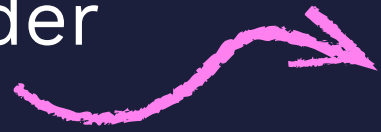


# Who really wins at work?

Start here. Take it everywhere.

**Renece Brewster**

**Visual Domain**  
CEO & Co-Founder



**Renece Brewster**

**Mentor**  
Mentor Walks

**Apropela**  
National Ambassador

**Visual Domain**  
Former CEO & Co-Founder

**24hr Business Plan**  
Community Lead

**Her Tech Circle**  
Co-MD & Co-Founder

**Go List**  
Co-Founder

**March Collective**  
Partner

**Women in Media**  
Co-Conveyor

**Workinitiatives**  
Fractional COO



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Fractional COO



**Genuine connection**

**builds everything.**

You've met these three before



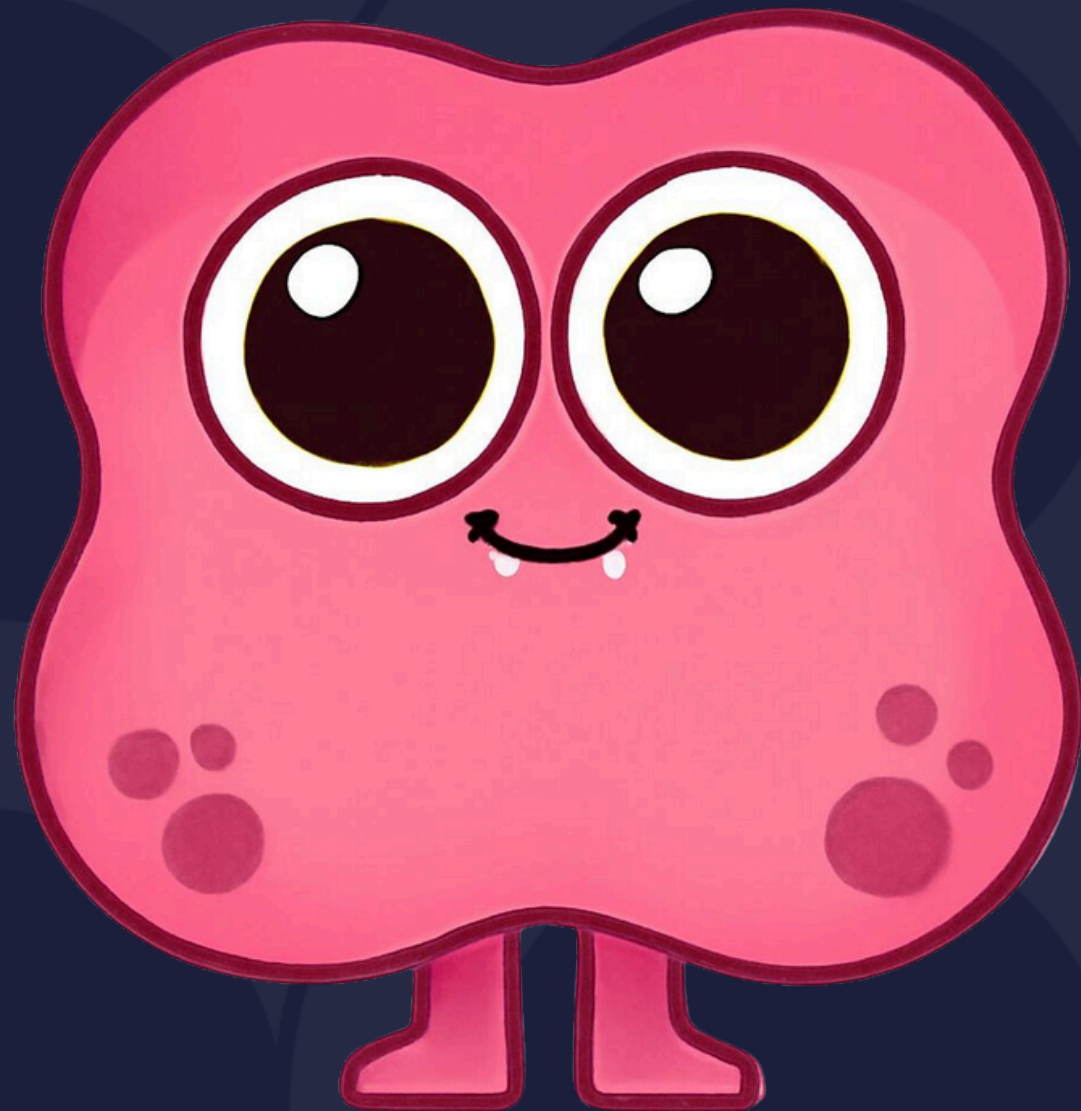


# The Giver

This is the person who always has their hand up to help. They make introductions without being asked, share their templates and frameworks freely, and take detailed notes in meetings to send to everyone. When you mention you're struggling with something, they immediately connect you with someone who can help.

