

THE PWN VIENNA
NEWSLETTER
AUTUMN/WINTER
2017/18

- > NETWORK NEWS
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Andrea Balcar
Newsletter Editor



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Dear Readers,

Welcome to the issue!

The writer Ayn Rand once said “The truth is not for all men, but only for those who seek it.” In our current political and social climate, whether in Europe or across the big pond, it may seem that instead of actively seeking the truth, many people have decided to let “alternative facts” rule their thinking. Rather than listening to and honing their inner voice and letting their inner (moral) compass guide their decisions, they choose to follow leaders whose fast talk and posturing (at best) hides hollow phrases and empty promises, or (at worst) whose only true aim is to create turmoil and social discord to suit their agenda.

At the time I chose the topic of “truth” for this issue of CONNECT, I didn't know how timely this theme would prove to be from a socio-political point of view. I also didn't foresee that in the months leading up to the publication of this issue, I would come to realise that so as to stay true to, as well as take care of, myself, I would need to slow down and make more room for stillness in my life. That is why, after a much deliberation, I have decided to step down as editor of CONNECT.

In this, my final Letter from the Editor, I would like to say “thank you” to you, the readers, for your interest and appreciation.

We all seek sanctuaries, places that offer discussion and room to grow. PWN Vienna is one such place. In my years as a member, I have always felt welcome and accepted. I have met amazing women who inspired and energised me. In turn, I have been able to inspire others to share their life experiences with you. Over the course of five years, the topics presented here have provided a “red thread” of issues that every woman and man must address in their lives, whether it concerns finding their passion, dealing with adversity or developing the (self-)confidence necessary to follow one's dreams. I have been supported in this by the PWN Vienna Presidents and all Steering Committee members; numerous wonderful contributors (thank you so much, ladies!); and throughout, by long-time cover artist Evi Psaltidi as well as my friend the graphic design maven, Tina Feiertag, my trusted “co-pilot” for each and every issue. It was an honour and a pleasure working with you! Special thanks also to Georgina Leaf in New York, who kindly took over proofreading this issue. Thank you all very much!

As you read this, the new year is still fresh and offers hope and new perspectives. In your endeavours let yourself be guided by Albert Schweitzer who wrote, “Truth has no special time of its own. Its hour is now – always, and indeed then most truly when it seems most unsuitable to actual circumstances.”

Enjoy the issue!

'till we meet again,
Andrea Balcar

Giseal Ebermayer-Minich
and Simona Rusu-Beschia
Co-Presidents
presidents@pwnvienna.net

Dear PWN Vienna Community,

The release of this issue of Connect Magazine is fortunately happening at the start of the year, an opportunity to send our Best Wishes for a Happy and Healthy 2018 to you and yours. We appreciate the time you spent in supporting our network and look forward to your continued support in the future. It has been a pleasure getting to know so many of you!

While reflecting on the past year and reviewing a few milestones and successes we are also thinking ahead to the new year.

We hope that PWN has been helpful to you by providing tools to build new skills, expanding your network, making friends, encouraging your creativity and initiative and even discovering your hidden talents! As you know, tapping into your full potential can help you in every aspect of life and business. Whether you are searching for the perfect type of business or looking for ways to grow the one you have, you may find the answer in your own personal talents. And we think we have the perfect program to help you discover “the gems” inside yourself, so they do not go unnoticed and untapped. Our Group Mentoring Programme reached new heights of success over the past months. We are so pleased with the great turnout for the Mentoring Programme! Mentors and Mentees came together in that powerful way that women connect with each other to discover a bigger picture and realize how much more is out there.

And there is even more to come: a team of PWN members from across all city networks is looking at how to jumpstart an International Virtual Mentoring Programme for Senior Leaders! Our colleagues at PWN Warsaw are putting in an incredible amount of work to create a mentoring online platform. How great to be Global! So much more opportunity!

Our last year global offsite in Oslo was a unique opportunity of intense exchange, enthusiastic brainstorming and a truly productive time together while discussing the future direction of our network. Our colleagues at PWN Norway gave us a very warm welcome, we worked hard and we had lots of fun too!

The Vision Statement of our global network is To Accelerate the Current Pace of Change towards Gender Balance Leadership. The Vision Statement has struck a responsive chord with all city networks. Our movement strives to reinvent leadership to be more inclusive, responsible and united. There is still a long way to go towards women “being heard”.



Robert Baker, the current Co-President of PWN Global, who participated in a panel discussion on Gender Balanced Leadership at our General Meeting in June of last year, is an example of how men can become real ambassadors of Feminism. He is convinced that women can lead gracefully with more empathy, intuition and can even show vulnerability.

Equality between men and women in decision-making positions is essential for our global network. Our very recent implication in the PWN Global Balanced Boards project is an illustration of how we are trying to increase our global presence and help our network move forward.

We would also like to take this opportunity to again thank the entire Steering Committee for their support and for all the hard work in the past year. It has been a pleasure working with each and every one of you. A special thanks to those who helped navigate our way smoothly through a period of change.

It is the very nature of our organization that volunteerism is transitory. But as leaders, sometimes the feeling is that just when we “get the hang of it” we have to leave.

As our term is winding down, we want to pass the gavel to the new team of Co-Presidents and we do so with great confidence because, with the support of our Advisory Board, for the first time at PWN Vienna, the changing of the guard will be accompanied by a “job shadowing process”. We salute the initiative of the Advisory Board! We hope this is the start of a new culture of succession at PWN Vienna!

The new team of Co-Presidents will start their two-year term in June 2018. If knowledge is power, this process will allow us an effective transfer of knowledge to pave the way for a smooth leadership transition.

