



## **Stepping Up in Our Leadership – without Burning Out**

**HELOA conference,  
Stratford Upon Avon  
15 January 2025**

Katy Murray from Catalyst Collective

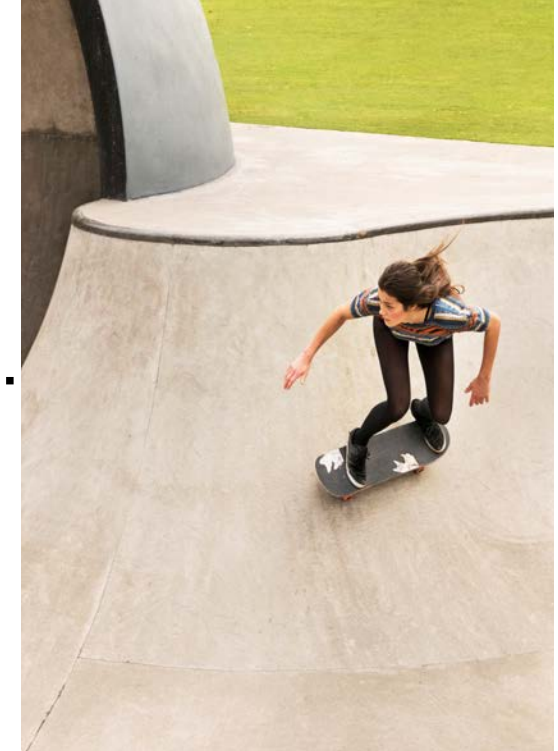
# You're in the right place if you want to explore

- ✓ some of the systemic issues that can make it trickier to "step up" at work without burning out.
- ✓ what success means for us, and the challenges we face in getting there.
- ✓ the importance of allyship and community, as we work through these challenges together.

## Coming up:

Personal reflection  
Interactive conversations  
Provocations  
Power practices to add to your toolkit

Come open, curious and ready for compassionate challenge!

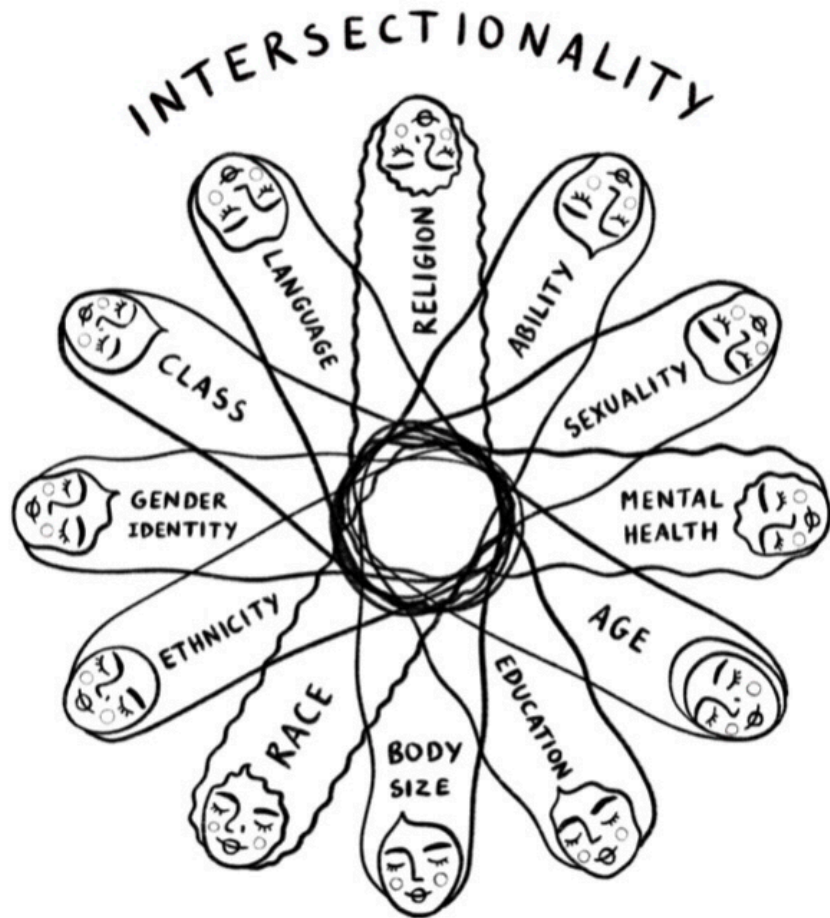


# Your context.... Is this you? You...

- ➔ What do you recognise?
- ➔ What do you NOT recognise?

