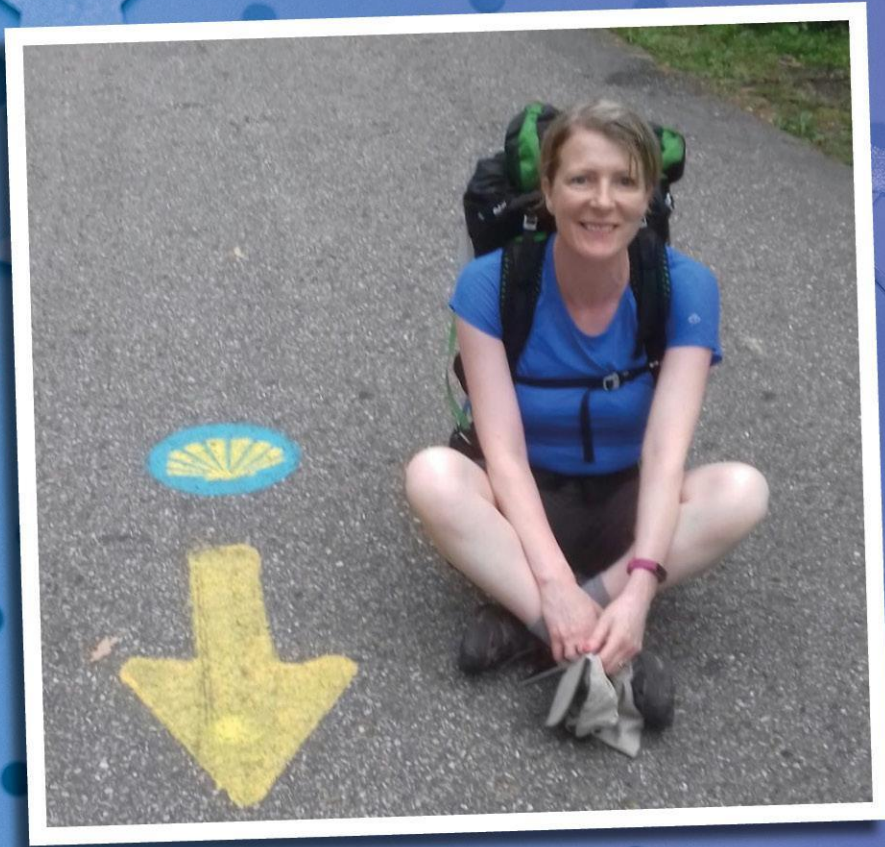
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C E B E G I N S W I T H

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Time taken 12:30
Plyos
Cat box
Run/cond 5/6

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Activity - Draw a timeline of your life



Activity - Draw a timeline of your life

NOTE: what do you notice?

What patterns and themes emerge for you?

What relationships are most important to you?

When were you strong/weak?

When were you happy?

When were you proud?

Where are unexpected gifts or opportunities that came up for you?

What are the learning points?

What values emerge?



“

Between stimulus and
response there is a space.
In that space is our power to
choose our response.
In our response lies our
growth and our freedom.

”

Viktor Frankl, Psychologist

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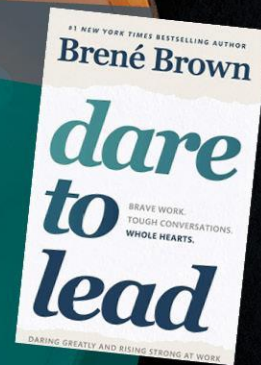
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“

Authenticity is a collection of choices that we have to make every day. It's about the choice to show up and be real. The choice to be honest. The choice to let our true selves be seen.

”

Brené Brown, Dare to Lead



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A hand holding a black remote control is positioned in the foreground, pointing towards a television screen. The screen displays the word "NETFLIX" in large, bold, orange capital letters against a dark background. The scene is set in a room with a blurred background showing a potted plant on the left and a desk surface.

NETFLIX

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A professional film crew operating a large camera on a set. The camera is a RED model, and the crew members are wearing black clothing. The background is slightly blurred, showing a white car and some outdoor setting.

Activity: Imagine netflix is making a documentary about your life between 2024 - 2039

What does that say about:

- your goals?
- what is important to you?
- what motivates you?
- what matters?

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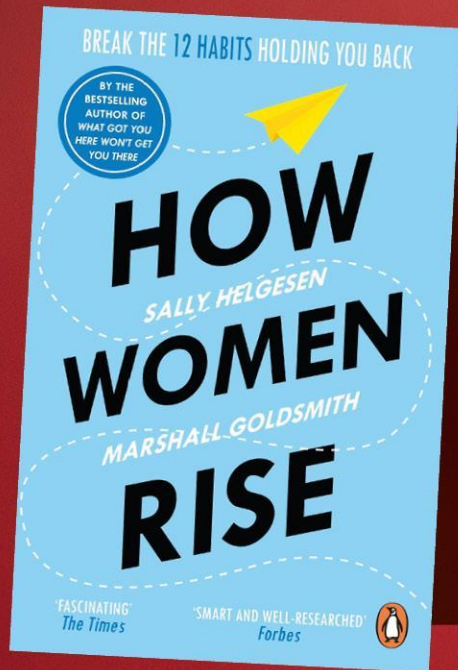


What might get in your way?