In closing, we look forward to working with you in the coming months and keep doing together good things for our network! And, always worth reminding, here is PWN mantra: Connect, share, learn, advance – yourself and the world!

Sincerely,
Simona Beschia and Gisela Ebermayer Minich
PWN Vienna Co-Presidents



Simona Rusu-Beschia (left)
and Giseal Ebermayer-
Minich
(right) at the PWN Annual
Meeting in Oslo, Norway
in September 2017



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All PWN Vienna Steering Committee members volunteer their time to making the network work. By any measure our input is no small effort: time, skill, competency and enthusiasm are required. But the outcome is the great reward. If you would like to join the team, contact us at: info@pwnvienna.net

THANK YOU

by Simona Rusu-Beschia

Happy New Year to all of you, a prosperous 2018 with lots of interesting projects and discoveries in your professional life and with lots of happiness and good health in your personal life.

At a time when we are looking forward to a wonderful 2018, with new challenges, I want to begin by thanking all of you for your efforts, over the past year, to ensure that all the activities in our network came along so nicely!

It is with mixed feelings that I make official their departure from the Steering Committee. It is always sad to lose dedicated and hard working members who contributed a lot to the success of our network. At the same time, the only consolation is that they are comfortable with their decision and look at the next step in their career.

On behalf of everyone at PWN, I would like to wish the best of success in future challenges and endeavours, while also having to regretfully say farewell, to the following Steering Committee members:

**Andrea Balcar, Newsletter Editor**

Andrea, your dedication throughout many years, stands out as a proof of loyal commitment to PWN Vienna and passion for your work as Editor in Chief at Connect Magazine. You inspired us all with your beautiful lines, while reading your Editorials. You charmed us with bringing your interests and your passions into the realization of Connect! Thank you!

**Tanja Ristovski, PR and Marketing**

Tanja, your great work ethics, your high sense of responsibility, were instrumental in keeping the network running throughout a difficult transition period of time. I am grateful and lucky to have had the opportunity to work with you so closely, at a time of overwhelming challenges.

**Anna Fuerst, Web Master**

Anna, your technical knowledge was so decisive and essential for the good functioning of our network. Your patience and understanding to "hang in there", despite your busy personal professional schedule were impressive.

**Amelia Bachler, Career Club**

Amelia, we benefit a lot from your generously sharing your personal network contacts with PWN. Your contribution to the success of last year event "Women and Money" was essential and deeply appreciated.

**Elena Nyanenkova, PR and Marketing**

Elena, I can say "Short and Sweet", a brief period of time with a significant impact. Your high level of professionalism, charm, courtesy and friendly advice will always be remembered. Good luck with your new projects in Geneva, where I hope you will continue to be an active PWN member.

**Francesca Lim, Treasurer**

Francesca, after several years of excellent work as treasurer and auditor, you stepped down to focus on your career. Your advice and knowledge during the transition period of time were so critical. Thank you for your professional attitude and for your integrity.

**Michelle Gosztanyi, Social Events**

Michelle, we enjoyed so many beautiful evenings with great food and nice talks. Your remarkable taste have made all this possible. Your positive attitude and your professionalism have made a big difference to the entire team.

**Livia Torquetti Rocha, Career Club**

Livia, nothing seemed to stop you! You really loved the job. Such a high sense of initiative! And such a wisdom to express your thoughts and ideas. Thank you for bringing to PWN Vienna The Cambridge Institute partnership. We still benefit from it!

**Caroline Loftin and Brikena Statovci, Membership Programme**

Brikena & Caroline, your energy and passion were the driving force that guided our Mentoring Programme, as were your personal values. Thank you for running such a successful PWN mentoring programme. All the best for your future career!

WELCOME TO ALL NEW MEMBERS

✦ We are pleased to announce that the following ladies have recently joined PWN as new members: Abigail Somma, Alicia Trepas Pont, Aniko Rakits, Bianca Köck, Blandina (Dina) Baranes, Dana Gheorghe, Egle Rammelmüller, Elena Nyanenkova, Gabriela Popescu, Inna Kurganova, Isabella Schrammel, Judith Mc Kimm, Julia Koycheva, Karin Schreiner, Katja Suess-Nimeh, Kinga Wilamska, Lacey Ahlemeyer, Laura Li, Lisa Christandl, Lisa Weinsberger, Lizia de Oliveira Fontes Gasperin, Lona

Gaikis, Natalia Reykherdt, Nélia Alves, Nicole Matzdorff, Ryoko Krivanec, Sabria Lagoun, Serena Giacomini, Simone Kumerschek, Taneska Biljana, Yolanda Perez, Zdena Panisova, Katarina Somorcikova-Rusova, Biljana Taneska.

Dear ladies, it's a real pleasure to welcome you amongst us! Some of you have been very active in contributing to PWN's mission already. Many thanks! If you have friends or colleagues interested in joining PWN, they can register for an annual membership any time throughout the year. Membership fee: EUR 105,-. To register, they should fill in and submit the online membership form on the PWN website which also lists all the benefits of being a PWN member. ••

By Simona Rusu-Beschia

✦ I look forward to continuing on our path in 2018 and welcome the arrival of new Steering Committee members! This is the nature of our network, a wonderful platform where women can bring their talents, share their knowledge, learn new things, connect with new people and more importantly, always keep the enthusiasm of PWN alive. Also on behalf of my fellow Co-President Gisela Ebermayer Minich, I want to give a warm welcome to the new talent who joined our Steering Committee.



