

Meet Kim Meninger

Kim Meninger, executive coach, TEDx speaker and host of the Impostor Syndrome Files podcast, empowers individuals and organizations to reach their full leadership potential. Kim has coached hundreds of clients and has presented on career advancement and leadership topics to corporate, non-profit and academic audiences.



Prior to formalizing her leadership coaching expertise, Kim held a variety of cross-functional leadership roles in the high-tech industry where she experienced first-hand the unique challenges and opportunities facing women in the workplace. She is especially passionate about helping women and traditionally marginalized groups to develop their confidence, visibility and influence in order to maximize their impact and advance to higher levels of leadership.

Kim has a BA in psychology and an MBA from Boston College. She is an ICF Associate Certified Coach and CCE Board Certified Coach with certifications in career, executive and leadership development coaching. Kim also holds a certificate in Executive Leadership from Cornell University. In addition to coaching, Kim serves on the leadership teams of a number of women's empowerment groups. She lives in Groton, MA with her husband and two young boys.

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Feel Like a Fraud? Conquer Impostor Syndrome to Achieve Your Goals

Do you hesitate to speak up because you worry that you'll sound foolish? Do you question whether you have what it takes to successfully perform your role? Do you worry that the people around you are so much better qualified than you are? If so, you likely struggle with Impostor Syndrome, a term for the feelings of self-doubt and inadequacy many professionals face, particularly as they reach higher levels of success. Here you'll gain a deeper understanding of Impostor Syndrome and its effects on high-achieving professionals. You'll also identify common triggers of Impostor Syndrome and key strategies for overcoming feelings of self-doubt.

Using Self-Promotion Strategies to Advance Your Career

Many women are reluctant to actively promote their value because it feels self-serving or inauthentic. Rather than promote themselves, they prefer to believe that their work will speak for itself. Unfortunately, without the confidence and commitment to share your value with others, you may lose out on important opportunities to raise your visibility, make a bigger impact and advance within your organization. In this interactive session, you'll learn practical, actionable strategies to help you authentically promote your value across your organization.

Maximize Your Seat at the Table

The literal and proverbial "seat at the table" represents your ability to have a voice in your organization and successfully influence others. Some women struggle to get to the table. Others experience challenges maximizing their seat when they get there. To expand your influence, make a bigger impact and more effectively achieve your professional goals, you need to make your voice heard. As women, however, many of us struggle to find our voices in the workplace. With increased confidence, communication skills and political savvy, you can maximize your seat at the table. In this session, you'll learn how to get a seat, effectively use your seat and maintain your seat for the long-term.

Walking the Tightrope: Mastering the Balance between Likability and Respect

As workplaces strive to achieve greater diversity, equity and inclusion, traditional gender expectations continue to present challenges for all of us. Those who identify as women often face the double bind - show up as likable and be seen as less competent, or show up as strong and competent and risk being seen as less likable. Those who identify as men but don't fully embrace traditionally masculine norms are often stigmatized as well. While the pandemic has proven that leaders who demonstrate empathy, humility and vulnerability are more effective than their command-and-control counterparts, deep-rooted gender expectations make it difficult for everyone who deviates from our traditional mental models of leadership to authentically navigate the workplace and rise to higher levels. This often leaves all of us, regardless of gender identity, feeling as though we have a very fine line, or tightrope, to walk. In this session, we will identify actionable steps to more confidently and successfully navigate this "tightrope" in our everyday work environments.



Building a Better Workplace: Bringing Men & Women into Conversation

Women's networks have long been promoting the need for greater gender equity and inclusion in the workplace, not just for the benefit of women, but for the benefit of all. However, these conversations often lack a critical perspective – that of men. To achieve the true vision of diversity, equity and inclusion, we must join forces to better understand each other's experiences and challenges in ways that allow for mutual trust, collaboration and support.

In this interactive session, Jake Fishbein and Kim Meninger, certified professional coaches who lead gender-specific groups focused on self-empowerment, will co-facilitate a safe, respectful, gender-inclusive conversation to break down gender barriers, expand our understanding of each other's workplace experiences and create opportunities for greater gender equity.

