



# MEMBERSHIP SPOTLIGHT

## JENNIFER BRYANT



### **What do you believe are the most critical qualities of an effective leader in the Federal Government?**

In my opinion, there are several critical qualities that make an effective leader in the Federal Government. Leaders should be ethical and integrity-driven, have strong communication and decision-making skills, and strategic thinking capabilities. They should also be collaborative and Inclusive, flexible and adaptable, and resilient.

### **As a woman leader in the Federal Government, what is one piece of advice you would give to aspiring women who seek to attain senior leadership positions?**

As a woman leader in the federal government, one piece of advice I would give to aspiring women seeking leadership positions is to be resilient and persistent in pursuing their goals. The journey to attaining leadership roles can be challenging, and there may be obstacles and biases along the way. It is important for aspiring women leaders not to let these setbacks discourage them but instead use them as opportunities for growth and transformation.

### **What challenges have you faced on your path to senior leadership, and how did you overcome them?**

On my path to senior leadership, I faced various challenges and hurdles. Some common challenges included gender bias, lack of representation, imposter syndrome, work-life harmony and organizational culture. To overcome these challenges, I focused on building strong support networks, seeking mentorship from other successful women leaders, acknowledging my own achievements along the way, and prioritizing self-care. I have also emphasized amplifying voice of diverse individuals and challenging existing systems that perpetuate inequality. It is important to advocate for inclusive policies and practices to achieve positive change.

Remember, overcoming challenges to senior leadership requires continuous effort, perseverance, and a commitment to personal development.

## About You

From clerk-typist to Executive Director, my 31-year career with the federal government spanned many functional areas, including leading teams in business management services, process improvements, and employee engagement, I am a Fortune 100 senior leader of People and Culture, focusing on leading the continuous improvement of associate engagement, diversity, inclusion, belonging, and overall organizational effectiveness. With that same Company, I lead one of the largest women empowerment Business Resource Groups with over 21,000 members. I am also the Executive Founder of Reaching Within, An Empowerment Journey LLC, where I authored international bestselling leadership books and achieved a Presidential Lifetime Achievement Award.

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