HELLO AND GOOD BY ELENA NYANENKOVA

Elena Nyanenkova holds an MSc in Business Economics from the University of Cork, Ireland and a degree with distinction in International Economic Relations from the Belarus National Economic University. She worked for 10 years with the International Red Cross and Red Crescent movement as a program manager, regional reporting officer and publications officer, most recently running a regional EU-funded for minority groups and labour migrants in South-East Asia. She has also worked for the United Nations Economic and Social Commission for Asia and the Pacific (UN ESCAP) and United Nations Office for Coordination of Humanitarian Affairs (UN OCHA) on technical cooperation projects, conference management and event organization. She speaks fluent Belarussian, Russian, English, intermediate French and is studying German. She has had several articles on humanitarian work, human trafficking and migration in general published on www.ifrc.org and the Red Cross Red Crescent Magazine. 2017 Elena was part of the PWN Vienna PR-team.



INTRODUCTION BILJANA TANESKA

Biljana Taneska has been living in Vienna 8 years and comes from Macedonia originally. Although her profession is science teacher, she also holds a Masters in Human Resources. Currently she is working as a substitute teacher in the Vienna International School and is a trainer at Brainobrain Austria. Biljana is also studying the Montessori method in PH Wien. Biljana has joined the membership team.



MEET SERENA GIACOMINI

Originally from Italy Serena Giacomini worked in different jobs and positions before finding a good affinity for the tourism and hospitality industry. After several years in the US she moved to Vienna to complete her degree in the field. Currently, Serena is working for a wedding planner. She is passionate about travels, explore new culture, and discover hidden secrets. Serena joined the Social Event Team and already made her mark with a successful Christmas Party in December 2017.

THANK YOU KATARINA

Katarina Somorciková, originally from Slovakia, Nitra currently lives in Bratislava. Katarina works as a Solution Architect at the ERSTE Group in Bratislava. Besides her passion for travel and read, Katarina is always looking forward to new adventures. Her motivation to join and volunteer at PWN Vienna social media team is to meet motivated, professional women, who want to make change for a better, more equal world!



INTRODUCING MARY BEATRICE MACLEAN

Originally from Ghana, Mary Beatrice graduated in Political Science with a Major in French, at the University of Ghana. She is currently pursuing a Master Degree at the Diplomatic Academy of Vienna. Her strengths are discipline, confidentiality of information and ability to meet tight deadlines. Her motivation to volunteer for PWN is to work in a challenging environment where she can gain knowledge. She joined the PR and Communication department.



WELCOME ABOARD NÉLIA ALVES

Nélia Alves is the most recent addition to the SC team, taking on a role, similar to the previous Career Club Coordinator. She brings a wealth of expertise in the Human Resources area and a "joie de vivre" from her country of origin – the sunny Madeira, Portugal! Nélia is an Human Resources Expert with more than 10 years of experience working in multinational companies. She enjoys working with people and is passionate with her profession. Among her core competencies are: organization skills, sense of responsibility and commitment, reliable, problem-solving capacity and team-player spirit. Currently she is looking to embrace a new job challenge.



INTRODUCING THE MENTORING COORDINATORS

Elena Padurariu is working as systemic psychotherapist and coach in her own praxis. Inspired from the theories of the positive psychology and strengthened by the solution-focused techniques specific to the systemic therapy training, her goal, as psychotherapist is to accompany clients on their way out of the difficult situations they might encounter due to work or relationship issues. In her role as expat living in Vienna, Elena offers support for those experiencing cultural differences in different contexts. Her Bachelor degree in Management and her Master degree in Psychotherapy Science are the theoretical foundation of her work specialization: assisting clients in finding a work-life balance and in living a purposeful life. Her passions are reading, playing squash and socializing. Mentoring gives her the possibility to support women in their different roles and to empower them to reach their full potential.



Lisa Christandl is a business coach and the founder of Uniquify Coaching & Consulting (www.uniquify.at) and the co-founder of the International Network of Coaching Professionals (www.incp.nyc). She supports young leaders, entrepreneurs and job seekers to find their authentic approach and career way by unfolding and realizing their unique potential. Lisa holds a master's degree in Business Administration and Advanced Coaching and Training Diplomas from Austria and New York University and is currently pursuing studies in Psychology. Her strategic, yet creative and inspirational coaching is informed by her 10 years of experience in business, as team leader and project manager.



Karin Fleck is an internationally experienced manager, who worked in the oil and energy business and recently has started her own energy and new technologies consultancy. Her company is called Terram Sequitur and with her services she supports companies, investors and startups finding new business models in a sector that is highly impacted by digitalisation and change in regulation. Karin studied in Melbourne, Australia for four years where she received her PhD in Applied Chemistry, she has since lived in Austria, Germany and in The Netherlands. Currently, she is Founder of the Vienna Textile Lab a startup project which is based on the concept of dying textile with bacteria. Her passion lies in discovering and applying new technologies and Karin enjoys working with people from all around the world.



WE RISE BY LIFTING OTHERS

> The PWN Mentoring Programme 2017/18

By Lisa Christandl

Launching the PWN Mentoring Programme

The three of us, Karin, Elena and I, took over the well established PWN Vienna Mentoring Programme from Brikena Statovci and Caroline Loftin. We were not sure how many people would already know about and be interested in attending the mentoring programme. Since we were so passionate about the concept, we wanted to reach out to as many people as possible. So we launched several marketing initiatives, but never expected the huge response. We received 32 mentor and 61 mentee applications. It took a real investment of time to find the best possible fit between mentors and mentees and after 2 weeks we were ready to launch the start of the programme.

