



# THE DECISION BEHIND THE DECISION:

*How Women in Manufacturing Lead with Authority When the Stakes Are High*

**Women In Manufacturing**

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# POLL

Where would you say your leadership is strongest right now?

Leading Myself

Leading My Team

Industry Positioning

All Equally – I'm Crushing It 💪



H O L I S T I C   L E A D E R S H I P

# THE 4 PILLARS OF HOLISTIC LEADERSHIP

**MOST LEADERS ARE STRONG IN ONE. THE BEST ARE INTENTIONAL ABOUT ALL FOUR.**





**40%**

**OF ORGANIZATIONS REPORT A  
LACK OF STRONG LEADERS.**

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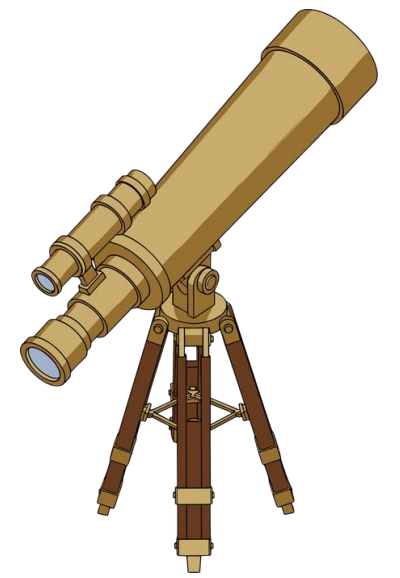
**ONLY 5% HAVE DONE ANYTHING MEANINGFUL ABOUT IT.**



PROPRIETARY FRAMEWORK

# THE STRATEGIC TELESCOPE™

CLARITY + COMMUNICATION = SPEED



## 3-Year Vision=Polaris Point

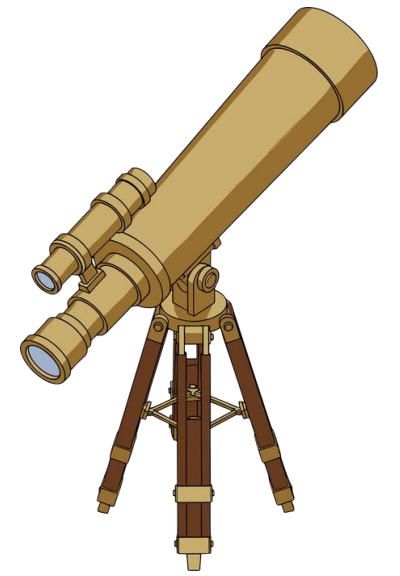
WHERE WILL WE BE?

WHO WILL WE BE?

WHAT DOES IT LOOK LIKE?

HOW DO WE GET THERE?

*Are you leading toward a defined future — or managing what keeps showing up?*



# THE STRATEGIC TELESCOPE™

CLARITY + COMMUNICATION = SPEED

## 1 YEAR TARGET : WHAT MUST BE BUILT THIS YEAR?

- Vision
- People
- Systems
- Communication

Does your team understand the destination? Are daily decisions aligned with where you're going?

## ZOOM IN: WHAT DESERVES FOCUS TODAY? THIS WEEK?

*Are you leading toward a defined future – or managing what keeps showing up?*



# THE RESEARCH ON GOAL SETTING

*"VISION WITHOUT A FRAMEWORK IS JUST A WISH."*

42%

MORE LIKELY TO ACHIEVE GOALS  
WHEN WRITTEN DOWN

*Dominican University*

90%

OF HIGH PERFORMERS USE  
SPECIFIC, CHALLENGING GOALS

*Locke & Latham Research*

3x

MORE EFFECTIVE WHEN GOALS  
ARE TIED TO PERSONAL VISION

*Harvard Business Review*

# POLL

**Do you have a clearly defined vision for your life and business written down and revisited regularly?**

Yes, crystal clear and I look at it often

I have something, but it needs work

It's in my head but not on paper

Honestly? Not really



# EMOTIONAL INTELLIGENCE

THE ABILITY TO IDENTIFY & MANAGE ONES OWN EMOTIONS  
AND THE EMOTIONS OF OTHERS

<b>SELF AWARE</b>	<b>SELF MANAGE</b>
<b>AWARE OF OTHERS</b>	<b>INFLUENCING OTHERS</b>

# EMOTIONAL OUTCOMES

## POSITIVE EMOTIONS (READY TO TAKE ACTION)

- Happy
- Joy
- Free
- Energized
- Calm
- Confident
- Hopeful
- Connected



**MOVE FAST  
OR  
MOVE SLOW**

## NEGATIVE EMOTIONS (FEAR IN DISGUISE= NO PROGRESS/DECISION/MOMENTUM)

- Sad
- Angry
- Frustrated
- Burnt Out
- Overwhelmed
- Confused
- Lonely
- Anxious





