## Antarctic Reflections on Leadership and Women in STEM

Hannah Laeverenz Schlogelhofer

10<sup>th</sup> May 2018

Homeward Bound: Building a global network of 1,000 women in STEMM to influence policy and decision making as it shapes our planet.

### WOMEN ARE NOT THE FUTURE, THEY ARE THE PRESENT: WE ARE CHANGING THE STORY RIGHT NOW

SANDRA GUZMÁN, MEXICO HB 2018 PARTICIPANT FOR INTERNATIONAL WOMENS DAY



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## Why Women? Why Scientists?

Less than 26% of the world's researchers are women and even less are in leadership roles

Many barriers contribute to the low representation of women including lifestyle commitments, lack of female mentors and role models and discrimination in the workplace

Studies have shown that women leaders provide more economic benefit and their leadership styles tend to be more open, collaborative and less hierarchical

Science touches every aspect of our lives and in particular now when the sustainability of the planet is in crisis



## **Why Antarctica?**

- Ideal setting to discuss the future of humankind in an age of climate change.
- Remoteness allowed for us to be present and inspired in a way we could never achieve at a regular conference venue.
- Historically Antarctica is symbolic for women overcoming barriers against inclusion.
- Women were originally excluded from early exploration of the continent based on the attitude that women could not handle the extremes in temperature or crisis situations.

### What is Antarctica All About?

- Holds 90% of the Earth's ice
- 70% of the Earth's fresh water
- 10% of the Earth's Land
- 1.5x bigger than the USA
- Only 0.3% of the continent ice-free but that

is where 99% of the biodiversity occurs

### The Antarctic Treaty An Inspiring Example of Leadership

- Negotiated during the height of the Cold War, primarily between Russia and the US, it was signed in 1959
- The Treaty dedicated the entire continent to Peace and Science
- No one owns any land there, and it is a true multi-Nation State

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### Where did we go?

60°0'0"W

Landings: 1 Half Moon Island: Camara Base (Argentina) 2 Carlini Research Stn<sup>®</sup> (Argentina) **3 Great Wall Research Stn** (China) **4 Paulet Island 5 Portal Point** 6 Danco Island 7 Palmer Research Stn (USA) 8 Cuverville Island 9 Port Lockroy **10 Petermann Island 11 Pleneau Island** 12 Horseshoe Island 13 Rothera Research Stn (UK) 14 Neko Harbour 15 Whaler's Bay: **Deception Island** CHC CR CI Legend Landing Research statio

U

We made it all the way to Rothera Base, part of the British Antarctic Survey, which is approximately 67.34' South Longitude

We visited 5 Research Stations in total withstanding difficult weather, dangerous oceans and frozen seas

.... but more on that later

Map by Sarah Hamylton

N

700 Km

175 350

60°0'0"W

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## Who is the Homeward Bound Team?

- Fabian Dattner, Co-founder
- Marshall Cowell, Leadership program coordinator
- Dr. Justine Shaw and Dr. Mary-Anne Lea, Science Program Coordinators
- Sarah Anderson and Merryn McKinnon, Science Communications & Visibility Coordinators

- Kit Jackson, Strategy Program Coordinator
- Kerryn Velleman, **On-board psychologist**
- Lesley-Anne Houghton, LSI Coach
- Greg Mortimer, Expedition Leader
- Sam Hodder, Podcaster
- Oli Sansom, Photographer



### THE HOMEWARD **BOUND TOOL KIT**

Journey of purpose How to identify the stages of your personal journeys

### **Strategy** How to identify core values to guide your priorities (work/self/relationships) and execute with 100 day plan

Leadership Style

Inventory (LSI)