The statistics of the programme are highlighting the core values of PWN:

- Sharing Expertise & Community Support: accomplished mentors working in different disciplines, such as HR management, business coaching, psychotherapy as well as entrepreneurs, leaders and managers in various fields, are willing to share their knowledge and experiences.
- Career Advancement & Personal Growth for Women: the groups are working on about 15 mentoring topics, ranging from job search, career advancement, entrepreneurship, management and leadership skills to work life balance, unlocking potential, pluck and happiness.
- Inter-cultural Understanding & Diversity: women and men from over 30 nationalities and of ages ranging between 22 and 65 years, are coming together.

We were moved by the motives, passions and reasons of both mentors and mentees to join our programme and would like to share some of them with you:

Mentees:

- To advance their careers and find their career paths
- To find self confidence and motivation to reach their goals
- To find a role model, to learn and grow professionally and personally
- To gain new perspectives and share ideas
- To learn from an expert, work in a team and develop and improve skills

Mentors:

- To give back the support they have received throughout their career and to share their knowledge
- To support others in achieving their dreams and goals
- To help others grow and to develop themselves, to inspire and get inspired
- To contribute to the network as well as to society
- To grow stronger together

These motives really underline the motto of our mentoring programme “We rise by lifting others”, since mentors and mentees are clearly motivated to share their knowledge, experiences and support each other.



Pre-kick-off and Kick-off events

At the beginning of October nearly all mentors joined in a new feature of the programme, our Pre-kick-off event. It was an opportunity to get to know more about the issues as well as each other. After an inspiring introduction to PWN, every mentor and ourselves – the mentoring coordinators – talked about mentoring goals and benefits, details of the programme and shared experiences. We really felt everybody's commitment and enjoyed a great evening.

Our Kick-off event generated a crowded room of mentors and mentees getting to know each other and obviously having a good time. Karin inspired us all with her great presentation describing her personal experiences of mentoring. We received lots of positive feedback on the great atmosphere, the good pairing of mentor and mentees and our programme overall. We are happy that all participants had a good time, learning from, challenging and inspiring each other to grow.

As our programme runs until June 2018, we will have additional workshops and events. We are looking forward to continuing this inspiring journey together!

Lisa Christandl, Karin Fleck and Elena Padurariu



Karin Fleck gave an inspired presentation at the Kick-off event.



October 2017 Kick-off event: 32 mentors and 61 mentees signed up for the 2017/18 program

COMMUNICATION CHALLENGES

> in everyday intercultural business

by Karin Schreiner

Smooth communication is not always a given in everyday business. A wrong tone or inconsiderate remark can easily lead to friction. At an international level, there is an even greater potential for misunderstanding because verbal and nonverbal signals are used differently. Communication consists of codes which are used in different cultures but do not always have the same value everywhere.

In a business context, for example, it is crucial how an instruction is given. Ideally, it is adapted to the expectations of the recipient. In a Central European context, a sentence such as: "Could you please prepare the documents for the meeting by next week?" is understood as a polite but clear instruction. In the case of an Indian employee from New Delhi who works in a German or Austrian company, it can cause confusion because he does not know what he should do. Is he being asked if he can do it or does he have to do it? In his cultural context, a question is not an instruction. This is why he might answer with a yes because he thinks he can do it, but still does not do it because he has not received an explicit request. The Austrian boss has to give him clear instructions: "Please prepare the documents for the meeting by 3 pm next Monday."

We cannot presume that employees from other cultural contexts think exactly the same way as we do. This is why we should adapt instructions to meet the expectations of the individual addressed. In order to do this, we need to look at context. We need to know our contact's cultural background, educational background, experience abroad, experience in international settings, etc.

Adapting communication style as the key to success

Successful communication in an international setting thus requires knowledge of communication styles such as direct versus indirect, context versus fact-related, formal versus informal. We all use these different styles in various situations. This is not difficult in our own cultural context because we know the codes. However, it is not that easy with colleagues from other countries because the codes are not the same.

A British engineer who works for an international tech company in Austria reported the following in one of my training courses: "As an Englishman, I say the following to the team: 'We should check the XX area again.' Everyone then knows that something needs to be done and everyone feels responsible. The team discusses exactly who does what, often clear because of specialisations. After a while here in Austria, it became clear to me that my team didn't understand the sentence in the same way. I replaced the 'we' with 'you (plural)' and added 'Who will do that?' It was then clear to everybody who had to do what." The engineer had rapidly understood the communication codes in his new work environment in Austria and had adapted his wording. Adapting communication style to the situation immediately leads to success and is an important intercultural competence.

Direct and indirect communication are two important categories in intercultural communication. Direct communication focuses on the essential and is as unambiguous as possible. We use this form of communication in all situations of danger because we want to pass on information quickly and explanations at that moment are not important. Direct communication focuses on content, relationships are secondary. It is more concerned with information, facts, arguments and decisions. It focuses on the essential to achieve results.

Those attending my culture-specific training courses on Austria are often from Germany, where the style of communication differs greatly from that in Austria. Communication tends to be direct in Germany, in Austria it tends to be indirect. This is illustrated by the following example: "A manager from Hamburg says to her assistant: 'The documents for Client XXX. Quickly please.' In Vienna, the manager phrases the instruction as follows: 'Alexandra, would you be so kind, I need the documents for Client XXX really quickly. I'll have him on the phone in a minute. Please, as quickly as possible, if that's ok?' " Whereas facts and urgency are stressed in the first case, the manager's relationship with her assistant is stressed in the second case, despite the urgency involved. Both



Karin Schreiner (3rd from left) facilitated a PWN Career Club at Vienna Expat Center in September 2017 with the topic "How to deal with cultural differences".

wordings could be misunderstood in the other context. A Viennese manager in Hamburg would leave out many linguistic elements and a Hamburg manager would have to add a few polite phrases to go down well in Vienna. I talked about this topic with a manager from Finland who works in an international pharmaceutical company in Vienna and who commented as follows: "In the leadership seminars I attended, I learnt not to use the subjunctive if possible because this expressed uncertainty. In contrast, here in Vienna, I should use the subjunctive, particularly when I ask someone to do something. However, I need to be very explicit in certain situations so that my team understands the urgency involved. I learnt here to use different styles of communication in different contexts." Communication styles are always context-related and it is important to consider the cultural context.