# EMOTIONAL INTELLIGENCE

## A SECRET WEAPON OF GROWING BUSINESS

**A 10% increase in a manager's emotional intelligence score was associated with a 7% increase in overall business performance, including profitability.**

**-British Academy of Management**



# **EMOTIONAL INTELLIGENCE GROWS BUSINESS FASTER THAN ANYTHING ELSE**

**Emotional intelligence training  
can yield a 1484% return on  
investment for organizations.**

**Emotional intelligence in executives  
has also been linked to higher  
profit-earning companies.**

**-Psychology  
Today**

# SELF LEADERSHIP: THE STEP EVERYONE SKIPS

*"It is easy to point fingers. They are the problem. They do not listen.*

*But here is the real question: are you leading yourself first?"*

— Kasey D'Amato

## KNOW YOUR EMOTIONAL STATE

You cannot lead others effectively if you do not know where you are emotionally right now.



## KNOW WHAT YOU ACTUALLY WANT

Clarity on your vision is self leadership. Vagueness is avoidance.



## CHOOSE RESPONSE OVER REACTION

The most confident leaders pause. They do not react from the noise.



## BUILD THE DISCIPLINE DAILY

Self leadership is built in the small moments, not just the high-stakes ones.

# THE HIDDEN COST OF LIMITING BELIEFS

**Your brain is protecting you. But it may also be keeping you stuck.**

## WHAT YOU SAY

- "I don't have time"
- *"Now's not the right time"*
- *"I could never afford this"*
- *"My team isn't ready"*
- *"I need more clarity first"*

## WHAT YOUR BRAIN MEANS

- "Change feels dangerous"
- "I'm afraid I'll lose my identity"
- "Loss of control is threatening"
- "If I'm not perfect, I'll fail"
- "Uncertainty feels dangerous"

**This is neuroscience, not weakness. Your brain is wired to resist identity-level change.**



# LIMITING BELIEFS & REFRAMING THE NARRATIVE

Your brain isn't lying to you. It's protecting you. But protection and progress are not the same thing.

THE BELIEF	WHAT IT'S REALLY SAYING	THE REFRAME
"I don't have time"	Change feels dangerous right now	I am choosing what I prioritize. What deserves the top spot?
"I'm not ready yet"	Fear of losing my identity or failing in a new role	Readiness is built through action, not through waiting.
"My team isn't ready"	Loss of control feels threatening	My job is to develop the team, not protect the status quo.
"I need more clarity first"	Uncertainty feels dangerous	Clarity comes from deciding, not from more analyzing.
"If I want it done right..."	"If I'm not perfect, I'll fail"	Trust is built through delegation, not withheld because of fear.

**This is neuroscience, not weakness. Your brain is wired to resist identity-level change. You can rewire it.**

# POLL

**Which limiting belief shows up most in your leadership?**

"I don't have time for this"

"I'm not ready yet"

"What if I fail?"

"If I want it done right, I have to do it myself"



