

Dr. Shawn Andrews

Author of the Best-Selling Book, *The Power of Perception: Leadership, Emotional Intelligence, and the Gender Divide*

Please contact a GDA agent for information.

Topics

- Diversity and Inclusion
- Emotional Intelligence
- Generational Issues
- Journalism / Literary / Author
- Leadership
- LGBTQ
- Virtual
- Women's Empowerment



About Dr. Shawn Andrews

Dr. Shawn Andrews is a keynote speaker, organizational consultant, business school professor, and author of the best-selling book, *The Power of Perception: Leadership, Emotional Intelligence, and the Gender Divide* (2018 Morgan James Publishing).

She's been a *Forbes* contributor, quoted in the *Chicago Tribune*, interviewed on dozens of podcast and radio shows, including *NPR*, and is a *Women's Media Center* SheSource expert.

Shawn speaks and consults to a diverse range of clients, including the United Nations, Broadcom, Johnson and Johnson, Bristol-Myers Squibb, GSK, Rust-Oleum, Experian, National Diversity Council, Association for Talent Development, and Society for Human Resource Management.

With over two decades of corporate experience in the biopharmaceutical industry, she has helped thousands of leaders improve and develop using presentations, workshops, coaching, and psychological instruments. She is an accredited practitioner for EQ-i 2.0 and EQ 360 model and Insights Discovery Colors.

She serves as professor at both UC Irvine Paul Merage School of Business and Pepperdine Graziadio Business School, teaching courses on Women and Leadership, Organizational Behavior, Diversity in Organizations, and Leadership and Ethics. Her specific areas of focus include Organizational Leadership, Learning & Development, Talent Management, Diversity & Inclusion, and Unconscious Bias.

Shawn earned her Ed.D. degree in Organizational Leadership from Pepperdine University, an M.B.A. degree from Pepperdine University, and a B.A. degree in Psychology from University of California, Irvine.

She serves as Board President, Healthcare Businesswomen's Association Orange County, is a member of 50/50 Women on Boards Leadership Committee, and is founder and CEO of Andrews Research International.

Select Keynotes

- **The Power of Perception: Leadership, Emotional Intelligence and Gender**

Organizations that want to perform at the highest levels and be competitive in their industry must effectively leverage their leadership talent. Yet, in nearly all companies, a leadership gender gap persists.

Research has identified an individual's emotional intelligence (EQ) as a key aspect and driver of leadership effectiveness. EQ assessment have found men and women to be strong in different areas. These differences often advantage men and disadvantage women at work and can lead to very different outcomes.

Finally, men and women are raised in different cultures. It begins at birth and carries into the workplace as adults. As a result, we approach virtually every aspect of business differently. Different approaches result in different perceptions, which have a significant impact on promotion.

Understanding the power of perception can dramatically improve your career advancement and help men and women work better together. Building on her best-selling book, *The Power of Perception: Leadership, Emotional Intelligence, and the Gender Divide*, Dr. Andrews will address the latest research on these topics and show you how to apply practical strategies to boost your career and maximize talent in your

organization.

During this interactive presentation, you will learn how to:

- ◊ Examine barriers that contribute to the leadership gender gap
- ◊ Identify emotional intelligence attributes and their impact on leadership
- ◊ Leverage gender differences (hard-wired and socialized) which show up every day at work and home
- ◊ Apply knowledge and tactics to improve career advancement

• **Driving D&I: Inclusive Workplace Strategies**

As a global society, we are becoming more diverse every day. Today, many companies are striving to be more diverse and inclusive but are falling short. Why? Because most companies are not doing the right kinds of activities, not doing enough activities, or are only addressing one piece of the issue.

D&I initiatives can be compared to Maslow's hierarchy of needs. Diversity awareness starts at the bottom and sets the foundation, then as organization's progress they move to active diversity management, then eventually evolve to become inclusive at the top of the pyramid. If an organization sets out to be inclusive from the start, then diversity will naturally follow.

This presentation is focused on helping organizations leverage inclusion to get the benefits of diversity. Neuroscience aspects to creating inclusion and building safe teams will be discussed, as well as helping people understand the power of micro affirmations and micro aggressions.

During this interactive presentation, you will learn how to:

- ◊ Appreciate the difference between diversity, equity, inclusion, and belonging
- ◊ Examine the impact of global diversity trends
- ◊ Learn how inclusion and psychological safety impacts teams
- ◊ Explore micro affirmations and micro aggressions
- ◊ Apply different approaches to develop an inclusive culture

• **Overcoming Hidden Biases that Hinder Our Success**

By now, most of us know that unconscious biases affect the workplace. These hidden, reflexive preferences shape our world views and can profoundly affect how welcoming and open a workplace is to different people and ideas. These predispositions shape the decisions we make by affecting the way we interpret information and how we interact with others—significantly impacting a whole host of organizational processes from recruitment to retention.

