The Return Hub

Imposter Syndrome in Investment Banking

What is it?

Who has it?

How to manage it...

Presented by Dominie Moss and Helen Cowan

NOMURA

Who we are?

DOMINIE MOSS
Founder/CEO

- 27 years' experience in the Financial sector, 24 of which in Executive Search
- Previously Partner at JD Haspel and co-lead of the Global Banking and Markets practice and Managing Director at Sheffield Haworth leading the FX practice before becoming Global Head of Fixed Income and Currencies.
- Completed numerous leadership assignments for a range of global clients in FX, rates, credit and emerging markets, in sales and marketing, trading, structuring, e-commerce, and corporate risk solutions.
- The Return Hub provides learning and development for clients and candidates and collaborates with The Tall Wall – a leading executive coaching company.

HELEN COWAN
Founder of The Tall Wall

- 18 years in one of the Big Four specialising in M&A. Advised PE and IBs on high-profile domestic and international transactions.
- Became adept at understanding the human dynamics behind corporate change—leadership, communication, and culture. Retrained to become a coach 12 years ago and founded The Tall Wall in 2017.
- Now leads an international team of coaches working with mainly senior leaders and teams in financial and professional services - helping them to change their mindset, lead better and thrive under pressure.
- The Tall Wall has coached 100s of leaders on the very common topic of imposter syndrome.

Workshop Objectives

1. Build awareness of imposter syndrome
2. Share tools to increase self-confidence
3. Foster peer connection and support

What is Imposter Syndrome?

An internal psychological experience

70% of us experience at least once

Perfectionism, low self esteem and a REAL fear of failure

The five type of Imposters

The Perfectionist

The Natural Genius

The Superhuman

The Expert

The Soloist

What Triggers Imposter Syndrome in IB?

- Promotion or performance reviews
- Speaking in meetings
- Presentations
- Being the only woman in the room

Imposter Syndrome in Male Dominated Fields

- Pressure to prove oneself
- Lack of visible role models
- The 'double bind' dilemma

Tools to tame the imposter – Action Planning

Reframe Self-Talk

Wins Journal

Support Network

Seek Feedback

=

Attainable Goal setting

Reflection

Upcoming situation	What do I want people to say about me?	How do I want to feel about myself?	One thing I will do differently to manage my imposter

Networking

www.thereturnhub.com

Call: +44 203 907 8040

info@thereturnhub.com

Facebook: The Return Hub
LinkedIn: The Return Hub
Twitter: @TheReturnHub
Instagram: @The Return Hub

Scan to complete feedback

Scan for Resources