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1. Reluctance to claim your achievements
2. Expecting others to spontaneously notice and reward your contributions
3. Overvaluing expertise
4. Just building rather than building and leveraging relationships
5. Failing to enlist allies from day one
6. Putting your job before your career
7. The perfection trap
8. The disease to please
9. Minimizing
10. Too much
11. Ruminating
12. Letting your radar distract you

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From the inner critic to the inner coach



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Breathe...

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Observe







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Praise with
compassion

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A photograph of two women sitting at a table in a bright, modern office. They are both smiling and high-fiving each other. The woman on the left has long brown hair and is wearing a light-colored, textured sleeveless top. The woman on the right has long dark hair and is wearing a light blue turtleneck top. The table in front of them is covered with various documents, including one titled 'TRENDS', a calculator, and a pen. In the background, there are large windows, indoor plants, and a modern office interior.


Relationships

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A photograph of two women in a modern office setting, high-fiving. The woman on the left has long brown hair and is wearing a dark top. The woman on the right has long dark hair and is wearing a light grey top. They are both smiling and have their arms raised. The background shows a bright office with large windows, indoor plants, and a desk with a laptop.

Relationships

Think about:

How you show up

Being curious

Being compassionate

Being courageous

Building emotional
connection

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A photograph of a weathered wooden fence with vertical slats. A green banner with the word 'Boundaries' in white serif font is overlaid on the top left. The background behind the fence is a dense green hedge.

Boundaries

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Better?

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W

what is one thing you want to work on? Set your intention.

I

involve someone else to be an accountability partner and agree to meet.

N

say no to the judge, the inner critic, the inner boardroom.

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“

You don't need all the answers right now. New paths will reveal themselves if you have the courage to get started.

James Clear








”

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Connect with me on LinkedIn and
have a conversation about this.



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CIH Futures – Imposter syndrome

Lisa Strutt, leadership coach, Lisa Strutt leadership and coaching

John Barret, estate manager, The Iveagh Trust

Iain Gillespie, business support manager, Northern Ireland Housing Executive





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Lunch break

Time to network and speak to your
exhibitors



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Attracting, retaining and developing diverse talent to future proof your organisation



Conor Curran, head of diversity, inclusion and staff wellbeing, Queen's University Belfast



Attracting, retaining and developing diverse talent to future proof your organisation.