At the same time, we are experiencing significant shifts in global demographic trends which impact age, race, ethnicity, gender, religion, and LGBTQ employees. There is no doubt that our workplace is becoming more diverse, which increases the potential for more biases.

Customized bias scenarios (based on your audience) and real-world cases will be discussed. Several individual and organizational strategies to minimize bias will be provided.

During this interactive presentation, you will learn how to:

- ◊ Identify different types, causes and impact of bias at work
- ◊ Explore the impact of global demographic trends on diversity and bias
- ◊ Utilize case studies and stories to communicate potential biases
- ◊ Apply individual and organizational strategies to minimize bias

• **Maximizing Talent: Gender, Generations and Leadership**

This presentation is an insightful and fascinating look into the many facets of gender and generation, and their impact on leadership and talent. We will start by exploring the latest statistics on the global leadership gender gap and diversity trends. We will discuss how men and women are raised in different cultures, which starts at birth and carries into the workplace as adults. We will also examine how our oldest and youngest generations can work together to create a Boomer-Millennial dream team.

Using real-world examples, Dr. Andrews will provide strategies that CEOs, men and women can use to fully maximize talent. This presentation is based on her research and best-selling book, *The Power of Perception: Leadership, Emotional Intelligence, and the Gender Divide*.

During this interactive presentation, you will learn how to:

- ◊ Examine latest statistics on the global leadership gender gap and diversity trends
- ◊ Appreciate how gender culture impacts behaviors, perception, and promotion
- ◊ Explore generational characteristics and how to create a Boomer-Millennial dream team

- ◊ Apply practical strategies to maximize talent and leadership

• **How to Leverage Emotional Intelligence During Change**

Emotional Intelligence (EQ) is the ability to perceive and express emotions, understand, and reason with emotion, and regulate emotion in self and others.

EQ has been shown to be a key differentiator between good and great performance for both individuals and teams, and unlike IQ, EQ can be improved. These skills are critical in helping us cope during organizational change or any crisis, including global pandemics such as COVID-19. How we make decisions, show empathy, relate to other people, and express our own needs will determine how well we deal with changes.

We will discuss what EQ is, how it impacts us both personally and professionally, and how we can leverage it during times of stress.

During this interactive presentation, you will learn how to:

- ◊ Explore the impact of EQ on leadership and teams
- ◊ Differentiate between teams with high EQ and teams with low EQ
- ◊ Leverage the EQ competencies most important in coping with change
- ◊ Apply practical strategies to improve these critical EQ competencies

• **EQ and You: Building Success through Emotional Intelligence**

Did you know that a leader's ability to manage emotions and interact successfully with colleagues at all levels of an organization is directly linked to that leader's ability to achieve the highest performance potential?

Research has identified an individual's EQ as a key aspect and driver of leadership effectiveness. But it does not just stop at leaders. EQ has been shown to be a key differentiator between good and great performance for both individuals and teams, and unlike IQ, EQ can be improved.

A systematic and committed approach is necessary to build emotionally competent organizations. A strategic cycle of assessment, learning, practice, and feedback over time will enable employees to build competencies that can help develop high-performing teams and leaders.

During this interactive presentation, you will learn how to:

- ◊ Examine the importance of EQ in the workplace
- ◊ Appreciate differences in EQ and gender
- ◊ Leverage the neuroscience impact of EQ and psychological safety on teams
- ◊ Explore the impact of EQ on leadership
- ◊ Apply practical strategies to improve EQ competencies

• **Overcoming Bias and Ageism: Creating a Boomer-Millennial Dream Team**

Unconscious biases shape the decisions we make by affecting the way we interpret information and how we interact with others—thus significantly impacting who gets hired. In addition, we have more age diversity in the workforce than ever before and will soon have five generations working side-by-side—which can be a challenge to navigate.

During this interactive presentation, you will learn about unconscious bias (especially ageism) and how it impacts your job search. We will also discuss the strengths of each generation, and how you can create a Boomer-Millennial dream team.

During this interactive presentation, you will learn how to:

- ◊ Identify types and causes of bias, especially ageism
- ◊ Explore the impact of D&I trends
- ◊ Leverage the strengths of each generation
- ◊ Create a Boomer-Millennial dream team

• **Insights Discovery Colors - Communication Skills**

The origins of personality trait theory date back to ancient Greece and Hippocrates. Hippocrates observed four distinct groups of characteristics, which he labeled the 'four humours'. He determined that once he could identify what type of 'humour' a person had, he could predict their likely behavior.

Many researchers have subsequently expanded on this knowledge, and Insights has built on the extensive work of Swiss Psychologist Dr. Carl Jung to develop the Insights Discovery Learning System.