Relationship or task level?

This determines communication style

If we take a look at the values behind these two communication styles, we see that they are very different. Indirect communication with its language rituals and polite phrases always has a lot to do with relationships based on clear hierarchical structures and different social statuses of those involved. Hierarchy, social status, maintaining relationships, hospitality and harmony are all part of the relationship aspect of communication. This is why criticism is only expressed indirectly and "no" is rarely said. In contrast, direct communication focuses on the task, an intention, a concrete goal, where the individuals involved are seen as their function or a mouthpiece. Discussions on a factual level focus on solving a problem, getting to the point or making a decision. The underlying values are truthfulness, efficiency, objectiveness and goal-oriented behaviour. The individuals involved stay in the background.

> COMMUNICATION CONSISTS OF CODES WHICH ARE USED IN DIFFERENT CULTURES BUT DO NOT ALWAYS HAVE THE SAME VALUE EVERYWHERE.

Karin Schreiner

How do you bring up critical points?

This is why cultural sensitivity is important in intercultural work situations. I would like to give the example of a Japanese manager and his colleague Carlos from Sao Paulo in relation to the topic of feedback and bringing up critical topics. The two of them work closely together in the German subsidiary in Berlin and the Japanese colleague says the following: "Carlos, I value your work greatly. I believe you do excellent work and we can achieve a lot together. I have a few suggestions for you without wanting to step on your toes. However, in the sense of our good working relationship and for the management of the team, I would like to talk to you about some points which we need to improve."

This is clearly a form of communication to save face. Its aim is to maintain the good relationship between the two colleagues and to cautiously point out critical issues. Intercultural communication competence is the ability to develop sensitivity for the context and the situation. What type of a situation is it, which social statuses are present, which hierarchies are affected? Which position do I have? Which role do I have? How am I expected to behave? ••

Karin Schreiner, PhD, MA, is intercultural trainer and coach. She lived and worked over 16 years in different countries where she developed her intercultural knowledge. Currently she is based in Vienna providing intercultural trainings for companies and institutions. She is also author of several books on intercultural topics. www.iknet.at

**INTERCULTURAL
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SHIRLEY VALENTINE

THE LOST AND FOUND IDENTITY OF A WOMAN (BE TRUTHFUL TO YOURSELF!)

by Katja Otter

Willy Russell's heart-warming stage comedy, Shirley Valentine, premiered in 1986 and took the world by storm. It received a Laurence Olivier Award for Best New Comedy and was subsequently adapted into an Oscar-nominated film.

On a Thursday evening last October, I joined the PWN General Meeting to watch the play at the English Theatre.

The protagonist in this tour-de-force is an ordinary, middle-aged, English housewife who has lost sight of her dreams and aspirations. She started her life full of passion and promise, but her spirit gradually eroded with years of put-downs and domestic frustrations. She struggles to find a purpose for herself. When her best friend wins an all-inclusive vacation to Greece for two, Shirley grasps at the opportunity to head for the sun and, to her surprise, re-discovers her youthful inner-self and her joy of life.

We were so moved by Cally Lawrence's authentic rendering of the part and, coincidentally, had recently met her in her kitchen at home. Her amazing performance prompted me to question myself: hadn't I, also, lost myself over the years as an expat wife, with 3 children travelling from one country to another every 3 years?

To be trapped by responsibilities in life, whether as wife, mother, daughter, employee, or business owner, etc. is quite usual. Yet behind these roles still stands a woman with ambitions and passion for herself, not necessarily corresponding with the duty(s) she has. The load of daily life can so easily bury one's true spirit.

I remember the time 3 years ago when I took off for a yoga retreat. I didn't know any participants, only the teacher. It was the first time I was away from my family for a couple of days, an escape from the expectations and fulfilment of obligations; no rushing to schools and supermarkets, no cooking for hungry kids. By the end of the first day I felt a deep relief emerging from deep inside me, a feeling that I could truly be myself. I was simply me, connecting to my own inner truth. Meditation and yoga practice helped to deepen this connection tremendously.

In order to stay truthful to ourselves we all need some kind of refuge from our daily duties. Shirley Valentine's escape was the trip to Greece, but it does not necessarily require travel, although a change of site can indeed help shift one's perspective. It could instead be a spa treatment, meditation, a cultural event such as theatre, or a walk in nature.

Once found, your inner truth is what moves and propels you, guiding you through life like the North Star.

The path to inner truth lies through the physical body. For me, I began my journey to inner truth when I learned how to slow my breath, sense myself, drop into my core. Through that process of self-embodiment and being in the moment, I was able to access myself fully and feel the fire of aliveness. Through mindfulness I became present within my body and aware of the immense wisdom it holds.

I then practiced being mindful of my emotions. I learned to hold a space so as to experience my feelings fully, without letting them take over, overflow, or fester in my being. Contrary to my former attitude, I learned that feelings contain valuable information. My inner truth and wisdom began to emerge more clearly.

Mentally I became mindful and present with my thoughts. I calmed my mind, relinquished my fixed ways of thinking that held me back, and set up new directions for growth. When I quieted the mental chatter that filled my mind – thinking that I was always right, or that something was wrong with me – my inner truth emerged and I tapped into the wisdom that was deep inside me along.