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Gen Z

Born: 1995 - 2015
Age: 6 - 26 years



Millennial

Born: 1980 - 1994
Age: 27 - 41 years



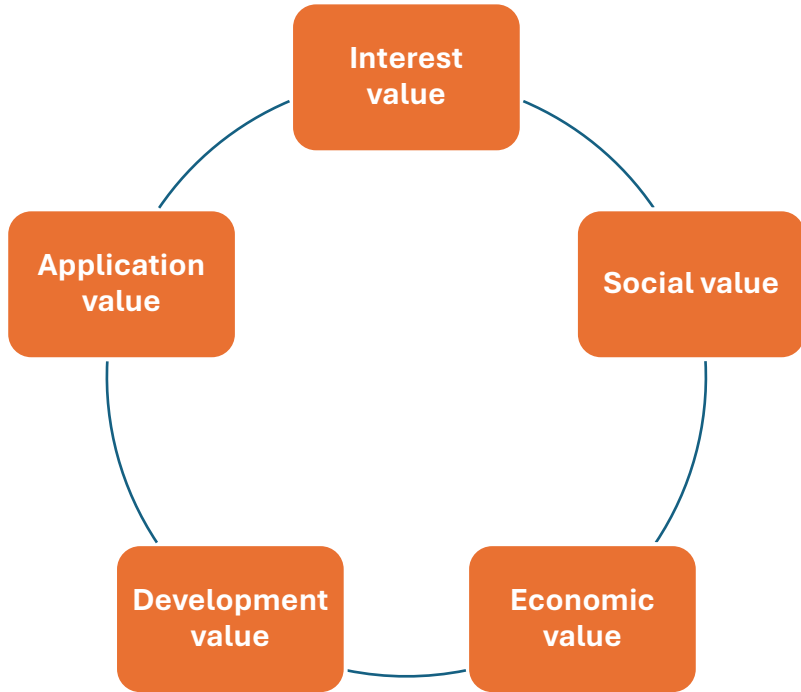
Gen X

Born: 1965 - 1979
Age: 42 - 56 years



Baby Boomer

Born: 1944 - 1964
Age: 57 - 77 years

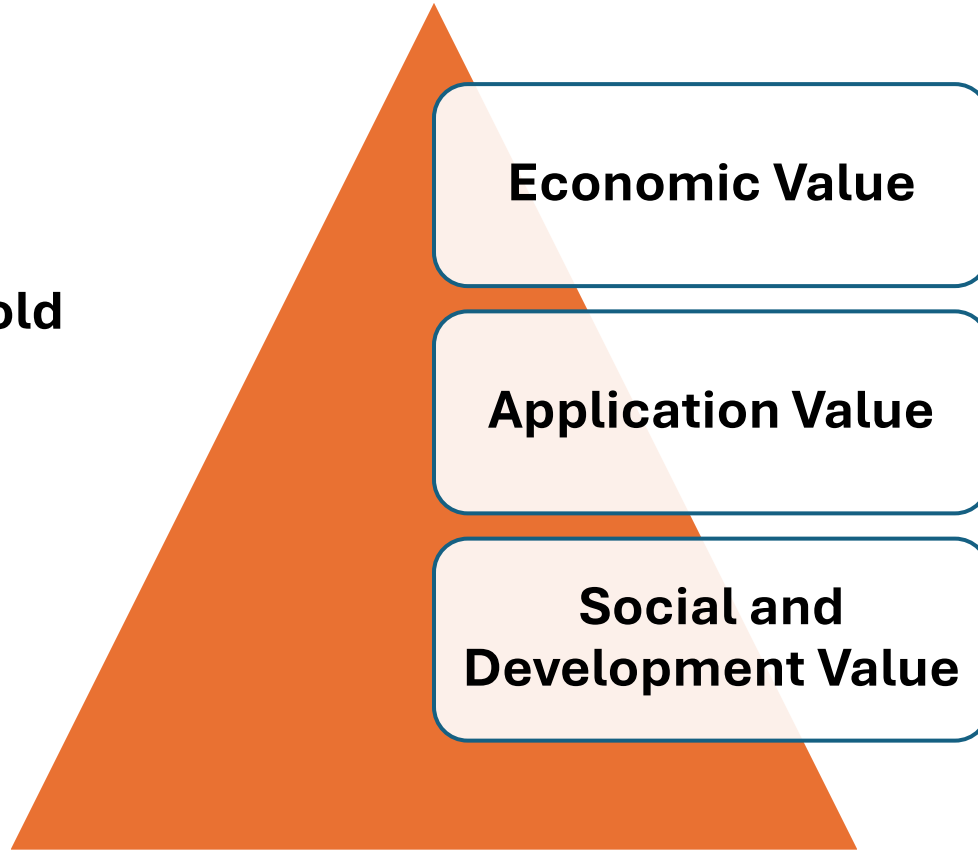


**Employer
Attractiveness**

Gen X

1965-1979

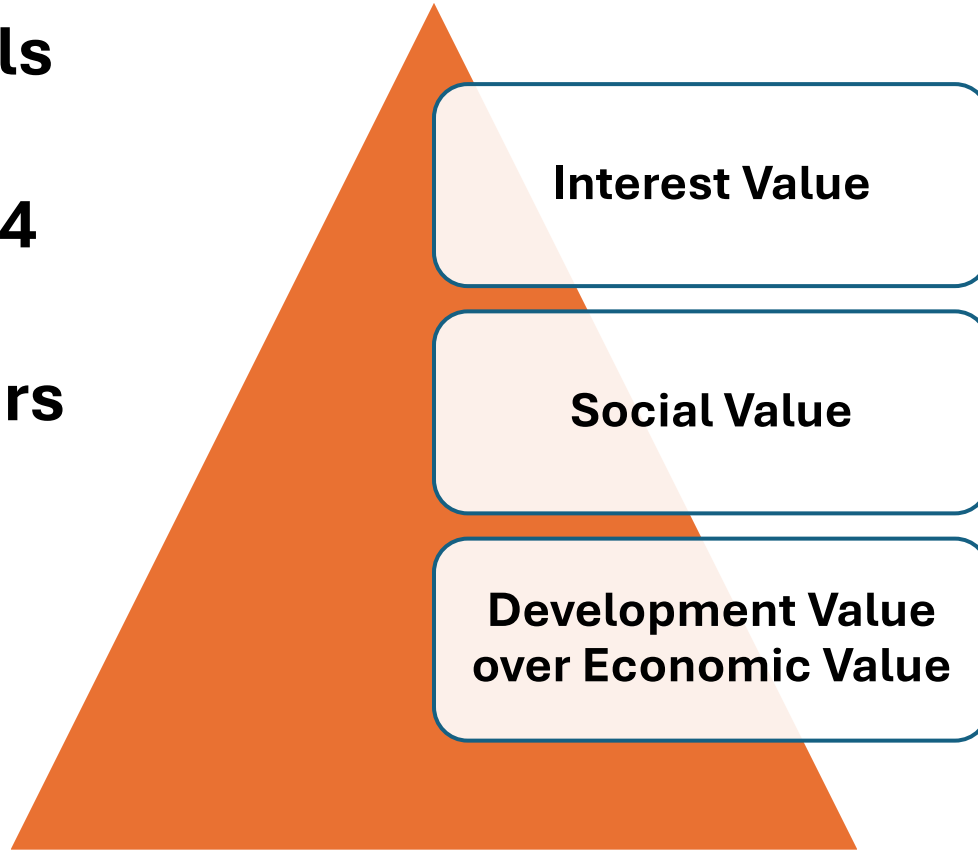
45-59 years old



Millennials

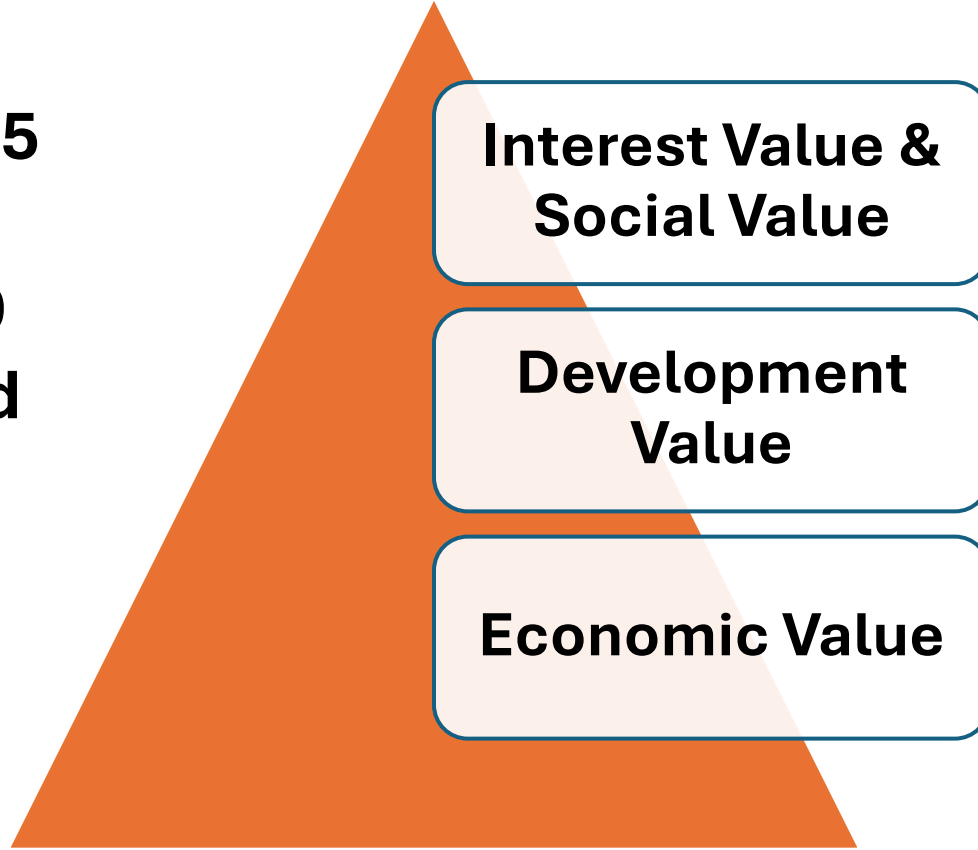
1980-1994

**30- 44 years
old**



Gen Z