This system uses four distinct color energies (Fiery Red, Sunshine Yellow, Earth Green, and Cool Blue) which you can apply in your daily life to help you understand why you behave in the way you do, and why other people might behave differently. This foundational training workshop is designed to help you improve your effectiveness as an individual, in teams, in organizations, and in leadership.

I have had the opportunity of participating in other major personality trait-based learning programs (Myers-Briggs, Social Styles, and DiSC) and have found Insights Discovery Colors to be the most practical, applicable, and easy to use on a daily basis.

During this interactive workshop, you will learn how to:

- ◊ Recognize differences and identify the unique culture of your team
- ◊ Explore team goals, challenges, communication styles, and values
- ◊ Focus on individual team member strengths (not on weaknesses)
- ◊ Apply practical uses of colors, such as non-verbal communication, interactions, work environment, listening, and emailing
- ◊ Appreciate your team's color diversity

Select Book Titles

- **2018:** The Power of Perception: Leadership, Emotional Intelligence, and the Gender Divide

Select Articles

- [Dr. Shawn Andrews' Articles](#)

One of the most sought-after experts in improving gender-based leadership outcomes, Dr. Andrews' articles appear in noted industry publications on a regular basis. A selection of her works are available for FREE download here.

Select Testimonials

"Shawn's level of professionalism and communication is excellent, and her methods of sharing & teaching skills to others is very clear, logical and effective. I highly recommend Shawn; she is an exceptional professional with excellent skills that would benefit any top tier organization."

— *Arlene Lum, Clinical Scientist, Allergan*

"I loved Dr. Andrews' content and presentation style on The Power of Perception. Important, informative—and delivered with personal connection. The data she shares is so very helpful and relevant, and the strategies are invaluable! I can tell she's passionate and educated about the topics of leadership and gender. I also appreciate the Power of Perception Workbook and I'm looking forward to utilizing it."

— *Bobbie Carlton, Founder, Innovation Women and Carlton PR & Marketing*

"The whole Power of Perception topic was intriguing. It's wonderful that Experian holds events like this, especially for women. I found the information highly valuable and relevant. I downloaded Dr. Andrews' book onto my phone before the presentation ended."

— *Chanda Strickland, Director, Project Management Revenue Cycle Solutions, Experian Health*

"I wanted to send you a note to say WOW! You absolutely blew me away with your presentation last night. You are so at one with your data and your speech. The audience was completely engaged, and you were absolutely amazing. Congratulations!"

— *Christy Fleurat, Director, Oncology Project Manager & Submission Group, Pfizer*

"Thank you for a great presentation on Leadership, Emotional Intelligence and Gender. Your research and delivery far exceeded my expectations, and you presented the data in a way I've never heard before."

— *Jennifer Aversano, Director, Learning & Development, Merck*

"Dr. Andrews' presentation was phenomenal! Everyone was engaged and I really enjoyed the discussion and content that she prepared for the audience. I'd highly recommend her as an expert on these topics."

— *Jennifer Wolfgram, Vice President, Commercial Education, Roche*

"I wanted to reach out to thank you for your presentation at ATD. It was hands-down my favorite session and I walked away with valuable

information to bring back to my organization.”

– *Kate Anderson, Sales Training Developer, Roche Diagnostics*

“Thank you for presenting to our Women's Innovation Network. You are hilarious, knowledgeable, and one of the best speakers I've ever heard.”

– *Lori McCarthy, Senior Territory Business Manager, Biogen*

“I was totally unaware of all the issues that Dr. Andrews highlighted from her research. I now have a new respect for women in the workplace, and firmly believe that we need to do more in our organization to increase diversity at all levels.”

– *Michael Delmage, Director, Organizational Development, Meda Pharmaceuticals*

“Dr. Andrews, I met you when you spoke at Biogen a couple years ago, and ever since then I've had friends ask about my role as a leader in the industry and how I navigate my career living in a male dominated work force. Time and time again I've referred to your talk about EQ and the Gender Divide. Brava to your research and thank you for your work and continued advocacy towards compressing the gender gap.”

– *Nora E. Bruno, Principal Consultant at NEB Pharmaceutical Consulting*

“I had the opportunity to hear Shawn speak at SHRM Talent last year. Her talk was thought-provoking and highly engaging. I will definitely pick up her book, *The Power of Perception: Leadership, Emotional Intelligence, and the Gender Divide!*”

– *Regina Corley, Talent Marketing, McLane Company, Inc.*

“Shawn spoke at our annual women's conference. She was fabulous and everyone loved her. I will definitely tell people how great she was and recommend her to others.”

– *Timi Anyon Hallem, Partner, Manatt, Phelps & Phillips, LLP*