Science Communication Strategies to communicate

your science

### Visibility

Tools to increase visibility and to communicate effectively

> **4MAT** Tool to identify and communicate to different learning styles

Coaching Tool to assist others to grow and learn through challenges

Four Steps to Learning How to recognise and support the stages of learning

**4** Perspectives of Awareness Framework to gain perspective on challenging situations

Created by Rachelle Balez

### **Feedback**

Tools to deliver balanced feedback

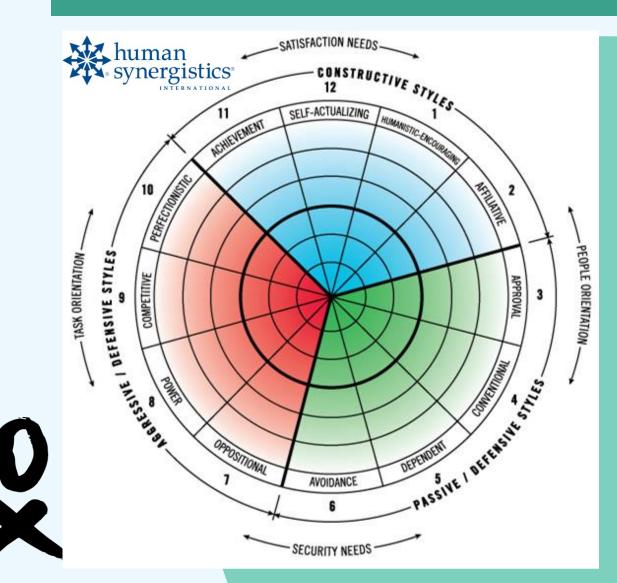
#### **Emotional Agility**

How to manage your inner world in a way that builds resilience



How to identify your thinking/behaviour and view in the context of others when making decisions and solving problems

## LSI - A 360 Degree View

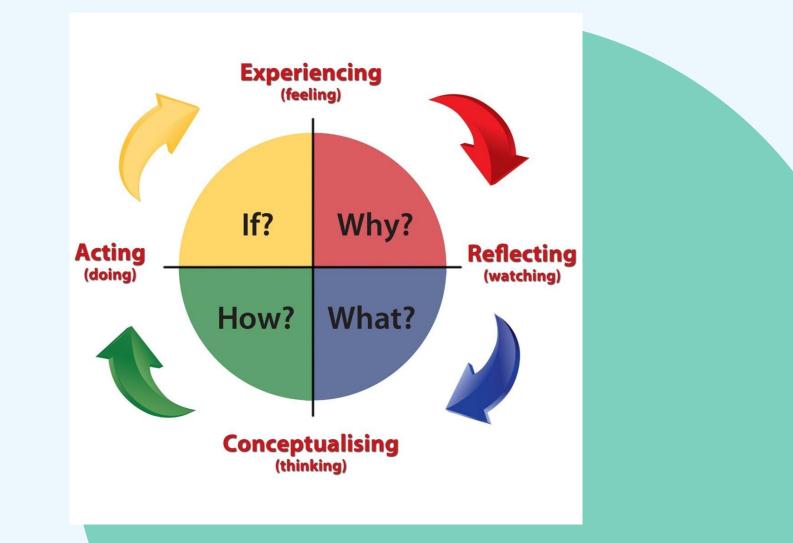


What is the story you tell yourself?