1995-2015

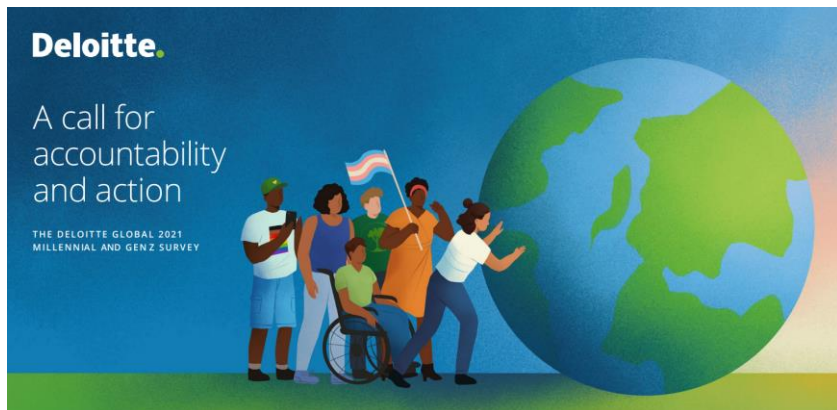
Up to 29
years old



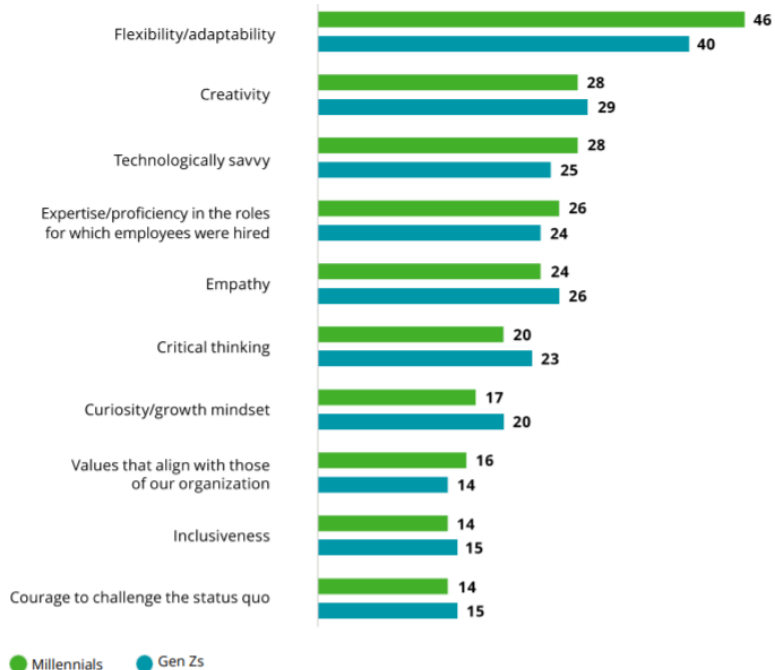
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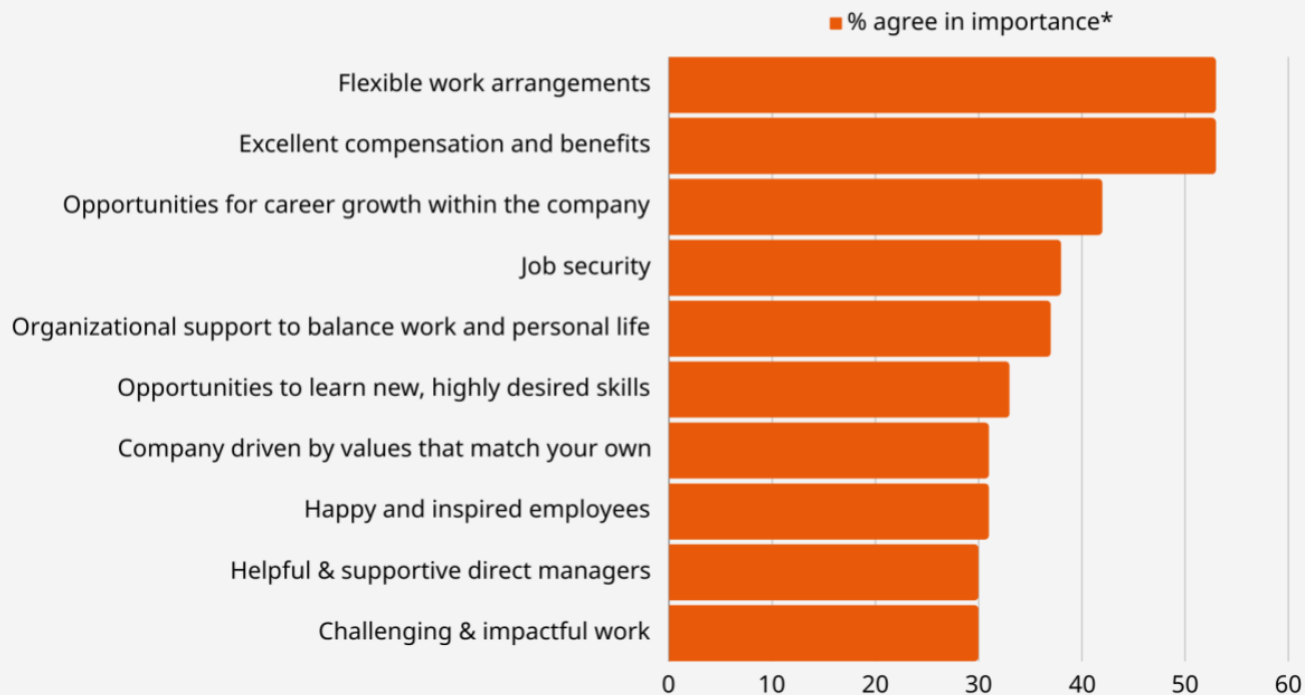
Employee behaviors most critical to successful businesses, according to millennials and Gen Zs (%)



Q24. Given the events of 2020 and planning for the future, which of these employee characteristics or behaviors have become most critical to the success of your organization? Base: All millennials in work 12,532, all Gen Zs in work 4,137

