



## FOLLOW MY LEAD, LADIES

### Tips for Business Success

I am proud to be a successful business woman in Canada. In my over 30 years of business experience, I have spent 15 of those years as an entrepreneur building my own thriving company. Most of all, I am gratified that my ability to set and reach goals, that pushed the limit of possibility, has expanded my career and provided jobs to fellow Canadians.

Founding Organizational Solutions Inc. (OSI) in 2003, I had a vision to provide experienced and high-quality service to employers who wanted to control the human and financial cost of disability. Our philosophy focuses on respect, personal growth, continuing education and self-improvement; all elements that I have learned are equally important for women striving towards professional success. I am often asked how I have achieved what I have. It is my hope that some of the insight I have learned along my journey can be useful to other women setting out on their career path.

#### **Define your Goals**

In a world that continues to build barriers to a woman's success, I believe the most important first step is to properly

define your goals. Who is it you want to be? It is important to get this right. It doesn't have to be a tangible "thing" or "role," but a statement that defines who you are. The goal you define for yourself will take you on a journey, and you must have the skills and capability to get from where you are now to where you want to go. Once you establish that goal, it will take a tremendous amount of commitment, courage and confidence to reach it. It is important to remember that the overnight success story is a myth, and that behind every story of overnight success actually lies years of drive, ambition, and resilience in the face of many difficulties.

#### **Find your Fit**

Women are often tasked with juggling many significant responsibilities at work and at home, and striking a balance to ensure these responsibilities are fulfilled becomes a natural goal. But I believe work-life balance is an inadequate goal that undermines a woman's potential for personal and professional growth. I believe the more correct term is a work-life fit. Work should not be a balancing act but an extension of a person's life experience. Our work, whatever that work may be, is an opportunity to develop meaning, support networks, and a sense of belonging as a productive member of society. What we should be talking about is work as a vehicle for personal growth and discovery, and ensuring that the work we choose to do supports the professional goals we have defined for ourselves.

#### **Think Positively**

Lastly, I've learned that positive thinking can go a long way to improving your confidence, self-esteem, and ultimately, a woman's success. It is not uncommon for women to become bogged down with negative thoughts about ourselves, our skills, and our goals. Oftentimes society, and sometimes ourselves, think we are not good enough, or that our colleagues or supervisors won't agree to our value or worth. When this happens, we are actually devaluing ourselves. But if we take the time to recognize our negative thinking, and logically deconstruct these thoughts with facts about our skills, knowledge, and accomplishments, we can train ourselves to think positively. Positive thinking can include an acknowledgement of our skills, celebration of our accomplishments, and a recognition of our worth – both personally and professionally. As positive thinking becomes your norm, you will notice that your self-esteem and confidence increase; vital qualities for success.

Founding Organizational Solutions Inc. (OSI) has been an adventure, stemming from a vision to provide experienced and high-quality service to employers who wanted to control the human and financial cost of disability. Our model focuses on "The right care, at the right time, for the right outcome<sup>®</sup>" and it's our commitment to ensure employees are receiving the appropriate treatment to return to work safely and quickly. This is why, in 2013, OSI teamed up and crafted the Cognability™ program in conjunction with Dalton Associates' Psychological Services. Together we identified a gap in appropriate treatment for mental health conditions and formed a relationship to fill it. OSI identifies employees within the disability management process that would benefit most from psychological and mental health support services from Dalton Associates. Through proper assessment of the employees' challenges, and intensive, cognitive behavioural return to work therapy-based treatment, we have seen fantastic results that help employees quickly and sustainably return to wellness, and work. This program's success is a testament to the importance of having a clear goal, determining the right fit, and developing a positive partnership.

Every glass ceiling is there to smash. I want my experience to show any woman that with the right attitude, determination and hard work, it is possible to achieve incredible success.



#### **ABOUT THE AUTHOR**

**Dr. Liz Scott, Ph.D.**  
*Principal/CEO*

*orgsoln.com  
daltonassociates.ca*