Sometimes we encounter a person, like Shirley Valentine, to inspire us to be courageous. And this is the key: we need that time and peace to listen to our inner voices, encouraging things to unfold and being truthful to ourselves.

Katja Otter, works as a Yoga Teacher and Mindfulness Trainer.



Shirley Valentine
a comedy by Willy Russell at
Vienna's English Theatre
Starring Cally Lawrence
Directed by Adrienne Ferguson
Designed by Lothar Hüttling



PWN Vienna members meet with the actress
Cally Lawrence and director Adrienne Ferguson
after the show.

APRIL 2017 CAREER CLUB

→ Raum für Neues

Facilitator: Daniela Razocher
Topic: Be the CEO of your body



MAY 2017 GENERAL MEETING

→ Hotel Hilton Stadtpark
Topic: PWN Vienna Marketplace



MAY 2017 CAREER CLUB

→ Vienna Expat Center

Facilitator: Matanat Rahimova
Topic: Make your impact in the world



JUNE 2017 GENERAL MEETING

→ Vienna Diplomatic Academy
Topic: Gender Balanced Leadership

Panel:
Renée Gadsden, Mary Alice Hayward,
Robert Baker, Dr. Renée Gadsden,
Frances Marshall



**JUNE 2017
SOCIAL EVENT**

→ Restaurant Motto am Fluss



**SEPTEMBER 2017
CAREER CLUB**

→ The Cambridge Institute

Topic: Woman and Money:
An evening with an
HR professional.
Facilitator: Martina Ernst



**OCTOBER 2017
GENERAL MEETING**

→ Vienna English Theatre
Play: Shireley Valentine

Meet-and-greet with the actress
Cally Lawrence and director
Adrienne Ferguson



**SEPTEMBER 2017
GENERAL MEETING**

→ Hotel Hilton Stadtpark
Topic: Introducing the new
Co-President
Speaker: Gisela Ebermayer-Minich

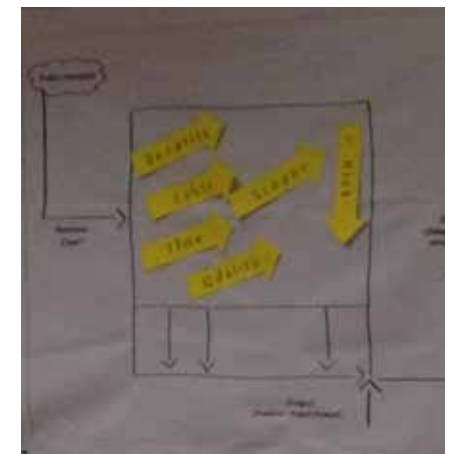
Topic: Mentoring Circle 2017/18
Speaker: Lisa Christandl,
Karin Fleck and Elena Padurariu



**OCTOBER 2017
CAREER CLUB**

→ The Cambridge Institute

Topic: PRINCE2 Project
Management Workshop
Facilitator: Elena Stefanova



OCTOBER 2017 MENTORING PROGRAMME

→ Kick-off event
at the Hotel Marriott

Facilitator: Lisa Christandl,
Karin Fleck and Elena Padurariu



NOVEMBER 2017 CAREER CLUB

→ Vienna Expat Center

Topic: Meditation and Mindfulness
Facilitator: Katja Otter



NOVEMBER 2017 SOCIAL EVENT

→ Visconti Restaurant



DECEMBER 2017 XMAS PARTY

→ Restaurant The View
Guest speaker: Liselotte Waldheim
Natural



JANUARY 2018 GENERAL MEETING

→ Vienna Diplomatic Academy

Speaker: Matanat Rahimova
Topic: How to get ahead in your career (in a time of constant change)



JANUARY 2018 SOCIAL EVENT

→ Restaurant Bella Conti



UNLOCK THE POTENTIAL POWER OF FEMALE LEADERSHIP

> new leadership models aimed at balancing world hierarchy

By Gisela Ebermayer-Minich

I joined PWN Vienna (the former WCN) because I admired the mindset of the women there at the first charity event I attended, ViennARTS. Together we worked in an energizing manner, supported each other, learned from one other, had fun and made a profit which we partially donated to a children's project. It was revelatory and I am thankful for that positive experience. My strong belief in women's talents has kept me involved with PWN Vienna, even though the working world is a mix of women and men.

It is a pity that more languages don't recognise the difference between feminine and female. English does make such distinctions; between feminine ways to lead and female leaders. I believe these aspects deserve heightened scrutiny.

To educate us our parents read us fairy tales and we read the same fairy tales to our children, transmitting the same pattern of roles for adulthood. Many of the tales concern male heroes who win battles or answer difficult riddles to win (their princesses as wives). How many stories are of princesses who win their husbands? They are anomalies.

We have: the Frog Prince, whereby the princess's kiss sets the man free; we have Snow White living with 7 little guys in a hideout and; Gretel of Hansel & Gretel who outsmarts the witch to save her brother. These women are clever. There are also strong women in the old Sagas of the Nibelungen, intelligent girls like Pippi Langstrumpf, Jeanne d'Arc who fought in knight's armour, some European monarchs and elegant women who branded fashion styles. Women also have a recent history as politicians in Europe, Asia and Latin America, numerous Nobel Peace Prize-winners, the first of whom is Berta von Suttner. Marie Curie's recognition was a breakthrough and since her, more scientists, mathematicians, philosophers, educators, economists, diplomats, artist and leaders in business and finance are celebrated. This list supports my confidence that women have the qualities and potential to be fully capable powerful leaders.