Source: Deloitte Global "2021 Millennial and Gen Z Survey"

Based on 10,525 survey respondents across the UK and Ireland, the employer value propositions most important to talent are:

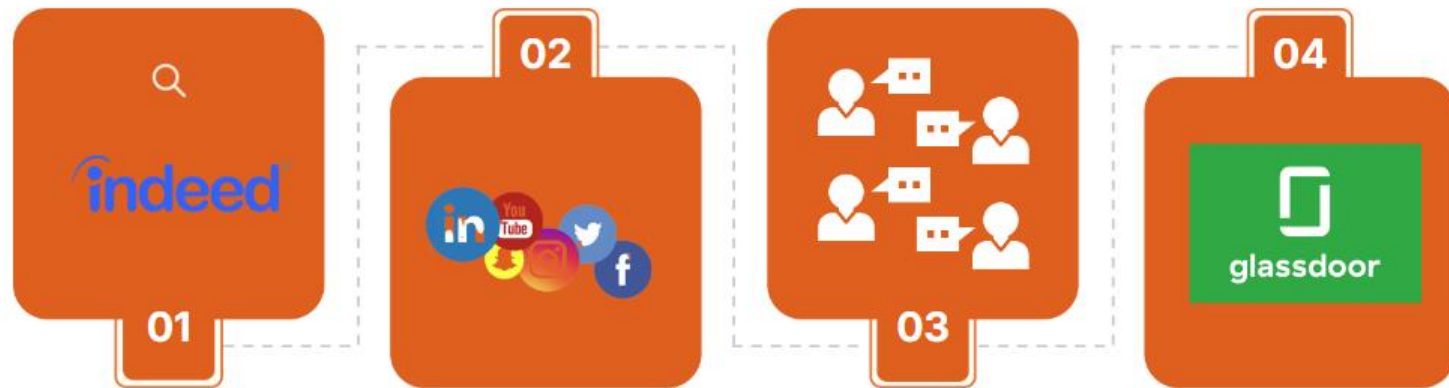


*The respondents ranked the employer value propositions by percentage agree in importance. This is worked out by taking the percentage of respondents that selected the employee value proposition as one of their top 5 considerations, divided by the total number of survey respondents.

