



# Authentic By Design:

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Leadership that Reflects You



# Opening Activity: Stand Up!

# Megan Schoettmer

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- PNC Bank Regional President, Northern California
- 20+ year Banking Career
- Northern California born & raised
- Mom of 2 young kids
- Active Board member
- Reality TV Junkie



# PNC Bank

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- Roots going back to 1865
- 6th largest bank in the country, by deposits
- \$555 billion in total assets as of March 31, 2025
- Coast-to-coast franchise with a presence in all the country's 30 largest markets
- 55,000 employees nationwide
- Over 2,200 branches nationwide
- One of the largest commercial, industrial and real estate lenders in the U.S.
- One of the top treasury management providers in the U.S.
- Top 5 small business bank by small business relationships
- Entered California in Fall 2021 via the acquisition of BBVA USA



# Today's Roadmap

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Landscape for Women in Business:  
Where we're succeeding and where there is room to grow



Embracing Your Authentic Self:  
Succeed in your own comfort zone

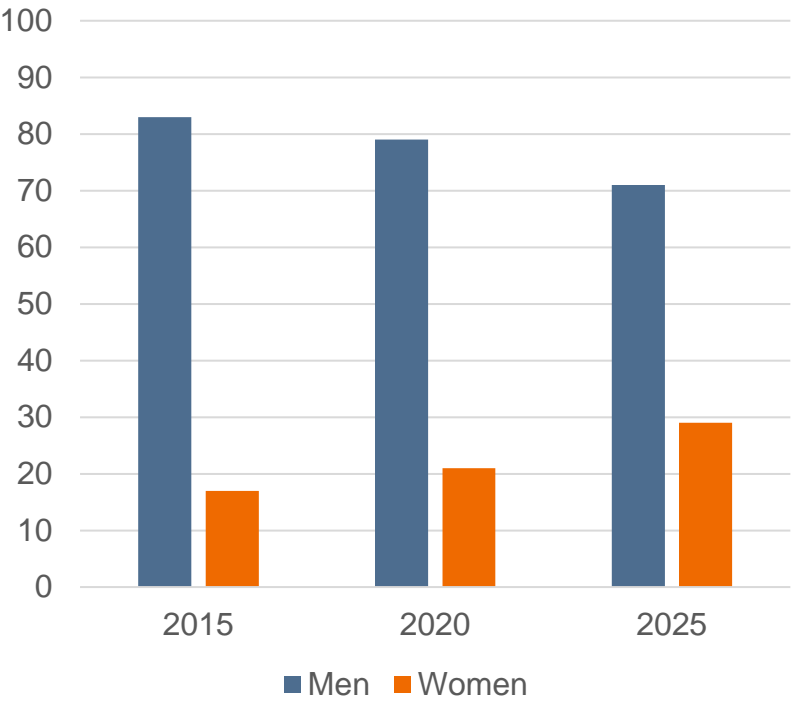


Readying Yourself:  
Advocate for yourself and embrace opportunities when they come

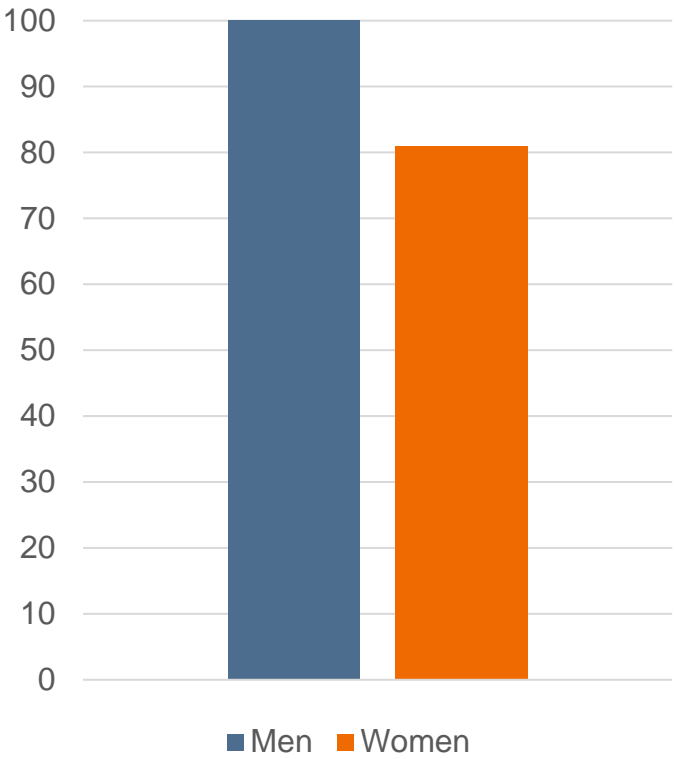
# Landscape for Women in Business

# McKinsey: Women in the Workplace

C-Suite Positions by Gender



First Promotions



Global Gender Parity

134  
YEARS

# Embrace Your Authentic Self



# Know Yourself

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## My Qualities

- Naturally shy
- Studious & curious
- Lead with Integrity
- Empathic
- Reliable & consistent
- Perfectionist & Anxious

## My Plan

- Research guestlists at conferences
- Assign speaking roles in meetings
- Have 1 - 2 meaningful conversations
- Consistent follow-up
- Repeat over time

## My Results

- Built trusted reputation
- Increased presence & confidence
- Created a powerful network throughout my career
- Opened doors to senior leadership opportunities

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**“Authenticity is the daily practice of letting go of who we think we’re supposed to be and embracing who we are.”**

**– Brené Brown**

# Activity: Close Your Eyes

# Personal Board of Directors

## Family

- Your unconditional support system who believe in you even when you don't believe in yourself.

## Friends

- Your biggest supporters outside of work and a safe space for vulnerability.

## Community Members

- Your biggest supporters in the community who expand your network.

## Work Colleagues

- Your professional advocates who amplify your achievements, and your voice in important rooms.

# Readying Yourself

# Be Open When the Opportunity Knocks

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Opportunities rarely arrive on your timeline.

They come when they come –

**And you have to decide if you're up for the challenge or not...**

# Speak it Into Existence

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- **Declare it. Own it. Build it.**
- Say It Out Loud – Even before it feels safe
- Tell People What You Want
- Plan Like You Deserve to Arrive



# Call To Action!

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- Stop waiting to be noticed – **own your impact!**
- Be unabashedly visible! **Celebrate and share your wins** – proudly and publicly
- **Speak with purpose** – even if it's not perfect
- Use bold, direct language. **Don't shrink to fit.**
- **Find your "Confidence Crew"** – your truth tellers and hype people.
- **Be the voice that uplifts others.** When you're in the room, make space for them.





# Thank You