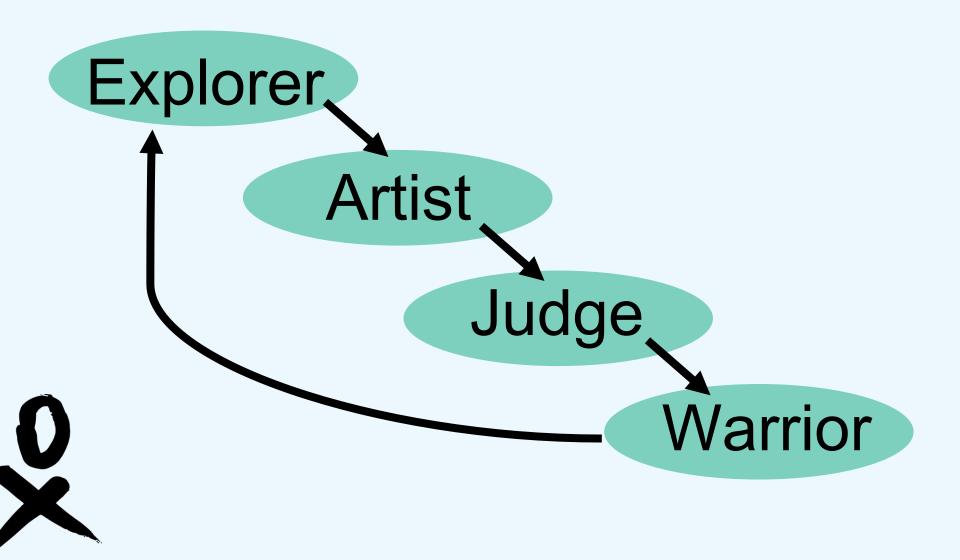
How do others see you?

### 4MAT - How do we Learn?

VX



### **Journey of Purpose**





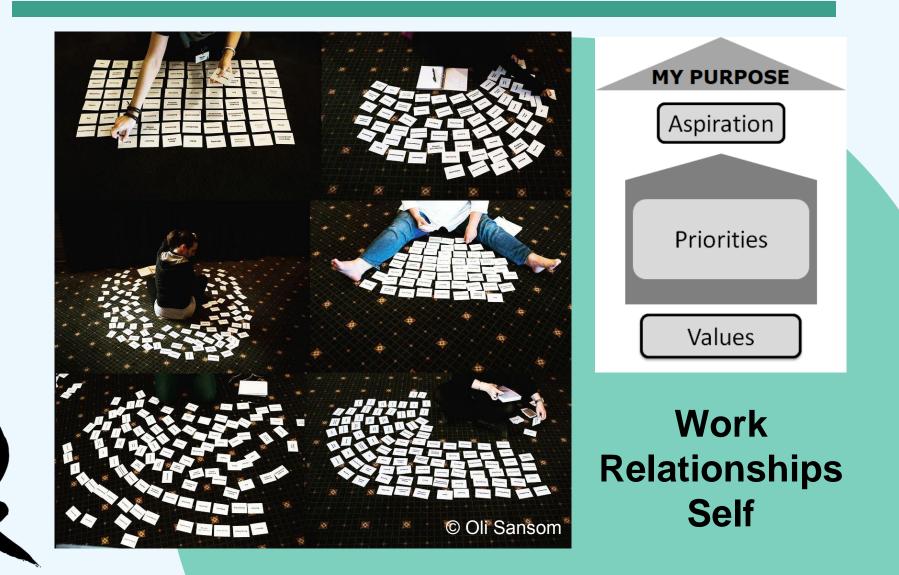
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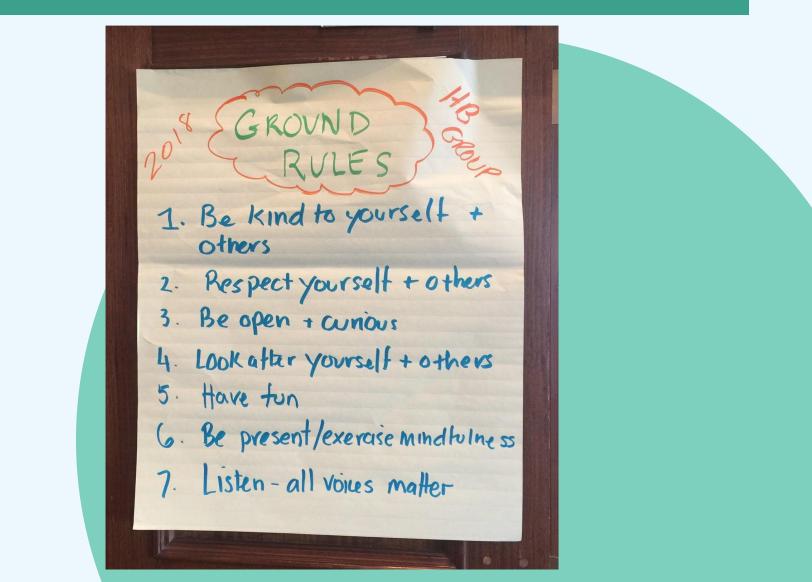
## Judge