# GETTING – AND KEEPING – YOUR SEAT AT THE TABLE

**STRONG LEADERS DON'T WAIT FOR A SEAT – THEY REDUCE UNCERTAINTY SO OTHERS PULL THEM TO THE TABLE.**

## The Executive Influence Triad™

### Emotional Regulation

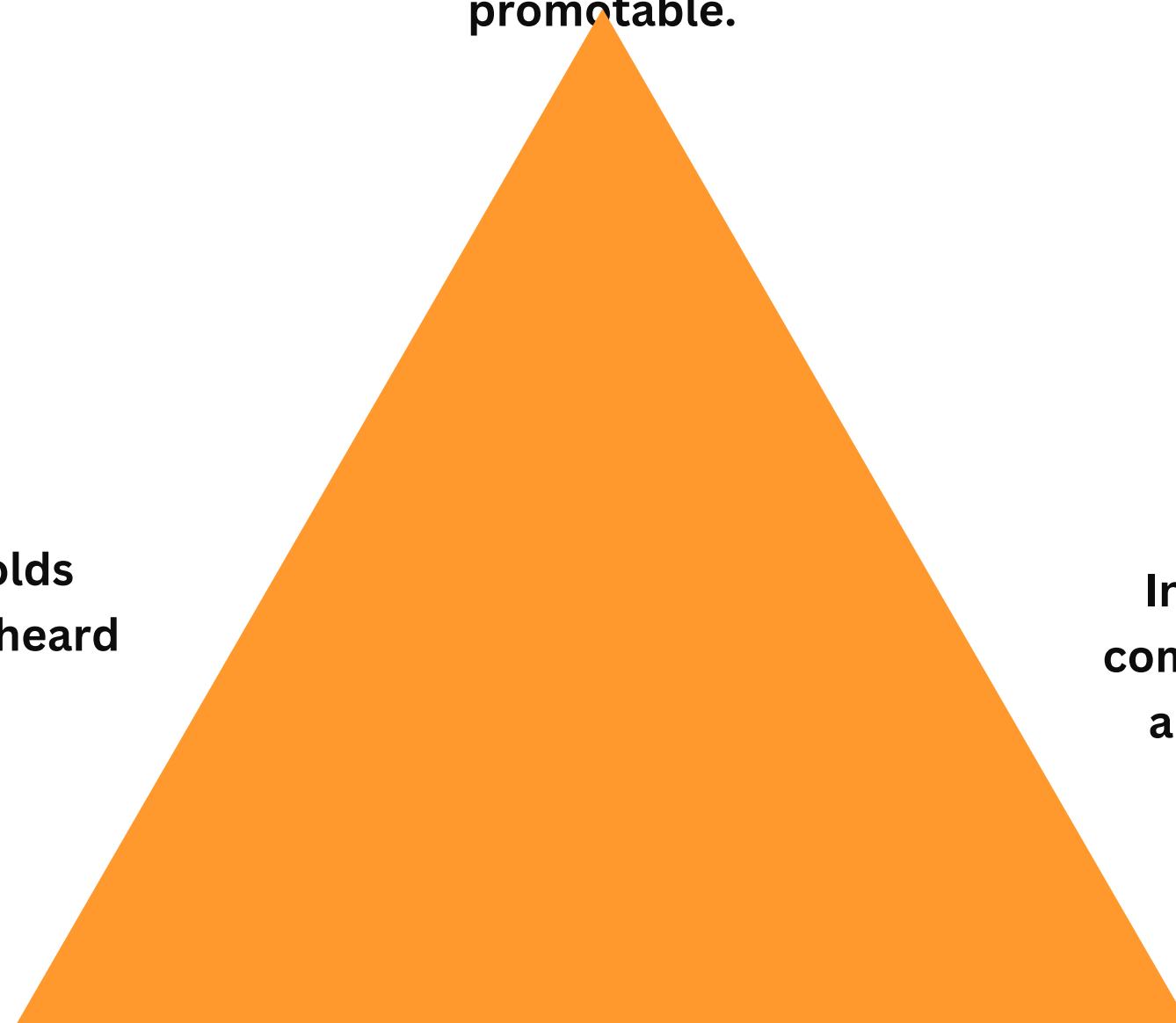
Your nervous system is contagious. Leaders who stay calm under pressure are perceived as more credible, trustworthy, and promotable.

### Situational Awareness

Before you speak, read the room. Who holds power? Who is anxious? Who needs to feel heard before they can say yes?

### Decision Stabilization

Influence is earned by leaders who make complexity navigable. You don't need all the answers – you need to steady the room.





YOUR IMMEDIATE ACTION



# ONE COURAGEOUS CONVERSATION

LEADERSHIP IS OFTEN ONE COURAGEOUS CONVERSATION AWAY FROM ACCELERATION.

**Who needs alignment?**

- Is there someone on your team, in your family, or in your organization whose buy-in would change everything – but you haven't had the real conversation yet?

**What has gone unsaid?**

- The thing everyone knows but no one is naming. The feedback that's been withheld. The concern that lives in the hallway, not the conference room.

**Where is clarity overdue?**

- Direction that people are guessing at. Roles that have silently shifted. A decision that needs to be made but keeps getting tabled.

