



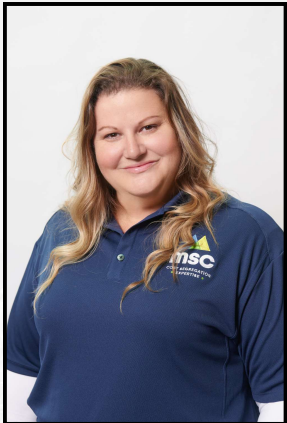
Women Ascending in Leadership

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December 2024

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COST SEGREGATION
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This Is Me!

- From file clerk to Partner
- 22+ years in the Cost Segregation Industry
- 8 years sitting on the Board for the ASCSP
- Speaker at AICPA National Tax Conference, the AICPA Construction & Real Estate Conference, and several State CPA Societies
- Contributed to the publication of The Practical Guide to Cost Segregation by CCH (a Wolters Kluwer business)
- Helped develop software solutions that streamlined the cost segregation process.
- Over 10,000 cost segregation studies since 2002
- Mentor

This is Me Too!

- Empathetic
- Passionate
- Hard Working
- Vulnerable
- Genuine
- Always growing and learning – Lives by the to be greater philosophy!

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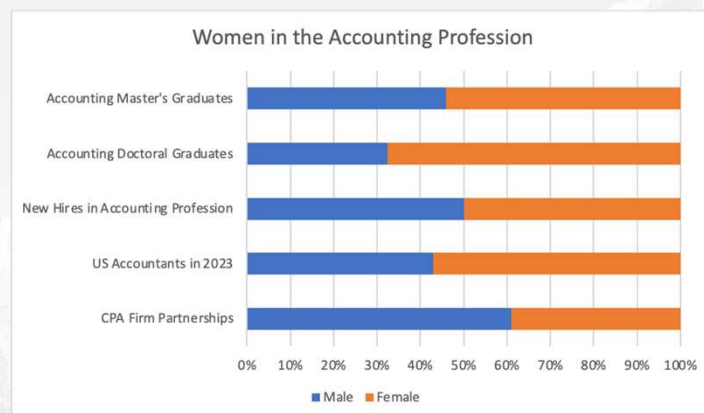
Agenda

- Women in Leadership in 2024
- Early Career and Challenges
- Building a Supportive Network
- Leveraging Strengths and Advancing in Leadership
- Overcoming Gender Biases and Promoting Diversity



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Women Ascending in Leadership



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Early Career and Challenges



- Finding my place.
 - Identifying your strengths, values and interests within your job and company.
 - Allowing you to contribute meaningfully and feel a sense of purpose by aligning your work with your personal goals and the company's mission, often achieved by understanding your skills, leveraging them effectively, and building positive relationships with colleagues.
 - Self-reflection, understanding your company, developing your skills, building relationships, taking initiative.

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Early Career and Challenges



Finding my voice.

- There's something to be said about altering our language a bit. Not because men criticize it, but more to remind ourselves and one another that we are worthy of existing and taking up space as much as anyone else.
- Phrases Women Should Stop Saying
- Skills to help you find your voice at work



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Early Career and Challenges

- Healthy and unhealthy boundaries.
- Realistic and Unrealistic Expectations.
- Work Life Balance.



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Building a Supportive Network

- Pushing yourself out of your comfort zone
- Find great mentors
- Shadow and learn
- Get Involved
- Book Clubs
- Organizations



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• Leveraging Strengths and Advancing in Leadership



- Strengths-based leadership, rooted in positive psychology, posits that individuals perform at their best when they leverage their natural talents and abilities. Rather than focusing on fixing weaknesses, this approach emphasizes identifying, nurturing, and strategically applying each team member's unique strengths.

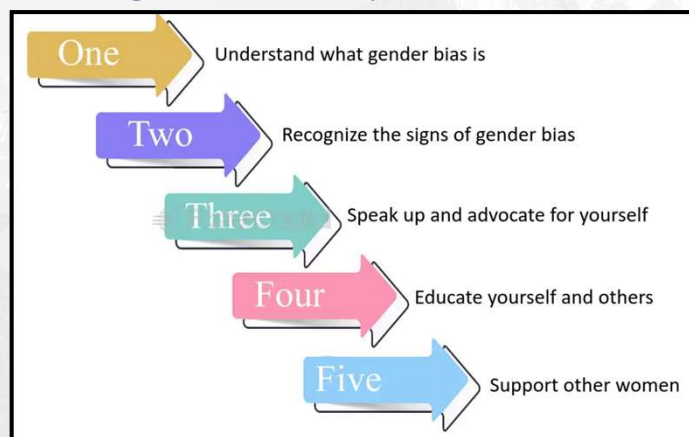


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• Overcoming Gender Biases and Promoting Diversity



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Work in Progress



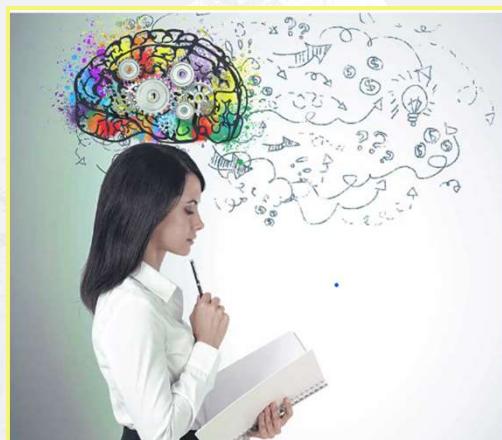
- If you aren't changing it, you're choosing it
- Lessons may repeat until you finally learn from them
- You cannot shame yourself into action
- Ask for what you need; people can't read your mind
- A little discomfort is necessary for growth
- If you want a different outcome, do something differently
- You have to examine the role you play in your reality
- To Be Greater



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Podcasts

- Womanica
- Wild Ideas Worth Living
- What's Her Name
- Fixable
- Dare to Lead
- Second Life
- We Can Do Hard Things
- The Art of Speaking Up
- Women at Work
- HBR on Leadership



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Closing



"If you stay in an environment where people do not recognize the value of you, you will shrink your gifts to the size of what they can stand. That causes anxiety, depression and stress.

I refuse to be small because you think small. I'm not shrinking my vision because you can't keep up with mine." - Larry Raskin

Thank You!

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