They genuinely want others to succeed.

# The Matcher



Fair, balanced, and thoughtful - but transactional. They keep mental spreadsheets of who owes what. "I'll review your deck if you review mine." "I bought coffee last time, so it's your turn." Every interaction has an implicit exchange attached.

Not unfriendly, just careful about keeping things equal.

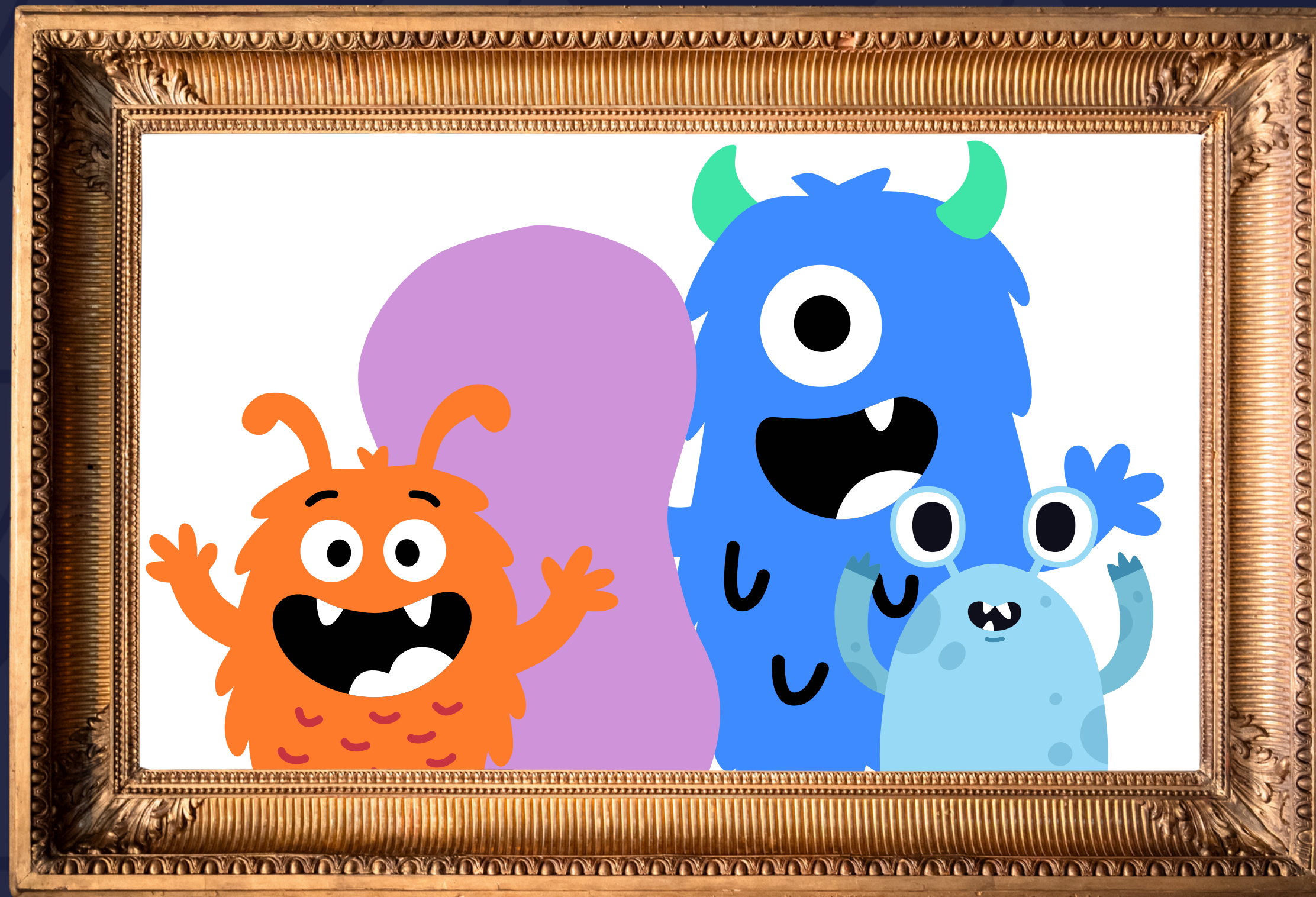
# The Taker



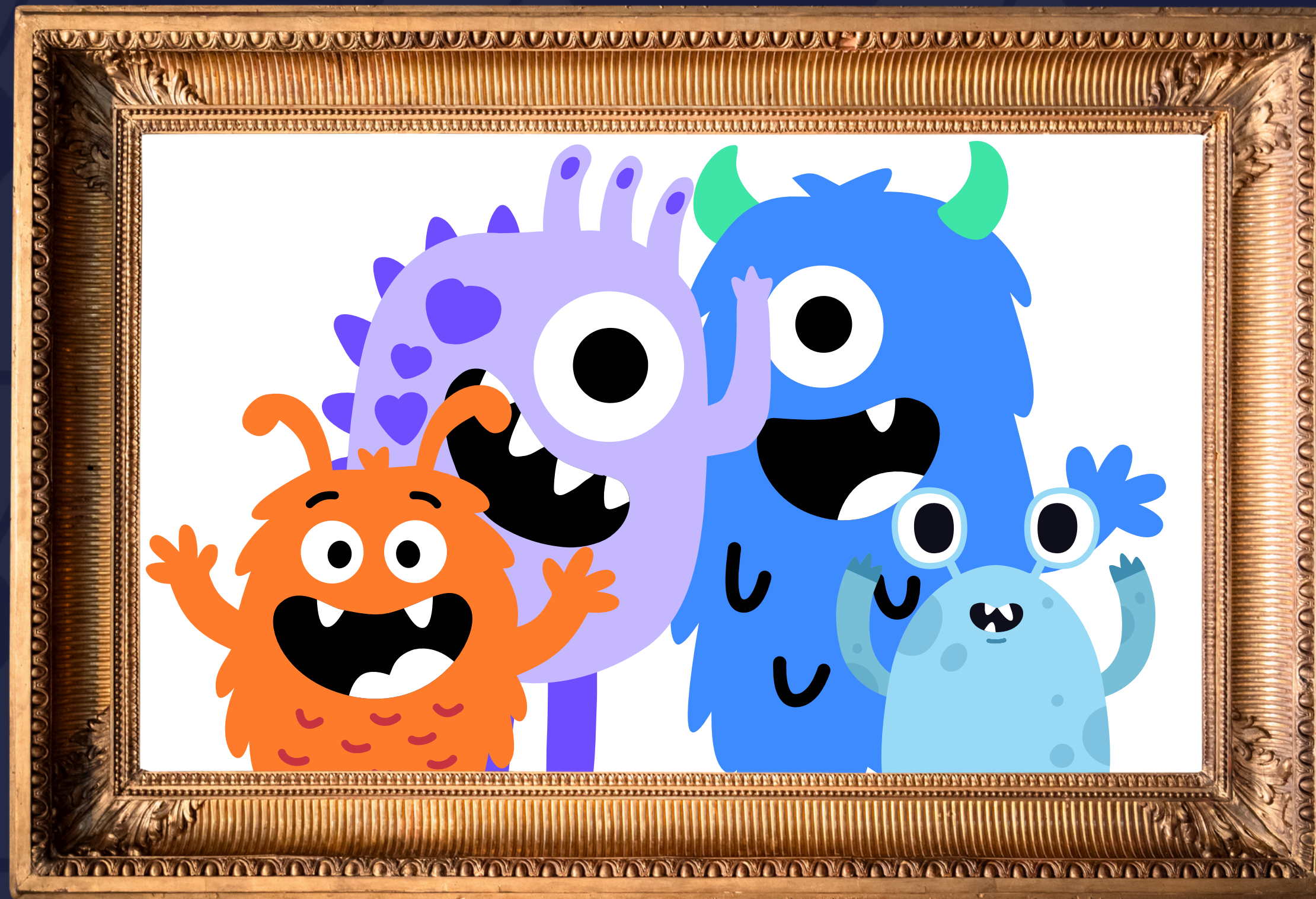
You only hear from them when they need something. "Can I pick your brain?" Then they ghost after getting what they want. They take credit for team wins, show up late to meetings asking to be "caught up quickly," and make requests of your network without ever reciprocating.

All take, zero give.

