

Upcoming Events

- Check out our new [calendar!](#)
- **Training Tuesday: One Drive & One Note**
When: March 13 from 2:00 PM to 3:00 PM
Where: Mt. Elbert
Sign up [here!](#)
- **Leader Series: DISH Director Panel**
When: March 21st, 12:00 PM to 1:00 PM
Where: Pikes Peak
Sign up [here!](#)
- **First Friday Coffee: New monthly networking event!**
When: April 6th, 7:30 AM to 9:00 AM
Where: Meridian Café Events Room
April Topic: Goal Setting and Staying Inspired!
Drop in as you are available. Coffee provided.
Sign up [here!](#)

Highlights

- Education is power. The more we understand inequality and unconscious biases, the more power we have to address, and change them. Read our latest blog post [here](#), addressing imbalance in professional mentorship, and arm yourself with three specific tools to overcome some startling research findings.
- Welcome Tulsa Chapter! On the heels of celebrating the Grand Opening of the New Sales Center, The Tulsa Chapter of the DISH Women's Network has officially kicked off! The table day held on February 12, 2018 enlisted over 50 local employees interested in the chapter. Led by Tamara Edouard & Dana Miller, the chapter leaders look forward to hosting events that support the professional growth and education of its members, while also impacting the Tulsa Community. For more information please contact the chapter leaders directly at TulsaDWN@DISH.com. For more information about the Tulsa Call Center [check out this article on TheHop!](#)

Pro Tip

- "If you don't go after what you want, you'll never have it. If you don't ask, the answer is always no. If you don't step forward, you are always in the same place." – Nora Roberts

Just So You Know

- Did you know you can view our past events and newsletters on our website? Check out our past events [here](#) and the previous newsletters [here](#).
- DWN is now on Instagram! Click the icon below to follow:



dishwomensnetwork

Meet Me in the Middle

Negotiation, while most commonly thought of for job and salary negotiations, should also be done when asking for new projects, a larger role on the team, or an opportunity for training or education. Keep in mind that negotiating is a tool to help you advance your career.

Women, in particular, face a few unique hurdles with negotiation. They often hold back from negotiating because of prevalent cultural stereotypes that tell us that women that negotiate are seen as pushy and less likeable, rather than communal and cooperative. It takes courage to advocate for yourself and step out of the shadow of these stereotypes, however doing so pays off, literally and figuratively (Rosette, Ashleigh 2018). For managers, negotiating should be seen as a positive sign in an employee. It shows initiative, ambition and engagement.

Margaret A. Neale, Professor of Management at the Stanford Graduate School of Business and Co-Director of the Executive Program for Women Leaders, suggests four strategies, for women to keep in mind regarding negotiations:

1. Assess: Can I influence the outcome of the negotiation? What are the benefits? Do those benefits outweigh the cost?
2. Prepare: Make sure you understand your interests and preferences. Go a step further and understand the interests and preferences of your counterpart in the negotiation.
3. Ask: Engage your counterpart. You have unique information to contribute. What is your value add?
4. Package – Don't get stuck on a single negotiating point. Package items together, such as salary, training, new projects and so on. Propose solutions and alternative solutions. Be creative and don't give up if your first ask is rejected. Use if-then language. If you don't get what you're asking for, shift to an alternative ask.

See some resources and training [here](#).

Leader Series Recap

- **Courtney McKlveen, Head of US Field Sales, Oath**

When talking about how she approaches the issue of work-life balance, Courtney pointed to 3 guiding practices:

1. Do a quarterly assessment. Ask "How am I feeling?" and "What have I accomplished in this time frame?"
2. Audit your calendar. Make your meetings more purposeful and focused.
3. Know your "negotiables" versus your "non-negotiables." Once you know it, own it.

- **Jamia Bigalow, SVP, Distribution Marketing at Fox Networks.**

On the topic of negotiation, Jamia gave some practical advice. She encouraged us to anticipate our bosses' needs, stating that you must do the job before you get the job. She also cautioned that it is important to not emphasize your length of service as qualifying you to get a raise. Instead, you should focus on the value you bring to the team and the organization.

Videos coming soon!



Thank you to our 1,300+ members and 8 chapters who actively engage to empower women to become leaders and to our volunteer team for the fantastic work making this Network happen! We are thrilled to watch this movement grow and are grateful for the ongoing support. Keep an eye out for new opportunities to learn, grow and get involved as we continue into 2018.

