

Leading Whole: *Valuing the Masculine & Feminine in All of Us*

Keynote Overview

This keynote, which can also be offered as a session or workshop, acknowledges that leadership is about leading whole, not leaving any part of yourself out. Each leader brings a unique set of characteristics, experiences, preferences and ideas to this role and as a result, creates their unique legacy.

We have heard stories of women leaders feeling like or actually being asked to show up more like men, even though it is clear this advice is greatly faulted. Women who act like men are seen as ingenuous, incongruent and ineffective. It harms those they lead and it harms them. So, what are we really asking for? I believe more than ever, that today, what we are asking is for both men and women to recognize and value equally, feminine and masculine traits inherent in all of us.

In general, more women than men might more naturally demonstrate feminine traits such as connection, mutuality or empathy. On the flip side, more men than women might more naturally demonstrate masculine traits such as objectivity, independence and risk taking. Does that mean women cannot be risk takers or men can't be empathetic? Of course not. But until we value both traits equally, which in many environments we still may not, both men and women suffer. Their unique leadership is stifled and limited, therefore, their impact is minimized and this is why we should care about this.

As masculine traits have been more rewarded and seemingly more familiar, women may lean too far into their masculinity, often at the expense of losing their femininity. In this case, both men and women lose and I am passionate about helping to ensure this doesn't continue. Both men and women, any gender, should have full access to both feminine and masculine traits necessary and relevant to leadership at all levels in all organizations. This session explores this dilemma and opens the door to new and more expansive possibilities for both men and women.

Takeaways & Learnings

- Understand the traits that are most activated and visible in them today, those they more habitually lean or rely on.
- See more clearly how the balance between their own feminine and masculine is being demonstrated today and how this supports or keeps them from taking authentic action.
- Reflecting on where they hold any bias for one or the other and what they have or do value more in themselves and others.
- Leave with new insights around this element of their leadership, the impact on their presence and capacity to lead and what might need to shift or change.

Actions for Attendees to Take

- Be a catalyst for meaningful and actionable conversations around how to bring both masculine and feminine leadership traits into the way they think, lead and act.
- Deepen their appreciation for both and become advocates for change where needed in their organizations.

Renée Dineen



Founder of the Deep Tissue Living Institute, TEDx Speaker, and Co-author of The Art & Truth of Transformation for Women

Renée Dineen is a best-selling author, TEDx & motivational speaker, and founder of the Deep Tissue Living Institute, a coaching and consulting platform dedicated to doing the deepest work with those who never thought they could. Prior to launching her own practice, Renée spent 20 years in global senior leadership roles in the high tech and biotech industries, including five years working and living overseas in Switzerland.

As an international thought leader playing at the intersection of business, leadership, psychology and well-being, Renée travels around the world coaching and advising leaders and teams how to navigate risk, change and growth while fueling the soul of the organizations and cultures they shape. She has dedicated her career to exploring human nature to understand how we can all live with greater purpose, joy and grace.

Renée has presented on dozens of global stages, been the guest on numerous podcasts and has been featured in high profile media publications such as Fortune, Financial Times, Elephant Journal and Ladders Career Magazine. Most recently Renée coauthored an anthology titled 'The Art & Truth of Transformation for Women' which is an Amazon International Best Seller.

In February 2020, Renée took her own story to the TEDx stage. Her talk titled 'Authentic Inaction™: Undoing the Doing in a Do Crazy World' is an account of her own trials and tribulations as a “doing addict” and workaholic. Her talk has reached over 600K views and supports her mission to revolutionize the way we work, play & relate to one another and our purpose.

Renée holds a Masters Degree in Organizational Psychology. Her coaching approach borrows from numerous coaching accreditations, including the gold-standard International Coaching Federation accreditation.

She lives in Sacramento, California with her husband, Sean, two teenagers and their beloved dog Atlas. As a family, they are fueled by their passion for travel, which includes 50+ countries and counting. Inspired by these experiences, Renée hosts a blog that can be found at www.travelmomentswithkids.com.

To learn more about Renée and her work in the world, you can visit her at www.reneedineen.com, www.authenticinaction.com or on Instagram @reneemdineen.