# My Family



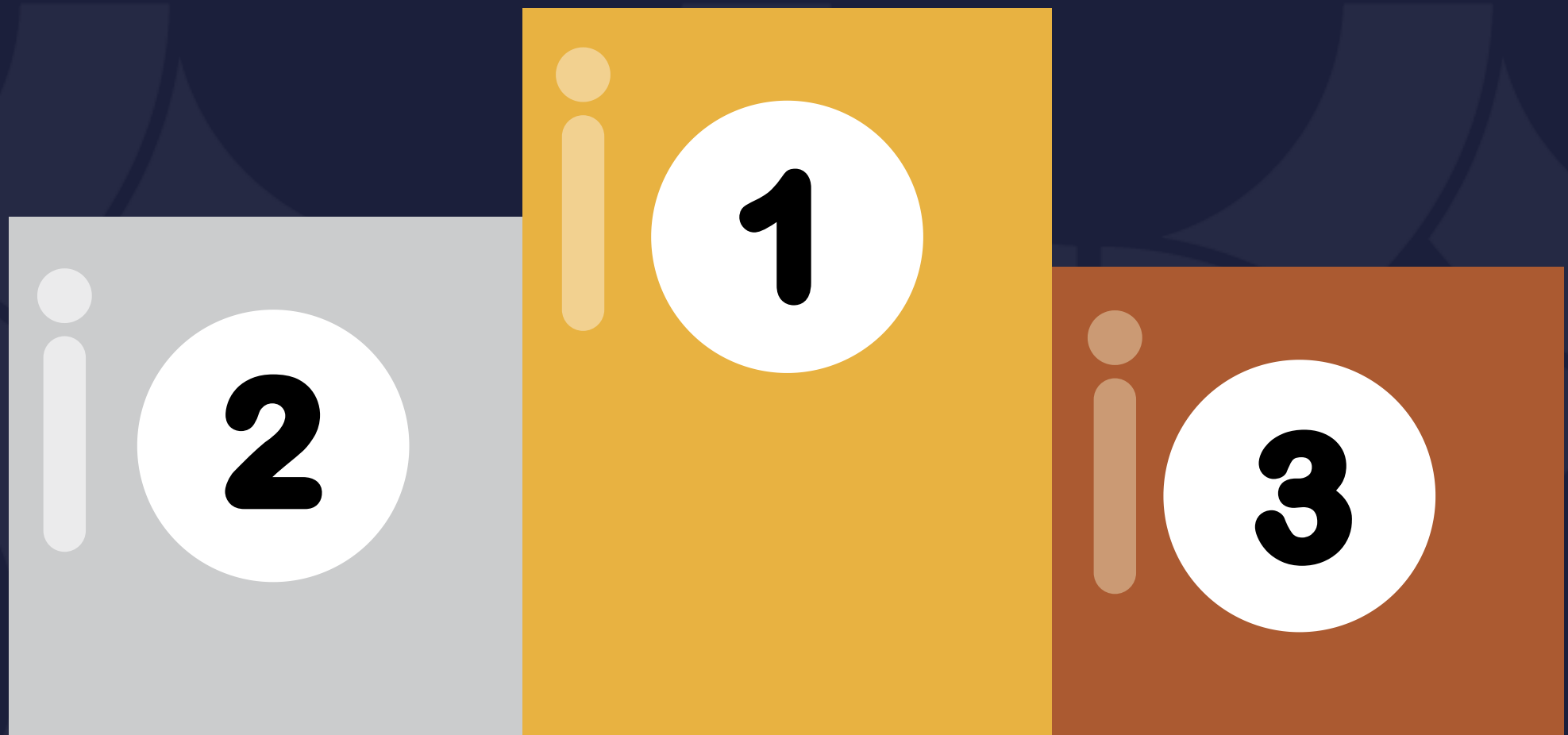
# My Family



Who get's ahead in their career?



Let's start with who  
is at the bottom...