Be a Better Ally

As we continue to prioritize diversity and inclusion in the workplace, the term allyship is tossed around a lot. But what does it actually mean (and not mean) to be an ally? Many well-intentioned professionals would like to be allies but they're not sure how. They have concerns about overstepping or misreading situational cues. Or, they feel uncomfortable having conversations about what support looks like to others. Regardless of your background, role or level, you can be an ally. In this interactive discussion, we will debunk some of the myths around allyship, explore common challenging scenarios in breakout sessions and strategize how to show up as an ally in each one and discuss key strategies and action steps to serve as allies to others.

Navigating Difficult Conversations with Confidence

Most people are uncomfortable with difficult conversations in the workplace. Whether it's conflict avoidance, lack of trust or fear that drives us, we'd much prefer to ignore the issue and hope it goes away. Unfortunately, avoiding difficult conversations most often strengthens, rather than reduces, conflict. The good news is that we can all navigate difficult conversations with greater confidence. In this interactive workshop, we'll examine the challenges surrounding difficult conversations, identify the primary sources of workplace conflict, explore common workplace conflict scenarios and how to address them and identify actionable strategies that you can use to navigate future difficult conversations with confidence.

Build Your Influence without Authority

How do you get the support, engagement and commitment you need from others when you don't manage them? This is a constant challenge, particularly in pressure-driven environments where resources are limited and project schedules are tight. What you need is the ability to effectively influence without authority. This requires critical skills and strategies to engage cross-functional colleagues, stakeholders and even external resources. With an emphasis on building trusted relationships, effectively navigating office politics and maximizing your communication skills, you will learn how to expand your influence without authority and more confidently achieve your goals.



Leading Ourselves and Others through Change

In our fast-paced world, change is inevitable – and uncomfortable for many of us. While you can't control the changes that happen around you, you can control how you respond to them. When viewed through a positive lens, change presents you with opportunities to take initiative, build your personal influence and advance your career. In this interactive workshop, we will leverage William Bridges' transition curve to better understand our human response to change and how to manage ourselves and others accordingly. You will also learn strategies that empower you to embrace, rather than resist, change.

Your Career Is Your Business. Own It!

All of the mentorship and support of others can only take your career so far. To achieve your definition of success, you need to drive your own career. Here you'll learn how to proactively clarify your career goals, build influential relationships, and gain the visibility and recognition you deserve.

From Mentorship to Advocacy

Mentorship brings powerful opportunities to connect, learn and grow. But, as studies have shown, women tend to be over-mentored and under-sponsored. What this means is that we may be getting a lot of great advice, but we don't necessarily have someone advocating for us when we're not in the room. For some women, achieving advocacy and sponsorship remains a mysterious maze to navigate. For others, self-doubt and limiting beliefs undermine our efforts to invest in these relationships. And for most of us, our new virtual world adds a whole new level of complexity to building connection. Wherever you are today, you can authentically and confidently shift from mentorship to advocacy. In this interactive session, we will look at how to build upon a powerful mentoring foundation to proactively develop stronger advocates and sponsors in the workplace.

Defining Success on Our Own Terms

What does success mean to you? It's a question many of us haven't taken the time to reflect upon. And, as a result, our path toward success is often guided by external pressures and expectations, rather than our own values, goals and interests. In this session, we will gain a deeper understanding of what success actually means, explore ways in which your success mindset may be disproportionately or negatively influenced by others, and develop strategies to define success based on what is most important to you.



Testimonials

"Thank you for the session today. I found it to be one of the most insightful and thoughtful sessions on impostor syndrome that I've had in my career."

"This was one of the most helpful and empowering programs that I have attended. Thank you for your expertise and guidance."

"Everything was top-notch -- Kim as the speaker, the subject matter, her down-to-earth pragmatic insights and advice."

"I really wish I could have gotten all of this advice 20 years ago, but it is still highly relevant today!"

"Your presentation really hit home for me. I walked away with many great strategies."

"Thank you for your fantastic content and delivery. Your experience and knowledge shined through in your ability to cover this topic in depth and provide immediately useful tips!"

"I really appreciated your talk today. It really resonated with me and you used such relatable scenarios."

"I attended a session of yours on impostor syndrome. That was truly so relieving. I often wandered around in self-doubt and this was an eye opener... I just want to thank you. The way you delivered it hit me and I was suddenly free from everything that cluttered my mind. I can't really explain how much it helped me."