Positions of leadership require certain qualities no matter what the gender but the appropriate skill sets must work in a variety of situations. Let me offer the analogy to using a "set" of golf clubs, each one fashioned specifically to move the ball forward through the varying terrain of a golf course. Analysing leadership styles the question arises: which are feminine and which are masculine characteristics?

In my work with different groups I realised that many of us are still burdened with the paradigm of a powerful male who decides without compromise. It is the emotional dilemma of inherited expectations; what a leader should be, versus recent more nuanced qualities of leadership recognized as "required" to deal with more complex challenges.

The question is: do we recognise and embrace feminine qualities or fall back to the traditional masculine style as a measure of effective leadership? I have met women, as well men, who have adopted various leadership methods. Independent of your own perception of gender, I invite you to review some of these listed below and rate them feminine or masculine.

Leadership Styles

- Coercive
- Democratic
- Authoritarian
- Social
- Consensual

Leadership Qualities

- Co-creator – team player
- Eye-level – co-leadership
- Driven
- Sharing of information
- Walk-the-talk authentic
- Foresighted
- Empathetic
- Trusting
- In control

Let me describe a key aspect of female leadership style: It might initially be judged weak and time consuming when facilitating among conflicting opinions to achieve consensus, rather than directing a team what to do, but the result adopted by team members working together can be measured as the more effective way to create a longer lasting solution.



Since inception, PWN Vienna has made a tradition of eye-level co-leadership driven with one point only: shared responsibilities and decision making by consensus. The co-leadership experience is a unique one and we have learned so much by sharing 20 years-worth of stories among ourselves, both good and bad, to achieve much success (in spite of a few failures). We should make it a model for other organisations, not only women's organisations.

To conclude, I recall one of our members saying, "... we need new fairy tales." Indeed we do, both for our children and for us adults, so as to nurture this congruent vision for responsible leadership to include both women and men in influential roles.

Gisela Ebermayer-Minich is the founder of E.M.G. cloud consulting and Management Consultant. Gisela is one of the network's pioneers and since September 2017 she serves the second time as Co-President at PWN Vienna.

TRUTH



> The pure and simple truth is rarely pure and never simple.

Oscar Wilde

by Evi Psaltidi

As kids, we learned to always tell the truth. As parents, we teach our children to always tell the truth. Is truth pure? Is it simple? Facing daily interplay between different truths is a challenge in itself; so, to recognise and interpret the pure and simple truth is no easy task.

In my picture I am representing our society, ourselves, as a lady relaxing with a variety of stylish pairs of sunglasses and a plethora of colourful birds entangled in her hair. The sunglasses represent the metaphorical lenses or filters we use to see the world, depending on our upbringing and environment as well as our character and emotions. The birds are the sources we decide to listen to or to believe in. So the lady in the picture chooses what she wants to see and what she wants to hear. But in her lap sits protected, a lovely colourful butterfly. That's her soul; because we sometimes need to close ourselves off and ignore the naked or ugly truths in order to protect our souls, so as to keep the colours of our butterflies vibrant.



If you are interested in seeing more of my work, please visit me at my new website www.crispyraspberrries.com. In addition to the prints available on-line, I also specialise in creating unique gifts for special occasions including birthdays, anniversaries, graduations, weddings, holidays and Christmas. And I most enjoy creating customised portraits called "mini Me", which I create from personal information about a loved one provided to me; the end result is a unique image inspired by you, the customer.

WHEN CHOICES BECOME CHANCES

by Tanja Ristovski

Expectations

If you are a young woman in your 20s, you'll probably be studying or doing an internship and wondering how to start your professional life. If passed that stage, you might be building career and family or you may have achieved all you wanted and are now working at maintaining what you have. Independently of the age, most working women want to be successful professionals at the same time as being devoted mothers, loving partners, caring daughters, reliable friends. Hand in hand with this comes personal fulfilment and a need to develop one's own personality, talents, learning skills and other prospects and to have time for the enjoyments of life. What we expect from ourselves and our way of life gears to all our activities and the choices that we make.

But as we all know, life is not a straightforward course towards professional and personal fulfilment. Sometimes we find ourselves on a side road. New professional responsibilities can emerge and we may realise that we do not spend enough time with our partner or family. Or our child may have a developmental challenge and increasingly needs our time, impacting our work capability. Or, we're at that stage of life when ageing parents need our care, and the space needed to collect our energies may be significantly reduced. Besides, the reality of our technology and mobility driven world comes paired with more existential uncertainties than we had just few decades ago. Restructuring and modernization in the workplace can confront us with the choice of taking on more tasks or become redundant. Our life partner, or we, can be relocated by a company, and we have to start over in a new environment. If we have children, that will include managing their transition and new start, too.

Overtaxed by Needs and Necessities

At one time or other, there is the likely possibility of becoming driven by the necessities and pressures from outside of ourselves, that our goals and wishes get pushed out of reach and our lives become overtaxed. But we know, or we learn, that we need to be flexible and alert to changes. Professional, life-long learning must be expected, developing new competencies and coping strategies



opens fresh possibilities. So we set ourselves to finding solutions to gratify our wants in addition to the musts of the world. We involve ourselves in learning activities, we try out different strategies – the goal of "work-life balance" and personal fulfilment should come within reach. Yet the solutions we strive for are not primarily about (lack of) skills or opportunities. The reason for this lies in the fact that challenges have decidedly individual meaning for each of us, although on the outside they may be reflected in the same or similar circumstances.

Aspects of Equilibrium

Every circumstance that we encounter in our life is a backdrop against which we develop certain competencies and learn something new, whether we are aware of it or not. Each situation demands a particular potential, set of resources and choices. But what was successful and satisfying once, may not be so another time. Or what works out well for one person, may not work for another. Solutions will always depend upon the fabric we are made of – upon our individual needs, patterns of behaviour, ways of dealing with challenges, upon personal understanding of success and achievement and other innermost personal priorities.