- ✓ are being asked to do more with less
- ✓ want to show a willingness to do the extra things
- ✓ fear that if you say 'no' it may impact your promotion prospects
- ✓ notice your schedule is filled with the extra things e.g. pastoral support for students
- ✓ fit it in 'side of desk'
- ✓ look at your senior female role models and not sure you can (or want to) replicate
- ✓ look at your senior male role models and you def don't want to replicate
- ✓ contribute to EDI initiatives (Athena Swan etc) but not sure what the impact or real life difference it will make – you worry it's more about optics and not sure your senior team are fully on board with the changes it entails
- ✓ want to go for promotion but you don't particularly want to compete with your peers
- ✓ not sure you can do it and you're not sure you're enough
- ✓ feel spread too thin, experience overwork and overwhelm, and you've flirted with burnout
- ✓ want to speak up about issues that concern you (ecological, justice, workplace) and feeling bolder as you're getting older
- ✓ juggle your caring responsibilities and want to have a rich life outside of work

# Meet your host



Sakina Saidi  
[@heyimsakina](https://twitter.com/heyimsakina)



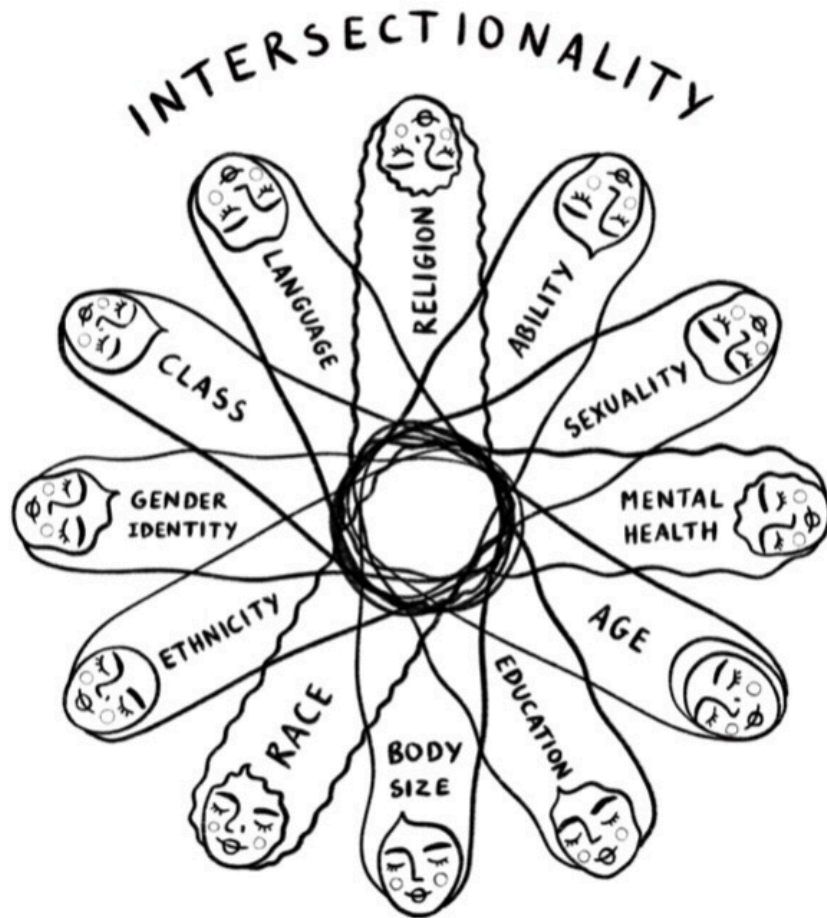
**Katy Murray**

# Hi I'm Katy Murray aka katycatalyst...



- ✓ Founder and Director of diversity, equity and inclusion consultancy Catalyst Collective, named 1 of 2023's most inspiring leaders
- ✓ 25+ years' resourcing 1000s of leaders across 35 countries. My clients are HEIs, EDIB leaders, change makers, social impact leadership, exec teams, entrepreneurs, CEOs
- ✓ Speaker and Author of *Change Makers – a woman's guide to stepping up without burning out* published by Kogan Page and shortlisted for Business Book Award 2023
- ✓ Featured in Grazia, the I Newspaper, Metro, Inclusion Works, Psychologies Magazine, Chartered Management Institute, Thrive Global
- ✓ Daughter, friend, sister, mum of 2 teens, partner 24 years, volunteer, dancer, learner
- ✓ White, cis, het, able-bodied, peri-menopausal ...
- ✓ Passionate about resourcing you to step up in your leadership without burning out

# You and your intersectionality



What identity do you 'lead' with?  
What do you censor/ edit/ bend out of shape to fit in?  
What bias and barriers do you navigate?  
What privilege do you hold?