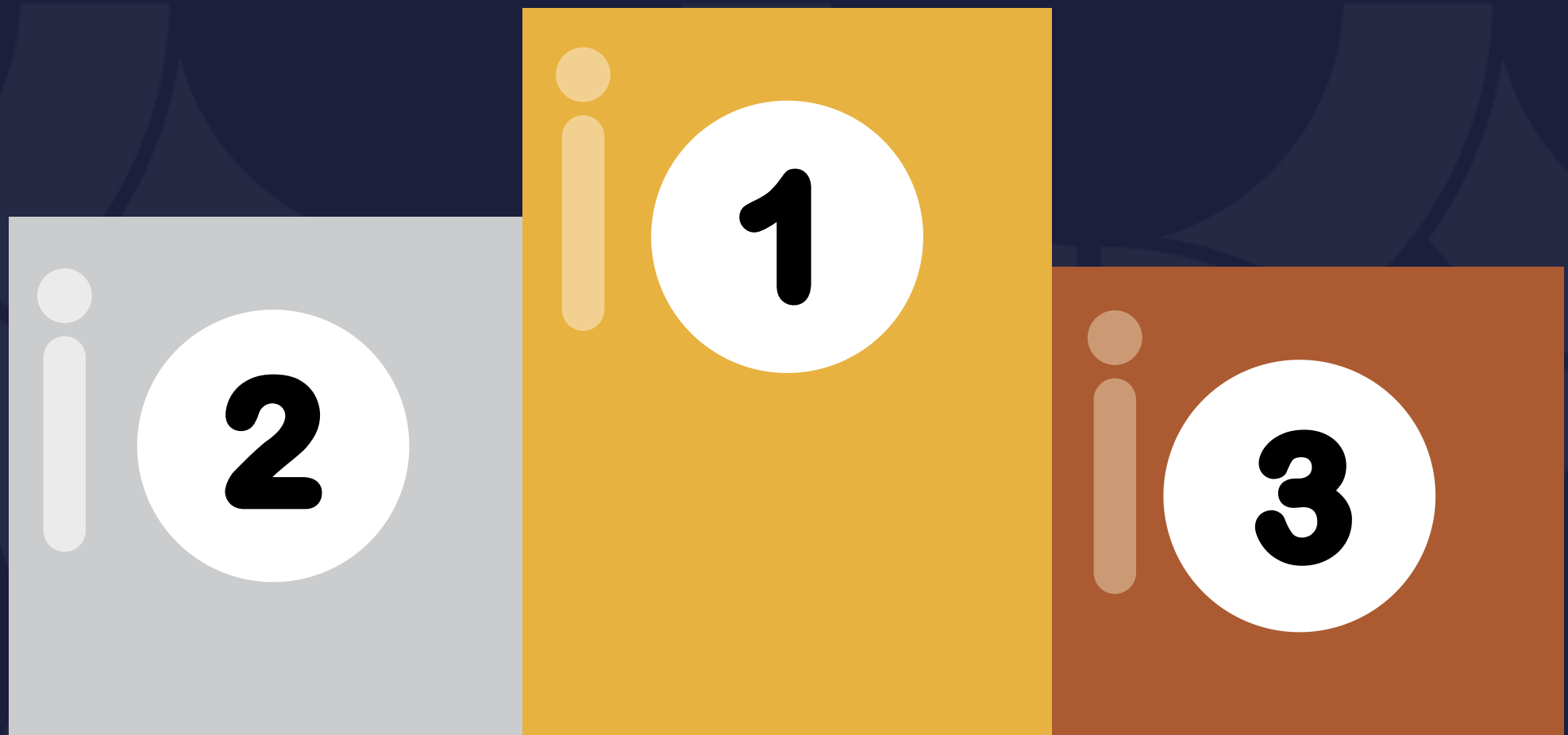
Almost always  
the Giver



So who get's further in their career?



