

Owner to Owner Podcast Notes



Barrier Busting Business Owners

Episode #41

Summary:

Felicia Harris, Founder, and CEO of EverythingHR and EverythingHR Financial Services interview Katie Balash, owner of Vaughan Industries, and Taryn Sulkes, President and CEO of Eagle Specialties. Katie and Taryn talk with Felicia Harris about being women in male-dominated fields, work-life balance, mentorship, and more.

Episode Highlights:

- Katie and Taryn share the backgrounds of their businesses.
- How have their careers and experiences been impacted by working in male-dominated industries?
- Are their processes for finding leads different from their male competitors?
- How do they adjust their networking strategies in a male-dominated field?
- What advice would Katie and Taryn give to other female business owners who are concerned about gaining respect and a good reputation in a male-dominated industry?
- Katie and Taryn emphasize the importance of trusting your instincts.
- How have their values influenced their decision-making?
- They discuss the reality that there is no such thing as true work-life balance as a business owner.
- What separation do Katie and Taryn make between their personal and work lives?
- Katie reiterates that it's okay to say no.
- How have Katie and Taryn handled the rare situation when someone crosses the line with them physically?
- Have Katie or Taryn found other women in their industries to be mentors, or have their mentors all been men?
- How have Katie's opinions about mentorship changed since she realized a mentor does not have to be older than you?

3 Key Points:

1. Align your business practices with your values.
2. Any decision you make has to be in the best interest of your entire team.
3. Trust your instincts; it's okay to say no.

Tweetable Quotes:

- "I said, 100%, I am all in. I learned how to read blueprints, I learned how to install my own products, I go to job sites, I've field measured, I deliver the materials. People are really surprised, but when you're a small business owner, you put on all hats." –Taryn Sulkes
- "If it feels wrong, it is. As women, we are constantly reminded, maybe I'm just reading stuff into it. Look, if it feels wrong, there is something wrong. Whether it's exactly what you think it is, or it's something else, there's something wrong. Remove yourself." –Katie Balash

Resources Mentioned

Podcast

<http://elshaddaiconsulting.net/everythinghr-owner-to-owner-podcast.html>

Twitter

<https://twitter.com/everythinghr1>

Linkedin

<https://www.linkedin.com/company/everythinghr1/>

Connect with Felicia Harris

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