

# Digging Deep

## A Leadership Discovery Experience For Women In Construction

### Women in Construction

From tradeswomen, engineers, business owners, architects and construction managers to those working in the fields of sustainability, innovation, diversity, inclusivity and collaboration, women are making their mark and having a significant impact on the construction industry!

### There is much to be celebrated!

And yet...candid conversations with women in construction often reveal a more complex truth. Underneath their many and growing accomplishments, women in construction are still seeking something more: to be connected in deeper ways to their own unique and natural leadership abilities, the ones they were born with, the ones they can feel in their bones. They want to lead as women. They want to support and be supported by other women who are seeking the same things.

When we deny or ignore this vibrant facet of women's leadership, we leave on the table untapped wisdom, creativity and potential – to the detriment of our organizations, our industry and most importantly, to women ourselves.

As the construction industry – and the world around us – continues to shift and change in profound ways, and as we look to the future and imagine what is possible, several things become clear:

There has never been a more important time for women to step fully into their leadership.

There has never been a more important time for women in construction to be encouraged in this endeavour.

There has never been a more important time for women to dig deep.

### The Experience of Discovery

When we know who we are as leaders, our ability to respond positively and wisely to the world around us inevitably and naturally expands. We become like the proverbial bamboo tree: flexible but firmly rooted, even in the strongest winds.

The journey of self-knowledge and self-discovery does not happen at the surface where we think we know who we are. It happens below the surface, where things are wild, unpredictable and messy!

Working below the surface is not for the faint of heart. It requires tenacity, trust – and a fierce willingness to dig deep.

In other words... it is the perfect place and choice for the courageous and resilient women of construction!



### Truth Be Told

The truth is, when we don't live and lead from our full selves, warning signs start to appear, telling us that something is "off" and out of balance. It is our responsibility to get to the root of these imbalances and course correct. When we accept this responsibility, we begin to restore and reclaim fundamental pieces of our unique leadership capacity and story. This in turn enables us to make an even more meaningful and impactful contribution at work and in the world.

There are countless examples of warning signs, and a few are listed below. Do any of them sound familiar to you?

- ◆ I shut down my intuition and stop trusting myself
- ◆ I look outside of myself for validation and acceptance
- ◆ I try to help others by "fixing" them
- ◆ I don't say what I mean
- ◆ I let self-criticism chip away at my confidence
- ◆ I blame and judge others when they don't meet my expectations
- ◆ I hesitate to express my feelings, for fear of being too "emotional"
- ◆ I "go-along" rather than face conflict, tension or uncomfortable conversations head on

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“Leaders learn to trust the compass, not the map”

– Dr. Susan David

## What to Expect

In case you haven't already noticed, *Digging Deep* is not your average leadership development program! It is a unique learning experience designed to deepen your understanding of who you are and how you might bring more of YOU into the world.

It is an experience rooted in personal reflection, deep listening and community building. There will be no need for compulsive note taking, no bombardment of information, and no assessment of your personality or leadership skills based on an external test!

Instead... you will be thoughtfully guided by an experienced leader using a blend of facilitation, coaching and mentoring techniques. Our learning will co-evolve based on the diversity of our experiences and the unique alchemy of the group. During our sessions we will draw from creative practices that are well-tested and widely recognized to support self-discovery, including collaborative learning, mindfulness and storytelling.

The *Digging Deep* experience is held over 8 Zoom video sessions, each 2 hours long. Sessions are scheduled on a bi-weekly basis to allow time for meaningful reflection and integration of learning. You will receive challenges and assignments in between sessions to further your leadership discoveries.

*Digging Deep* is a highly interactive, group learning experience – your full attention and participation at each session will be required! To ensure the best conditions for learning and growth, group size is capped at 12 participants. *Digging Deep* is open to all individuals who self-identify as a woman working in construction.

## What Will Emerge

- ◆ An expanded sense of and appreciation for the unique leadership capabilities you possess
- ◆ Deeper connection to and trust in your inner wisdom
- ◆ More confidence; the kind that comes from being in and belonging to a community of like-hearted women
- ◆ Increased capacity and readiness to make a more significant contribution at work and in the world



## Registration Details

Investment per person is \$1,200 CDN + HST. Group packages available for organizations, associations and sponsors. Supplementary individual coaching sessions also available. To register and/or for further conversation about the *Digging Deep* experience, contact Laurel at 905 912 1945 or [laurel@laurelhubber.com](mailto:laurel@laurelhubber.com).

## At the Heart of Our Work

As we learn and grow together, we will be guided by questions that challenge us to show up fully in our leadership – regardless of our current title or position:

- ◆ What is the future calling forth in me, and in my leadership, at this time?
- ◆ What are the thoughts, beliefs, choices and old stories that keep me “small”?
- ◆ What personal practices help me stay connected to my inner wisdom in times of turbulence and uncertainty?
- ◆ What are the unique gifts of leadership I carry deep in my bones, the ones that make me feel most alive?



Hello!

from Laurel Hubber,  
your Guide and Coach

If you've read this far, you're already a kindred *Digging Deep* woman! Welcome! I'm looking forward to getting to know you better and walking with you through your leadership discovery experience.

**A little bit about me...** I've spent the last twenty plus years working in the construction industry and have been on my own journey of self-discovery for even longer than that! Over the years I have been mentored by several extraordinary and wise human beings who have tenaciously held space for me to dig deep and become the best version of myself I can be – and who have held my feet to that fire too many times to count! I stand gratefully on their shoulders and am committed to doing the same for other women who are ready to do the work of *Digging Deep*.

## Want to know more about me?

Visit [www.laurelhubber.com](http://www.laurelhubber.com) or give me a call. I will be waiting to hear from you!