The winners are  
almost always

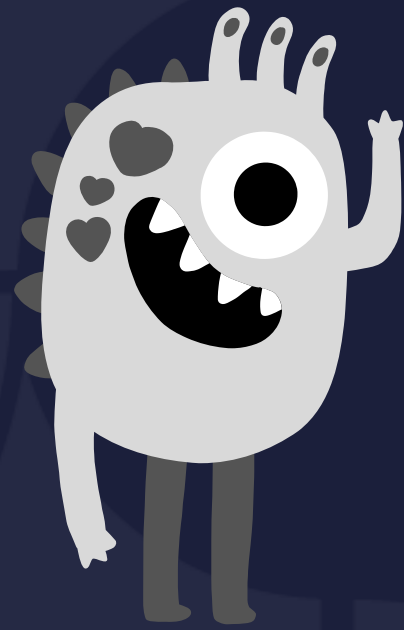


The winners are  
almost always  
the Giver



# How to be a **winning** Giver?

# There are two types of givers

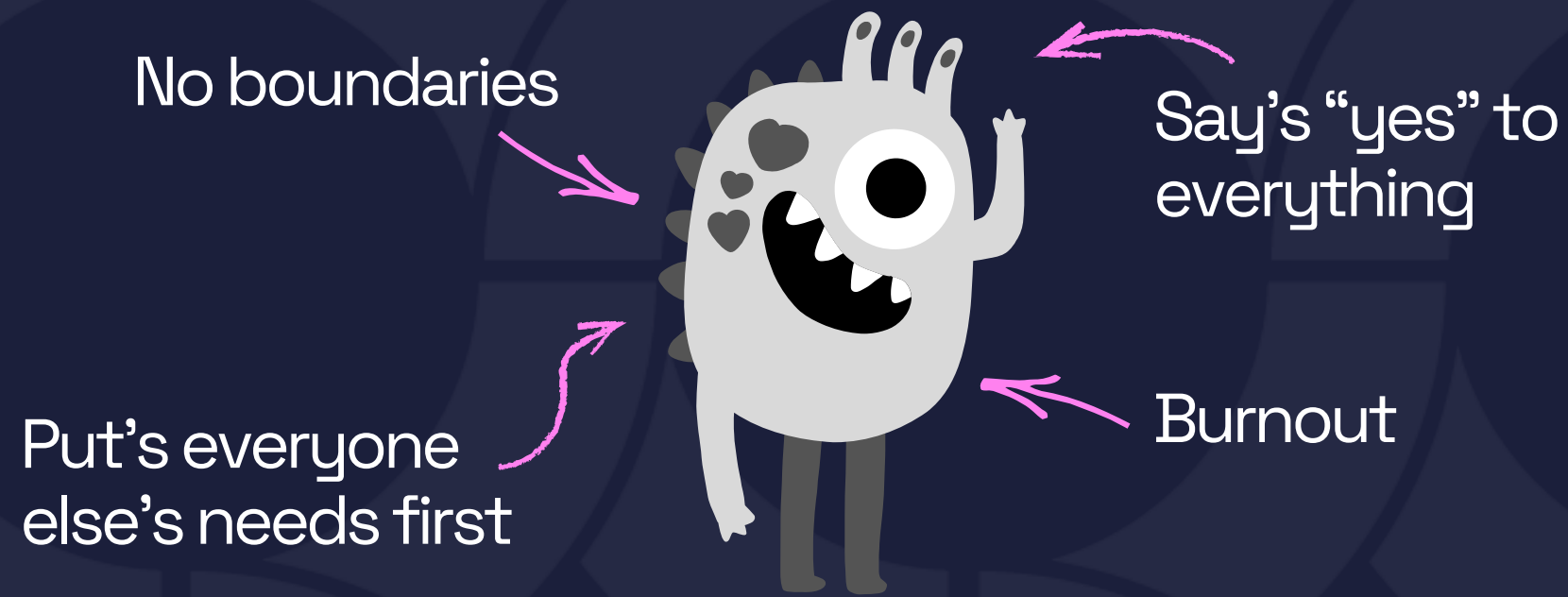


The “selfless” giver

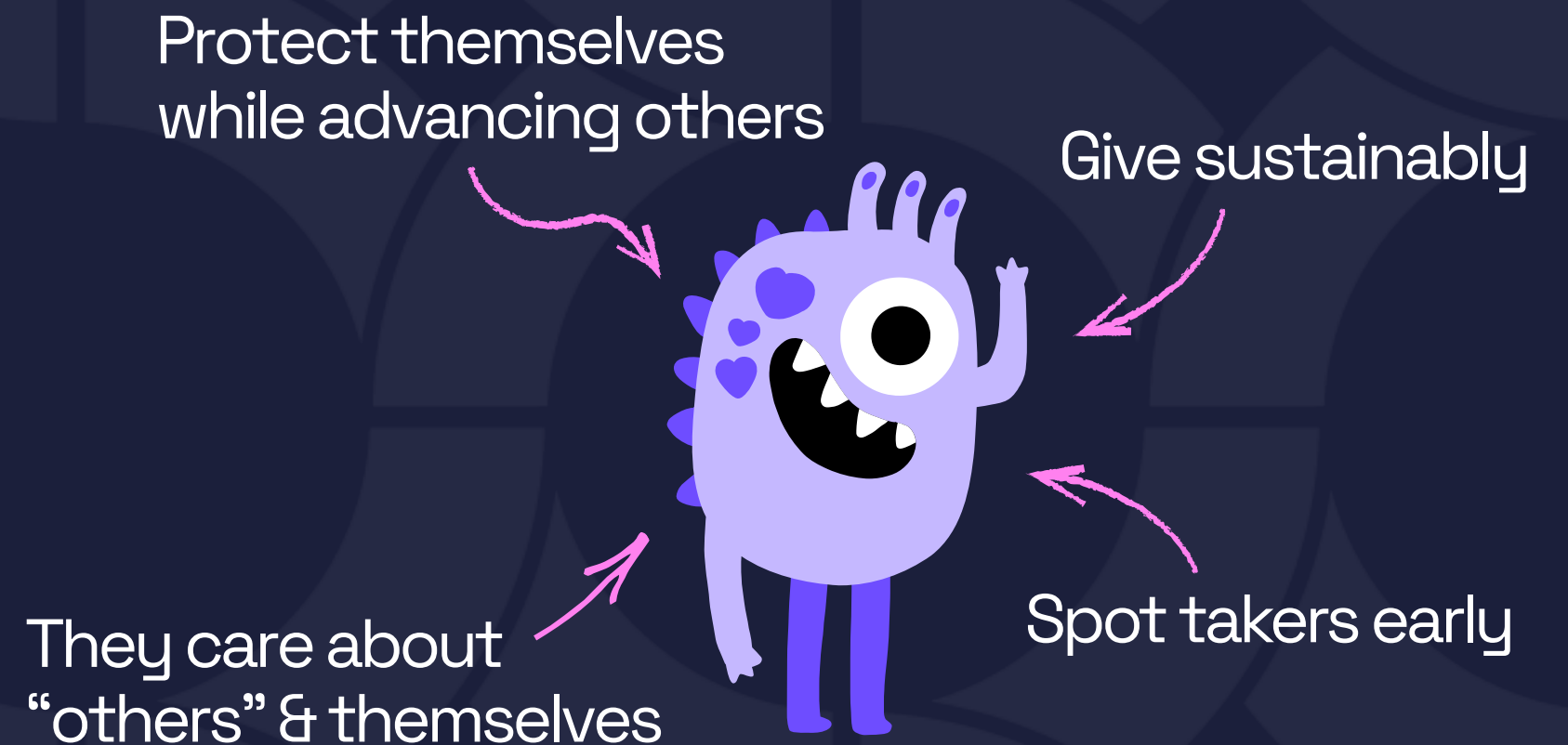


The “otherish” giver

# There are two types of givers



The "selfless" giver



The "otherish" giver

One approach leads to burnout and finishing last.  
The other leads to building ecosystems where **everyone** succeeds.