Sakina Saidi  
[@heyimsakina](https://twitter.com/heyimsakina)

# Bias and Barriers: a SELECTION

Being the 'Only One'

Gender pay gap

Visibility Vulnerability

Authority gap

Mental/ emotional load

Pensions gap

Likeability penalty

Ethnicity pay gap

Motherhood penalty

Orgasm gap

Daily microaggressions

*Adapted from Change Makers a woman's guide to stepping up without burning out at work by Katy Murray, 2022, Kogan Page*

Which do you recognise?  
Which have you experienced?  
Not experienced?

# What kind of PRIVILEGE do you hold

Straight privilege

Cis privilege

White privilege

Able bodied privilege

Neuro typical privilege

Citizenship privilege

Postcode privilege

Socio and economic wealth privilege

Pretty privilege

Mental health privilege

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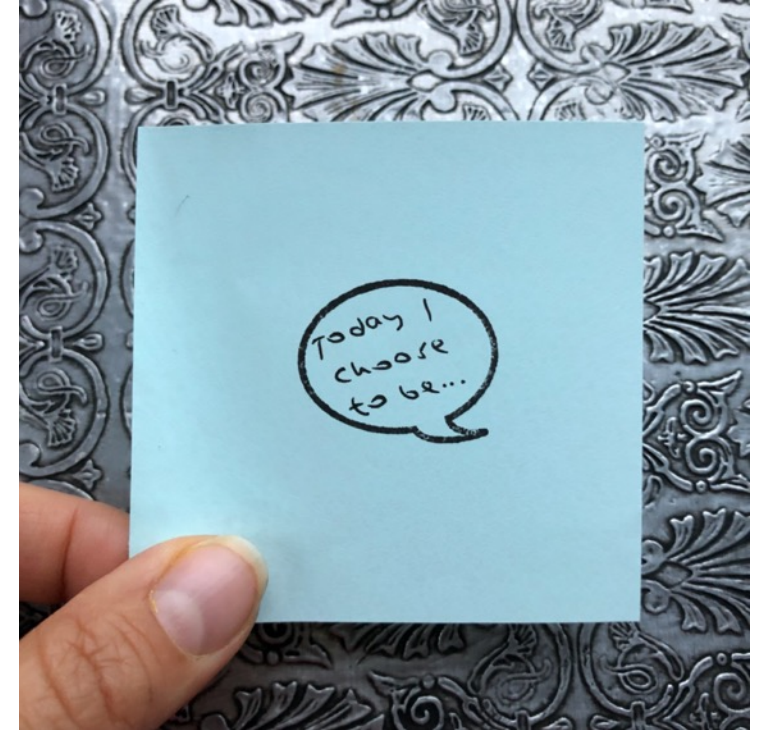
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Which have you experienced?

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# What does 'success' look like for you?

- ✓ What do you actually want? Have you ever asked that Qn, beyond what others expectations, or 'the track' demands?
- ✓ What are your drivers?
- ✓ What do you actually want in your life
- ✓ What contribution do you want to be making, and what life do you want to be creating



Personal reflection

[Link to Thriving Visualization](#)

# How do we step up, how do we navigate

- ✓ Detox and disrupt
- ✓ Build your own deep sense of enoughness
- ✓ Care for yourself, prioritize your own joy (energy and sustainability)
- ✓ Build your own networks – strategic/ external
- ✓ Create a visibility plan
- ✓ Be very focused and ruthless with what's in and what's out
- ✓ Ask to share the office/ admin/ home workload
- ✓ Call out/ call in colleagues
- ✓ Find allies (they're here!) and work together on this
- ✓ Model the kind of leadership and flexibility that you want to receive and experience
- ✓ Sponsor, mentor and uplift (does everyone you're mentoring look like you?)



Know that its not you, it's the system!  
You are a change maker!

# Allyship/ community as we navigate



- ✓ Who speaks about you when you're not in the room (and vice versa)
- ✓ Amplification
- ✓ Feeling less alone, finding others who 'get it'
- ✓ Calling out

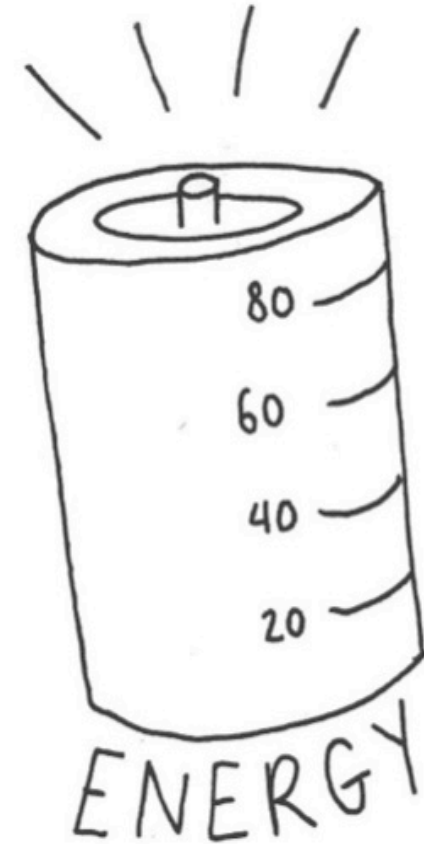
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# Quick ENERGY top up

Use the battery audit

Spot patterns

Make small shifts – dial up, dial down



# Quick JOY top up

Create your Joy list!