*Put it in your calendar right now. Not someday – this week.*



EXECUTIVE PRESENCE

# GETTING – AND KEEPING – YOUR SEAT AT THE TABLE

STRONG LEADERS DON'T WAIT FOR A SEAT – THEY REDUCE UNCERTAINTY SO OTHERS PULL THEM TO THE TABLE.

**40%**

OF WOMEN IN  
CONSTRUCTION NOW HOLD  
LEADERSHIP ROLES

**25%**

MORE PROFITABLE –  
GENDER-DIVERSE  
COMPANIES (MCKINSEY)



# GET C.A.L.M.™

HAVE THE CONVERSATION YOU ARE AVOIDING

# C

## CLARITY

- Facts
- Data
- Metrics
- Analytics

# A

## AWARENESS

- Emotional State
- Emotional State of Others

# L

## LISTEN

- Hidden Priorities
- Respect
- Acknowledge
- Silence

# M

## MOVE

- Make the Ask
- Next Step
- Follow Up

# POLL

**What is the biggest barrier to you having the high-stakes conversation you have been avoiding?**

Fear of damaging the relationship

I don't know how to start it

I'm not sure it will change anything

I keep waiting for the right moment



# THE WHOLE LEADER DECISION MODEL™

LEADERS ARE RESPONSIBLE NOT ONLY FOR THE DECISION — BUT FOR THE EMOTIONAL CLIMATE THAT FOLLOWS IT.



## HEAD

*Data & Facts*

What do the numbers, research, and evidence tell you? This is your foundation — but not your whole answer.



## HEART

*Emotional Impact*

How will this land? Who will be energized? Who will resist? What does the team need emotionally to move with you?



## GUT

*Informed Instinct*

Your pattern-recognition, your experience, your felt sense. This is what separates good leaders from elite ones.

*Example: Financial data supports new tech → Address team anxiety → Waiting creates risk → Move forward with clear communication.*

# DECISION RISK ASSESSMENT TOOL

**EVERY DECISION CARRIES BOTH EXPOSURE AND OPPORTUNITY.  
KNOW BOTH BEFORE YOU ACT.**



## RISK

- Financial Cost
- Legal Risk
- Physical/Mental Risk
- Performance Momentum



## OUTCOME

- Financial Growth
- Operational Efficiency
- Time Efficiency
- Personal Growth
- Team Morale and Impact

**Does the outcome potential justify the risk exposure? Make the call with both eyes open.**



# 3 PATHS TO ANY DECISION

EVERY HIGH-STAKES SITUATION OFFERS THE SAME THREE EXITS. THE QUESTION IS WHICH ONE YOU CHOOSE — AND WHY.

## ACCEPT

Stop tolerating. Start choosing.

Acceptance is not passive, it is a deliberate decision to commit to the current reality and lead from within it.

## CREATE A WIN-WIN

Most conflicts aren't dead ends.

They're unsolved negotiations.

A win-win requires you to understand what the other party truly needs, not just what they're asking for.

## PREPARE AN EXIT

Sometimes the most powerful move is a planned departure.

Not reactive. Not emotional. Intentional.

Exit with dignity, timing, and a next step already in motion.



# CONFIDENCE IS NOT ARROGANCE. IT IS YOUR GREATEST LEADERSHIP ASSET.

WOMEN DON'T LACK CONFIDENCE. THEY'VE BEEN CONDITIONED TO QUESTION IT. THAT ENDS HERE.

## WHAT CONFIDENT WOMEN LEADERS DO DIFFERENTLY

### THEY SPEAK FIRST

Confident leaders contribute early in the conversation.  
Waiting signals doubt. Claiming your voice signals authority.

### THEY OWN THEIR RESULTS

They say 'I led this', not 'we kind of figured it out.'  
Owning wins is not bragging. It is accurate.

### THEY ASK FOR WHAT THEY WANT

Raises, opportunities, credit.  
Confidence requires making the ask — clearly and without apology.

### THEY DON'T QUALIFY THEMSELVES

Gone: 'I'm not sure, but maybe...'  
Present: a clear, direct point of view.  
You don't need permission to take up space.



**I INVITE YOU TO TEST YOUR LEADERSHIP  
SKILLS WITH MY 5 MIN  
“DECISION DIAGNOSIS”™ TOOL**



*Kasey D'Amato*  
BUSINESS ADVISOR | EXECUTIVE COACH



## CONNECT & NETWORK



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**EVOLVE HOW YOU LEAD. ELEVATE WHAT YOU BUILD.**