# Warrior

## **Personal Strategy Mapping** Your Values as Your Foundation



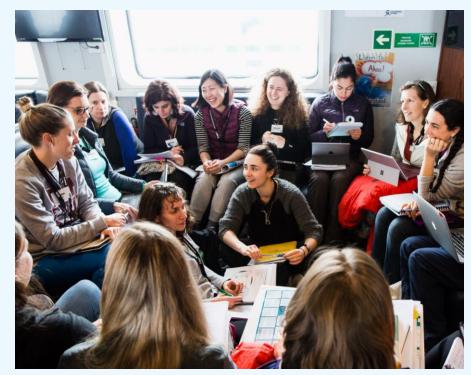
### **Ground Rules**



### **The Ship - Our Home for 3 Weeks**









# **The Wildlife**











### **Science Themes**

### Symposium@Sea









### **Research Stations**





# Glaciers

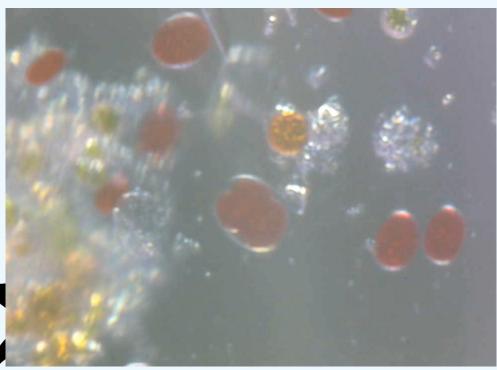


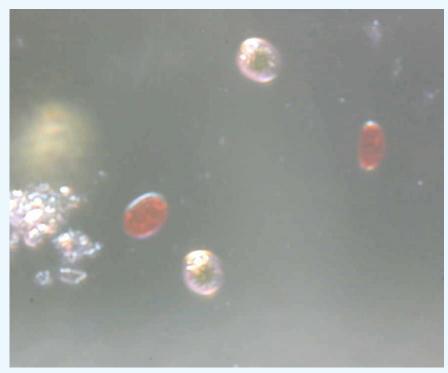














# **The Gullet** Finding a path through frozen seas



### Where to from here?

© Oli Sansom



### Cambridge Contemporary Dance: 'Connecting Waves'

# **THANK YOU**

Yassen Abbas Dalia Alkalaj Jones Rudolf Angermann Mary and Jeffrey Archer Andrea Arnold Angela Birkett Sabina Bryant Cheng Chen Sandra Clements Ottavio Croze John Denton Marlene Drew Graciella Edo Grigg Lissa Eyre Annemarie Fleischmann Markus Fleischmann Paul Fleischmann Ursula Fleischmann Eva Geyer Hilary Goodall Eleanor Hathorn Frank Holzer Günter Hörander Louise Jones Stella Klein Beatrice Koenig Eva Laeverenz Lara Laeverenz Farhad Mirfattahi Luise Mostbeck Holly O'Neil Doris Payer Adrianne Pielou-Boynton Kaya Raveendran Ernst Schlogelhofer Alison Smith Marietta Strasoldo Lorenza Toffolon Taylor Uekert Disruptive Women

BLACKHEATH

SAGE



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Physics of Sustainability





Gonville & Caius College

## Is it your time?

### **Applications for Homeward Bound 2020 close May 18th**

Women For Climate Action &

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