When you research a holiday...



The same applies to a company



Employer Value Proposition Approach

value



Compensation

- Salary Satisfaction
- Compensation system satisfaction
- Raises and promotions
- Timeless
- Fairness
- Evaluation system



Benefits

- Time off
- Holidays
- Insurance
- Satisfaction with the system
- Retirement
- Education
- Flexibility
- Family



Career

- Ability and chance to progress and develop
- Stability
- Training and education at work
- Career Development
- College education
- Consultation
- Evaluation and feedback



Work Environment

- Recognition
- Autonomy
- Personal Achievements
- Work-life balance
- Challenges
- Understanding of one's role and responsibility



Culture

- Understanding of firm's goals and plans
- Colleagues
- Leaders and managers
- Support
- Collaboration and team spirit
- Social responsibility
- Trust

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**BINGE
GAMERS**



YOUR ARMY NEEDS
YOU
AND YOUR DRIVE

YOU BELONG

12



**PHONE
ZOMBIES**



YOUR ARMY NEEDS
YOU
AND YOUR FOCUS

FIND WHERE YOU BELONG

SEARCH ARMYJOBS.COM



**SNOW
FLAKES**



YOUR ARMY NEEDS
YOU
AND YOUR COMPASSION

FIND WHERE YOU BELONG

SEARCH ARMYJOBS.COM





Parents and Carers



LGBT+



Race Equality



Disability



Gender Equality



Faith, Religion and Belief



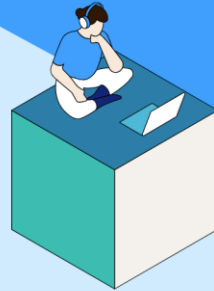
DIVERSITY, EQUITY & INCLUSION REPORT 2024

[Access our insights](#)





TALENT ATTRACTION

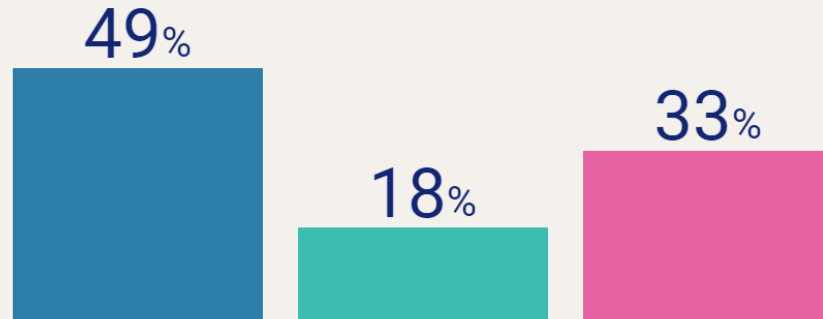


Does your organisation capture the demographic diversity data of applicants?

■ Yes ■ No ■ Unsure

2024

2019



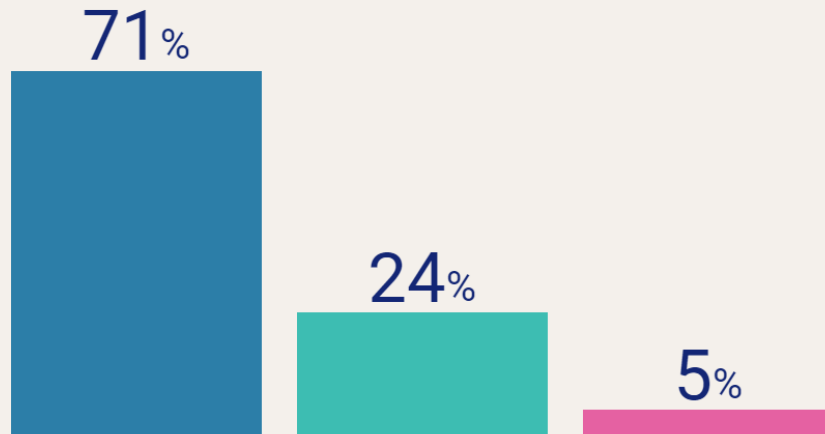
What do you believe is the impact of capturing the demographic diversity data of applicants on the attraction of new and more diverse talent?

■ Positive impact
■ Negative impact

■ No impact

2024

2019



Do you actively look for an organisation's diversity and inclusion policies and commitments when researching a potential employer?

