



# *Get Your Groove On!*

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MANAGING PARTNER, BKD, LLP

# Agenda

- ▶ My Journey in Life Thus Far...
- ▶ Lessons Learned & Best Practices in Career Progression
- ▶ Females & Males Think Differently – How to Navigate Those Differences









# Values Impressed Upon Me

- You Can Do Anything You Set Your Mind To
- Independence & Self Accomplishment – Don't Rely on Others
- If It Were Easy to Do, Everyone Would Do It
- Do it Right the First Time
- Strive for Excellence
- Do Unto Others as You Would Have Them Do Unto You
- Keep Your Guard Up and Be Alert
- Choose Your Attitude – Be Positive



# Education & Career Journey

- 1989 – 1993 University of Central Arkansas
  - BBA, Major in Accounting
  - Minor in Interdisciplinary Studies from the UCA Honors College
- Spring Semester 1993 – Intern at Baird, Kurtz & Dobson
- January 1994 – Full-time at Baird, Kurtz & Dobson
- June 2001 – Baird, Kurtz & Dobson becomes BKD, LLP
- June 2003 – Elected to BKD, LLP as a Partner
- December 2007 – Office Industry Leader for Health Care for BKD, LLP's Arkansas Offices
- January 2021 – Managing Partner for BKD, LLP's Arkansas Offices



# Lessons Learned & Best Practices in Career Progression

- Be Organized
  - Take Notes, Actively Listen
  - Focus
  - Keep Lists of Pending Items
  - Ask Questions
  - “Sharpen Your Saw”
  - Responsive Reliability
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- Fear Less, Take on Challenges
  - Be Prepared to Avoid Intimidation
  - Fear Less, Interact with Males
  - Achieve Visibility



# Lessons Learned & Best Practices in Career Progression

- Find a Role Model
- Build Your Network
- Personal Board of Directors
  - Mentor
  - Coach
  - Sponsor



# Females & Males Think Differently – How to Navigate Those Differences

How We	Male	Female
Approach Tasks	Move directly toward their goals	Seek context, consider connection to other projects or ideas
Make Decisions	Focus on data & facts	Gather opinions from others
Respond to Stress	Aggressive, territorial	Calm, work toward bonding and relationships
Work w/in Teams	Direct	Interactive

# Females & Males Think Differently – How to Navigate Those Differences

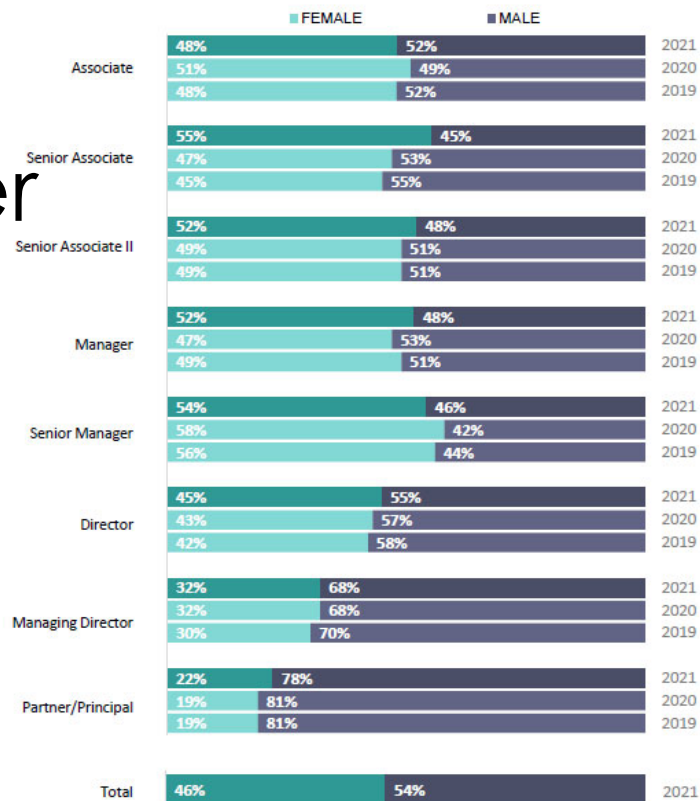
Males	Females
Assertive, Authoritative, Dominant Behaviors Associated w/Leadership – Natural, Expected	Assertive, Authoritative, Dominant Behaviors Associated w/Leadership – Sometimes Unnatural, Less Attractive
Tend to Overestimate Their Abilities	Imposter Syndrome – Tend to Doubt Their Ability
Will Ask for a Raise and Promotion	Assumes Hard Work will be Recognized Accordingly

# Gender Report

## FY 2021 DEMOGRAPHIC REPORT

SKY

### Demographics by Level & Gender



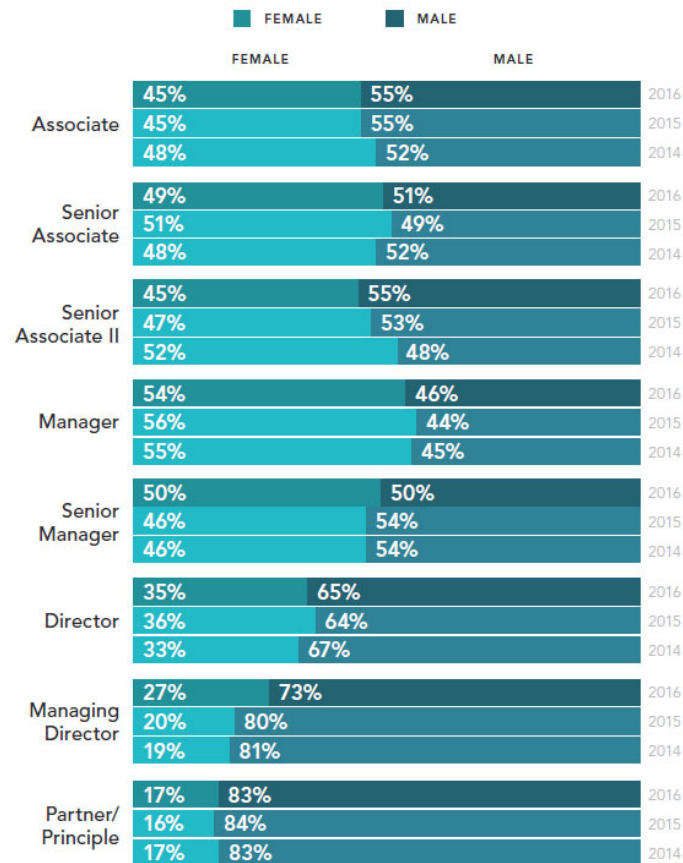
Percentages are rounded and may not total to 100

BKD  
CPAs & Advisors

## FY 2016 COMPARISONS

SKY

### Firmwide Job Level Demographics



BKD



# My Perspective

- Male Dominated Means Nothing
- Our Perceptions and Fears are Our Own Worst Enemy
- Be Cool, Not Judgey
- Roll with It and Overlook Jerks
- If Someone is Trying to Stifle You or Talking Behind Your Back – Confront Them
- Be Humble and Help Others
- As a Woman, Be Supportive of Other Women – Don't Hold Others Down
- Get Comfortable Being Uncomfortable
- Confidence and Preparation are Vital

Mamma's, Aunt's, Sister's, Grandmother's, Friends – Remember to Give Affirmation, Support, Advice and Guidance to Your Future Sheroges!!!