

Upward spiral of *Power*

The story of a part of my life



Who am I?

- **Typical Social climber**

Astrid Elburg (Paramaribo 1958, Groningen 1976)

- **Medical Analist**
- **Political ass. (virus)**
- **Consultant div/networks**
- **Executive coach**

Basic need/ Dream

Discontinue

- **Invisibility**
- **Powerlessness**

Resistance against

- **Assimilation**
- **Against social wishfull behaviour**

Step 1

- **Be/observe where the power is**
- **Organise visibility**
 - **Men**
 - **Women**
 - **Black**

Step 2

Mentor (dominant culture)

- **Confrontations**
- **Restore hardship**
- **Develop Guts**
- **Ability to Sacrifice**

Result

- **Authentic**
- **Make a difference**
- **Do matter = ambition**
- **Flow**
- **Passion**
- **Enjoy influence and power**

Felt like being a leader

Decision

- Life long learning
- Consultant/advisor
- Coach/mentor (certificate)
- Boardmember
- Wellconnected

Trapdoor

- **Exclusion en rejection (by dominant cultures)**
 - Recognize/ be aware
 - Deal with it (develop skills)
 - Humiliation
 - Painfull

 - (*gender, social status & class*)

Conclusion

- **Make a careerplan (timing)**
- **Mentor/coach**
- **Develop Guts**
- **Be aware of Sacrifice**
- **Train your Elasticity**
- **Dare to be Vulnerable**
- **Prepaire to be hurt**

Tips

Apart from education & skills

Essential:

- **Fysical condition (*fit*)**
- **Mental (*tools*)**
- **Spiritual (*be selfconnected*)**

My job

- Coaching men/women on top
- **Coaching double cultural backgrounds**
- **Consultant management and board on div.**
- Outplacement
- Network/ **Kunsthall & Rijksmuseum**
- Vice chairman **of TopFocus**
- Boardmember **(HNB/VPRO/Rabobank)**
- Sponsorship/guests for **TED.com (Hermitage)**

Conditions

- 1. Work hard
- 2. Dream
- 2. Face fears
- 3. Stop denials
- 4. Include rejection
- 5. Give back
- 6. Enjoy your succes

Free to step into the upward spiral

Questions



Statements

- **unnatural competition between gender and ethnic-diversity in organisations.**
- **It's a lie that men are nicer to each other than women.**

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