Always

16%

Often

21%

Sometimes

24%

Rarely

18%

Never

21%

Faculty

All

School

All

Category

All

Year

22/23

Applicants

15412

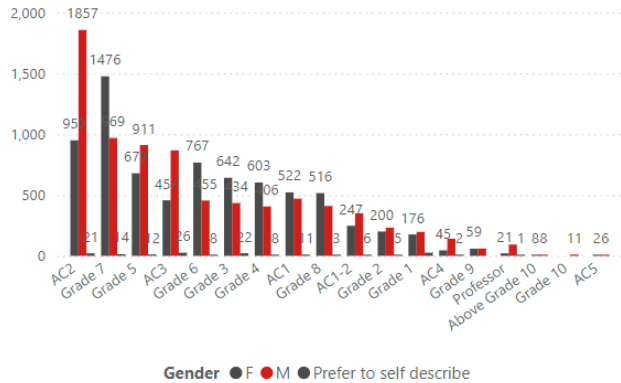


7370



7877

Total Applicants by Grade and Gender



Total Appointed by Grade and Gender

gender	F		M		Prefer to self desc	
	Total No.	Total %	Total No.	Total %	Total No.	Total %
AC2	69	8.15%	78	9.21%	2	0.02%
Grade 7	61	7.20%	44	5.19%	1	0.01%
Grade 4	65	7.67%	36	4.25%	1	0.01%
Grade 3	68	8.03%	32	3.78%	1	0.01%
Grade 5	41	4.84%	31	3.66%	0	0.00%
Grade 6	42	4.96%	20	2.36%	1	0.01%
Grade 8	37	4.37%	21	2.48%	0	0.00%
Grade 2	17	2.01%	25	2.95%	0	0.00%
AC1	23	2.72%	17	2.01%	0	0.00%
Total	485	57.26%	356	42.03%	6	0.07%

Athena Swan Staff Analytics



Faculty

People and Culture VP

School

All

Category

All

Year

22/23

Applicants

121

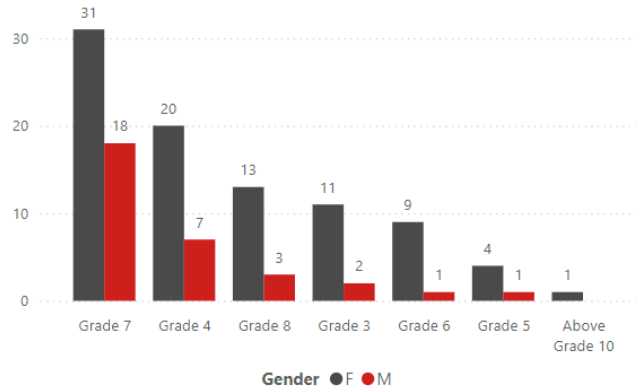


89



32

Total Applicants by Grade and Gender



Total Appointed by Grade and Gender

swan_grade	F		M		Total	
	Total No.	Total %	Total No.	Total %	Total No.	Total %
Grade 4	3	23.08%			3	23.08%
Grade 7	1	7.69%	2	15.38%	3	23.08%
Grade 3	2	15.38%			2	15.38%
Grade 8	1	7.69%	1	7.69%	2	15.38%
Above Grade 10	1	7.69%			1	7.69%
Grade 5	1	7.69%			1	7.69%
Grade 6	1	7.69%			1	7.69%
Total	10	76.92%	3	23.08%	13	100.00%

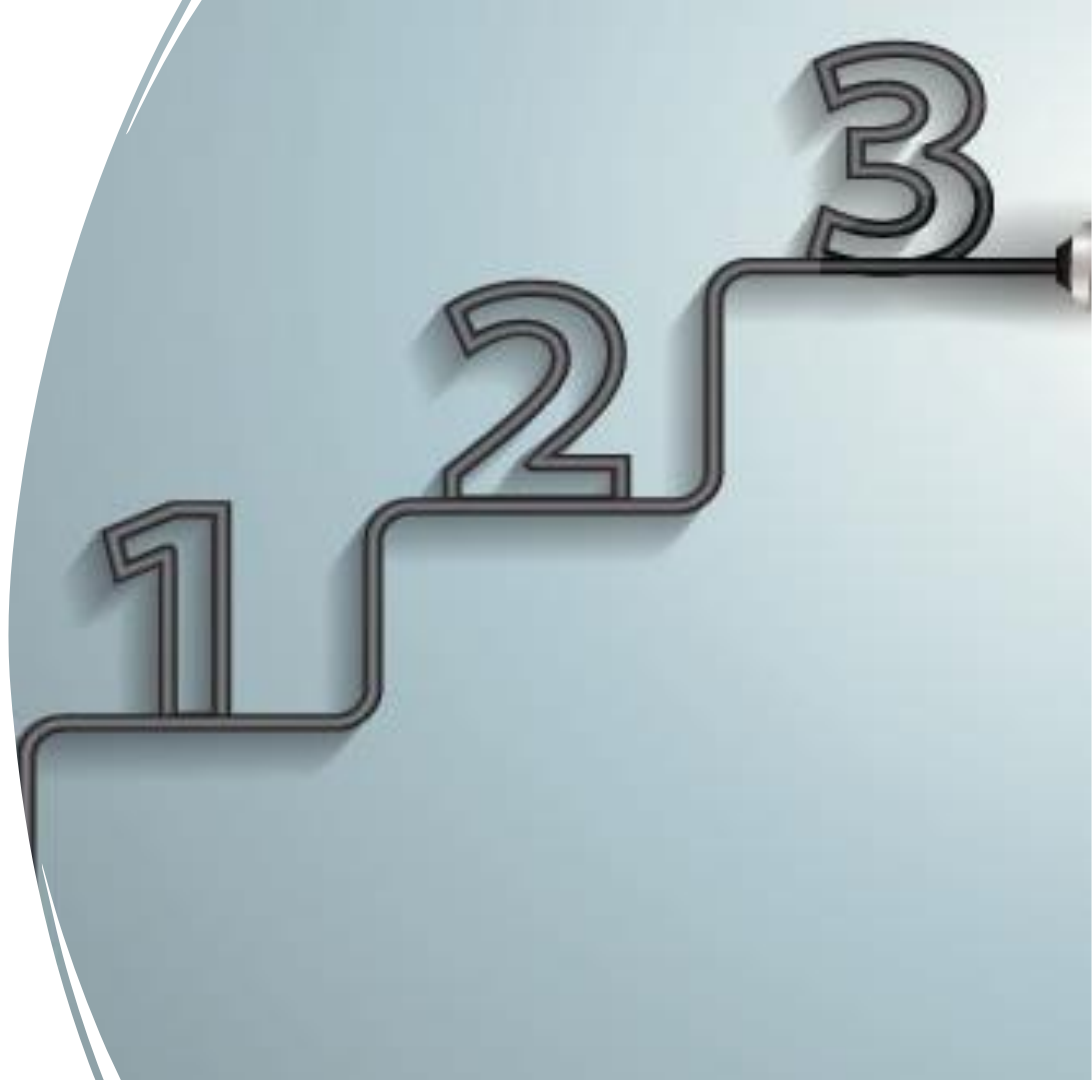
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Practical steps you can take