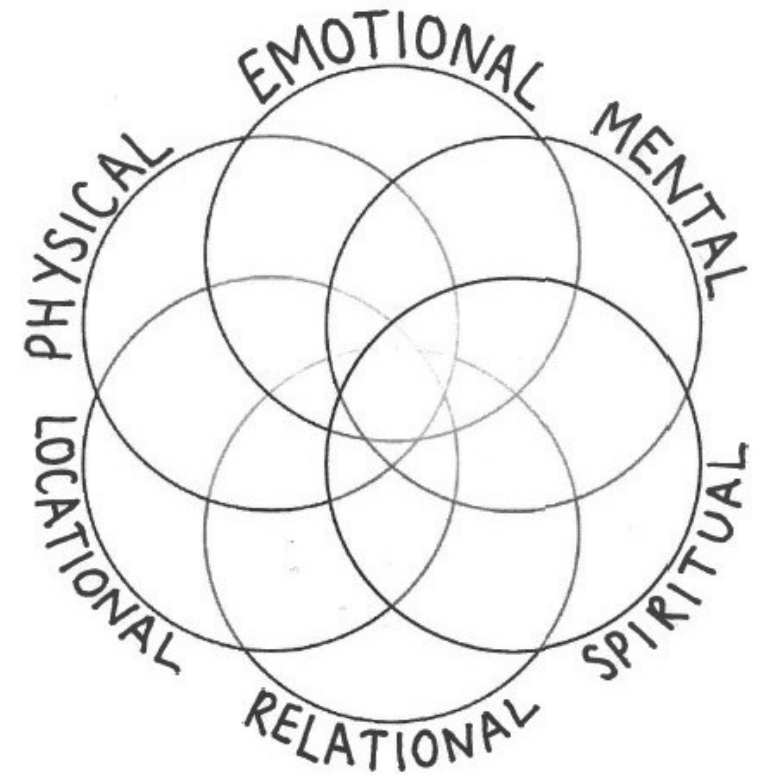


# Using the Holistic Resilience Map

Which area needs some focus and TLC for you?



Chapter 3 in *Change Makers*



Personal reflection and group conversation

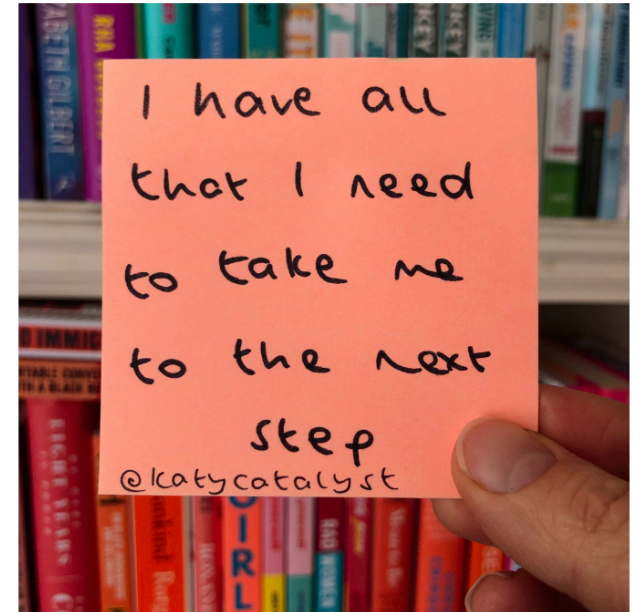
# Quick ENOUGHNESS top up

'I am enough'

'I do enough'

'I have enough'

'I have all that I need to take me to the next step'



# Today and YOU

- ✓ What are the key insights from this session for you?
- ✓ What particularly challenged you in the session?
- ✓ What is your best/ smallest next step?
- ✓ How can you share this learning with others?





# Let's stay connected!



👉 Get your copy of *Change Makers* and download your book bonuses via [www.katycatalyst.com](http://www.katycatalyst.com)

💖 @katycatalyst on Instagram, 👉 Katy Murray on Linked In

💡 Sign up to receive Catalyst Notes with leadership, inclusion and resilience strategies, coaching prompts, affirmations

🌱 Join Katy's 1/4ly reset events – next one is Spring Reset on 17 March

🚀 Join *Change Makers Collective*