# The Power of Giving

## The Science

Strategic givers build networks 40% larger than matchers or takers

Their connections are 60% more likely to help when asked

Their connections last longer, help more, and compound over time

This is where things start  
to get **interesting** ...

# The Power of Proximity

## The Science

Proximity to high performers = 15% output boost

Proximity to scarcity thinking = 30% performance drop

Your brain physically rewires based on environmental exposure

Anxiety spreads 2x faster than confidence



*Your proximity determines your ceiling.  
Strategic giving determines who stays close.*

# Why this room matters

1 in 4

Women in Australia's tech workforce

50%

Of women leave tech by age 35

2x

Higher turnover rate for women than men

22.5%

Gender pay gap in Australian tech

7%

Of women negotiate starting salary (vs 57% of men)

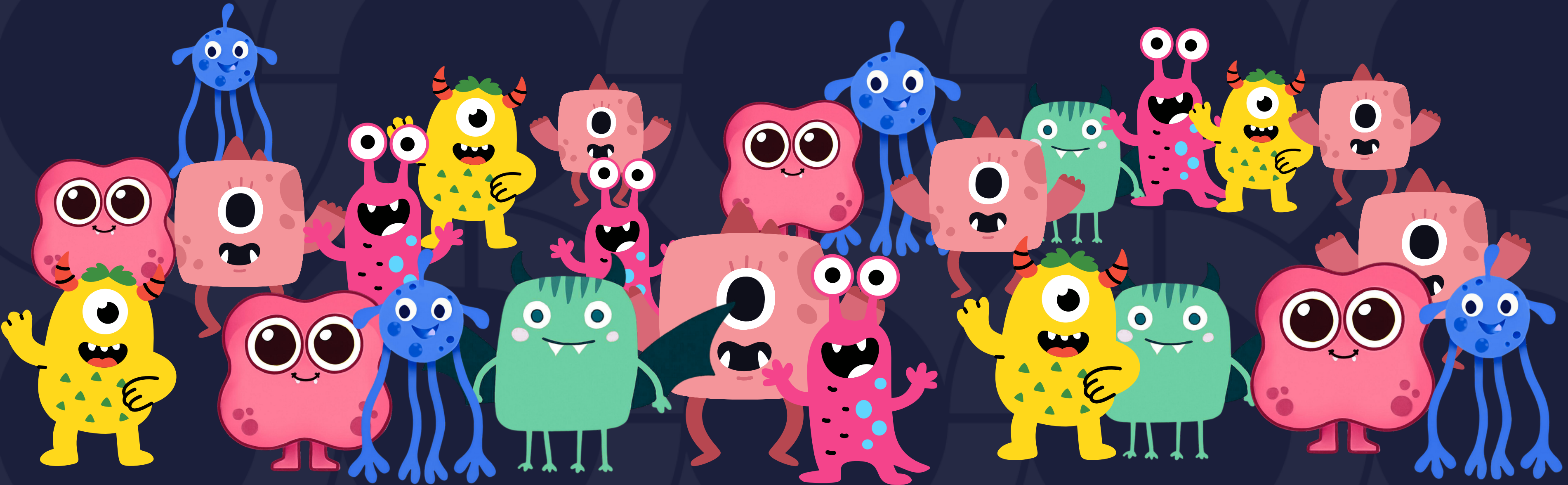
1.3M

Tech workers Australia needs by 2030

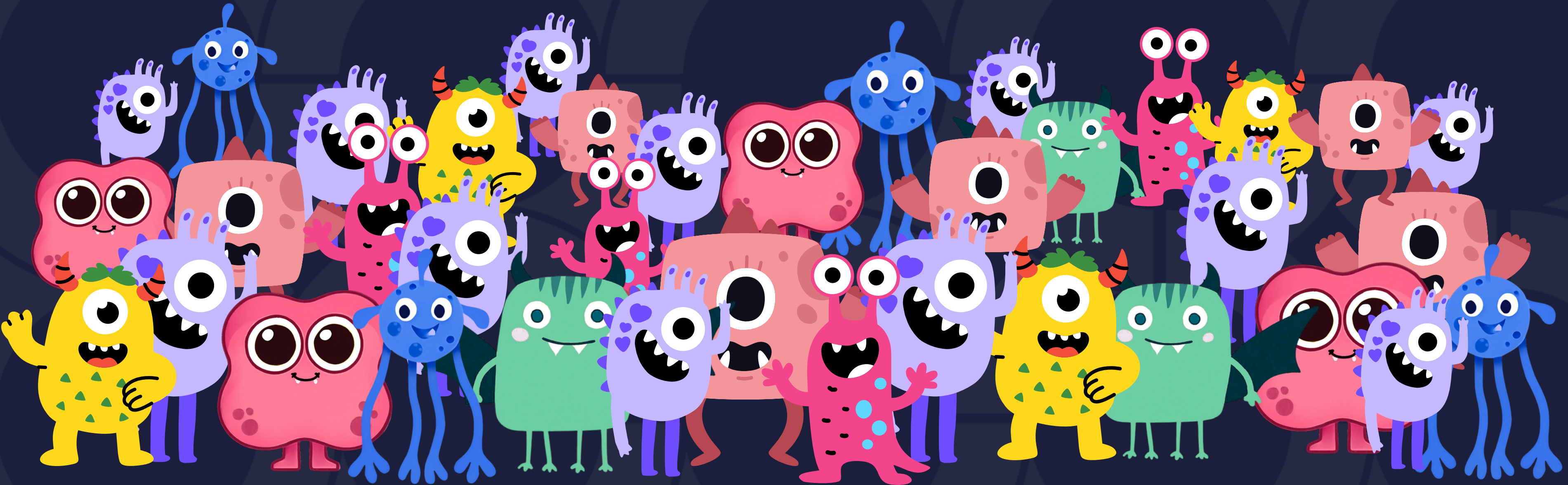
**We've been told to lean in.**

**What if we just created a **new table?****

My challenge for you over  
the next two days



Be the “otherish” givers in the room



# What will you give?

Your retention strategies

Salary negotiations

Changes in hiring, promotion and career development

Senior career connections and development

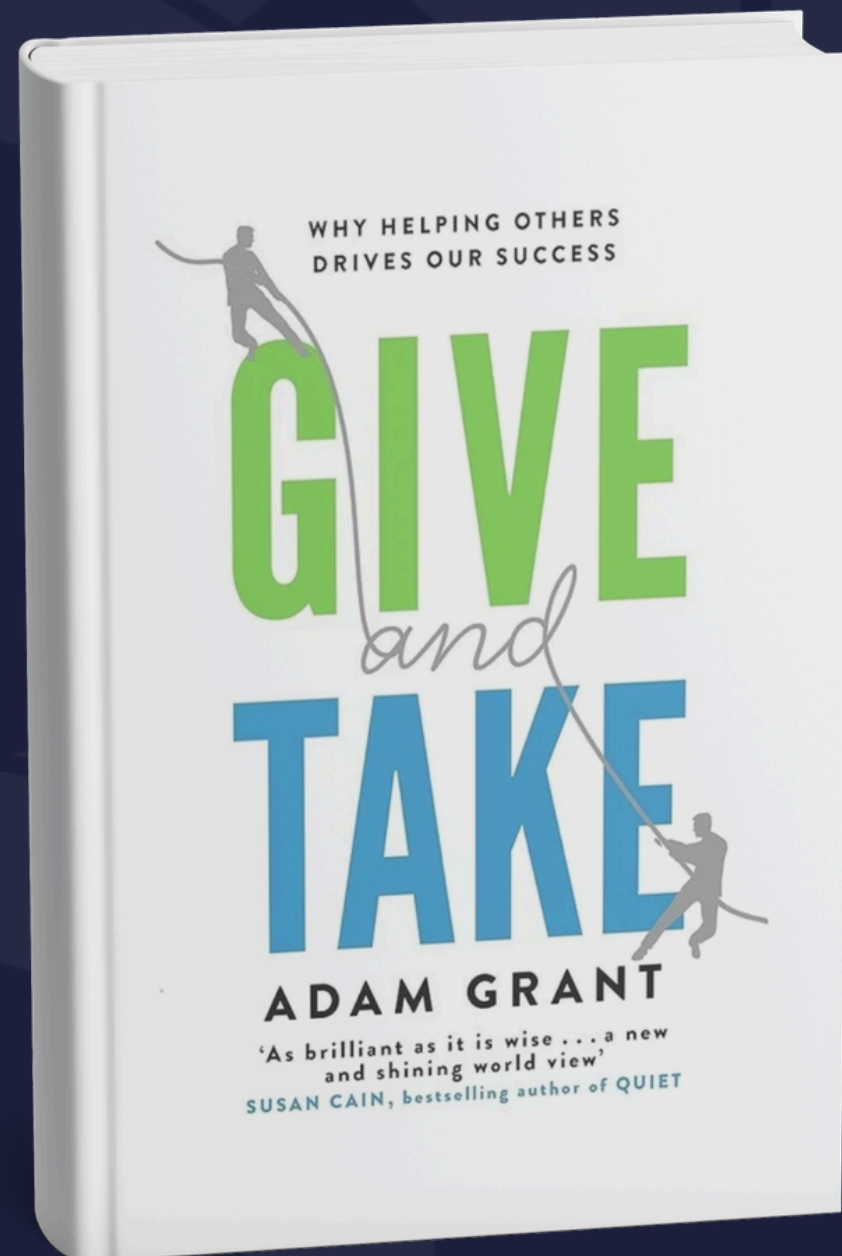
Scripts, playbook and templates to success

Open doors and conversations

**Genuine connection**

**builds everything.**

# Want to learn more?



Give & Take

Adam Grant



Let's connect