- **Conduct a DEI Audit**
- **Develop a DEI vision or mission statement**
- **Design a DEI Strategy and Action Plan**





**START
WHERE
YOU ARE**

**USE
WHAT YOU
HAVE**

**DO
WHAT
YOU CAN**

HONEST JOB DESCRIPTIONS



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Housing



ACCOUNT SALES MANAGER

Sales

The Account Sales Manager (ASM) drives a small-box truck to sell, deliver, and merchandise Red Bull products in large and small format stores. The ASM's top priority is to effectively service all customers in a safe, efficient, and professional manner.

- Share
- Tweet
- Share
- Share
- Email
- Print

EXPLORE THE WORLD BEHIND THE CAN

+60BIL

Cans Sold

VISIT RED BULL ENERGY DRINK

169+

Countries

VISIT COMPANY

28YRS

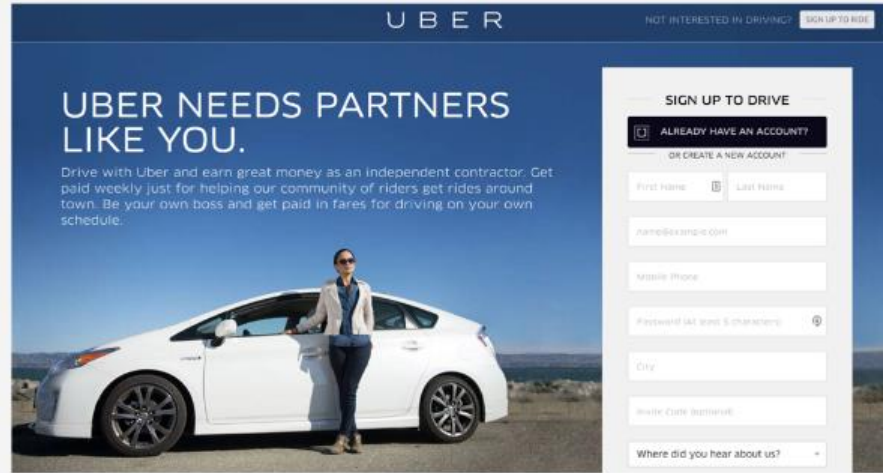
of Company History

VISIT OUR MILESTONES

SELL THE CULTURE



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A screenshot of the Uber website's sign-up page. The top navigation bar includes the Uber logo and links for 'NOT INTERESTED IN DRIVING?' and 'SIGN UP TO RIDE'. The main heading reads 'UBER NEEDS PARTNERS LIKE YOU.' Below this is a sub-headline: 'Drive with Uber and earn great money as an independent contractor. Get paid weekly just for helping our community of riders get rides around town. Be your own boss and get paid in fares for driving on your own schedule.' The central image shows a woman in a white jacket and sunglasses leaning against a white Uber car. On the right side, there is a 'SIGN UP TO DRIVE' form with options for 'ALREADY HAVE AN ACCOUNT?' and 'OR CREATE A NEW ACCOUNT?'. The form fields include 'First Name', 'Last Name', 'Email Address', 'Mobile Phone', 'Password (at least 8 characters)', 'City', 'State (US only)', and 'Where did you hear about us?'.

UBER

NOT INTERESTED IN DRIVING? SIGN UP TO RIDE

UBER NEEDS PARTNERS LIKE YOU.

Drive with Uber and earn great money as an independent contractor. Get paid weekly just for helping our community of riders get rides around town. Be your own boss and get paid in fares for driving on your own schedule.

SIGN UP TO DRIVE

ALREADY HAVE AN ACCOUNT?
OR CREATE A NEW ACCOUNT

First Name Last Name

Email Address

Mobile Phone

Password (at least 8 characters)

City

State (US only)

Where did you hear about us?



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