Successful and satisfaction dealing with any situation we may find ourselves in, is a matter of equilibrium between several factors: our character, personal past experiences, personal potential, and resources at our disposal in a specific moment in time.

Threshold of Chance

What we tend to forget, is that we humans are embedded in time and determined by constant change – not only biological time. Our ideas about self and others, about life, about the way of the world, about what we believe, are all subject to change as we experience life. Expectations we put upon ourselves and our way of life may change too, and we should be able to track that shift, before we commit our energy and time to a particular choice of solution. To keep up with the change in individual terms means to hold on to one's rhythm and become aware of the personal significance inherent in events and circumstances.



Understanding how the necessity of the moment relates to permanent, as well as to shifting individual, factors is crucial in order to transform the frustration of a particular situation into an experience of self-development and self-expression. And that is the setting in which we can transform risk into freedom, expand personal resources in a meaningful way and turn choices into chances. ●●

Tanja Ristovski is counselling astrologer specialized in parent-child relationships, partnership and life planning. She helps her clients to gain new perspectives on different matters, discover new possibilities and options, and better understand themselves and their loved ones. She uses astrology to effectively map personal needs and potentials, as well as individual experience and developments.

THE STORY OF MY TRUTH



by Elena Padurariu

My journey to becoming a psychotherapist started almost 10 years ago. After joining the information evening at the university, I felt this strong urge to begin the study. I must do this or else I might regret it, I said to myself. I guess it was what we call that gut feeling telling me I am in front of something really big. So, I started studying and, I must say, that this was the most amazing journey of my life and if needs be I'd do it all again from zero.

This journey has taken me through to this day as practising psychotherapist with my own office. For some reason I have always been interested in learning about happiness. I read books, I watched movies and Ted Talks, I took on-line classes just to understand what makes people happy. I learned about positive emotions, I learned about how to cultivate compassion and kindness, I did positive journaling and I even installed the app called "Happier" on my phone. Even doing all this I was still experiencing moments of unhappiness and I couldn't understand why. I have a beautiful family, I do meaningful work, I live in a great country, I am healthy... I was feeling a bit like an impostor. How was I preaching happiness theories, when I, myself, was not happy? That got me thinking about what was not working well.

It was the period when I started reflecting on my own truth. What are my deep, core values and how honest am I being with myself? What are my strengths and weak-

nesses? What makes me happy, what makes me sad? I can still hear Sandy, my life coach, telling me: "Elena, be honest with yourself!"

This is how I uncovered some values that I was not proud of, but I had them; maybe inherited from my family, maybe from the society in which I live. And I realised I had to overcome feeling shame to tackle these values. I felt shame towards myself and ashamed with those who heard my truth. But isn't shame often a feeling that accompanies us when we are being really truthful? Isn't it shame that keeps us from telling the truth, especially when it comes from something that seems outside society's rules? And yes, I think society has a word to say to us revealing truth; it is what we call "the social discourse" and stimulates us to tell our truth. Society is often what makes us feel judged.

To my surprise, being honest with myself and bringing my own truth up to the surface has helped me in many ways, brought me beyond my shame,

I felt relief because I said it outright, I revealed what bothered me about myself and nobody judged me for it. There were no catastrophic consequences. It helped me because now, when I am conscious about my dark parts, as I call them, I can actively try and change them when I see I am acting upon them.

It helped me feel more authentic towards others and in this way I received more authenticity back, as people tend to reflect our behaviour back.

It did help me feel happier because I got to know myself better and so accept my limitations, my vulnerability, instead of trying to be perfect, the perfect therapist with no faults.

When I felt I was being honest with myself I started to feel stronger. It is like knowing what you can rely on when something in your life strikes you. Because life does strike. When someone dear to us dies, when we lose our job, when we fall sick. But when life strikes it is good to know OUR TRUTH, our strengths and our weaknesses as we cannot control outside events, but we can control our response to them.

Through my own experience I've come to understand the core of positive psychology and to understand what makes me happier:

- If I am happy with my truth, I know I am my own friend and I like myself.
- If I am happy with my truth, I know there is always something to learn and improve about myself and I am not afraid of being judged.
- If I am happy with my truth, I can reach towards others when life strikes and know I deserve the help.
- If I am happy with my truth, I have resources and can help others find their own truth.

So now I know I can be happy and also be unhappy. But it is okay. I accepted it as part of my life and I couldn't value my happiness if I didn't experience moments of unhappiness. I would not value truth if there were no lies.

To end my story, I found this wonderful quotation that expresses in just a few words the essence of TRUTH:



Elena Padurariu is psychotherapist and coach in her own praxis. The fundamentals of her work are theories of positive psychology and of systemic therapy. Her work is solution and resources oriented, supporting others in reaching their goal and leading a more balanced life.

Core themes:
work-life balance, stress-related symptoms and personal development.
More on: www.padurariu.at

> ABOVE ALL, DON'T LIE TO YOURSELF. THE MAN WHO LIES TO HIMSELF AND LISTENS TO HIS OWN LIE COMES TO A POINT WHEN HE CANNOT DISTINGUISH THE TRUTH WITHIN HIM OR AROUND HIM AND SO LOSES ALL RESPECT FOR HIMSELF AND FOR OTHERS. AND HAVING NO RESPECT HE CEASES TO LOVE.

Fyodor Dostoyevsky, The Brothers Karamazov

> ADVANCING THE WAY WE WORK TOGETHER



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