



Advancing Women Leaders The Win/Win Solution

Zenger Folkman, *Women Do It Better Than Men*, 2012

Position Representation	Male	Female
Top Management, Executive, Senior Team Members	78%	22%

Reports to Top Management, Supervises Middle Managers	67%	32%
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Leadership Effectiveness	Male	Female
Top Management, Exec., Senior Team	52%	61%

Reports to Top Mgmt, Supervises Mid. Mgmt	47%	53%
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WBD* = BIG RETURNS\$

Highest Quartile Vs. Lowest

ROS: Companies with the most outperform those with the least by 16%

ROIC: Companies with the most outperform those with the least by 26%

ROE: There was no significant difference between companies with the most and those with the least.

WBD 4-5 Yrs

ROS: Companies with 3+ outperformed those with zero WBD by 84%.

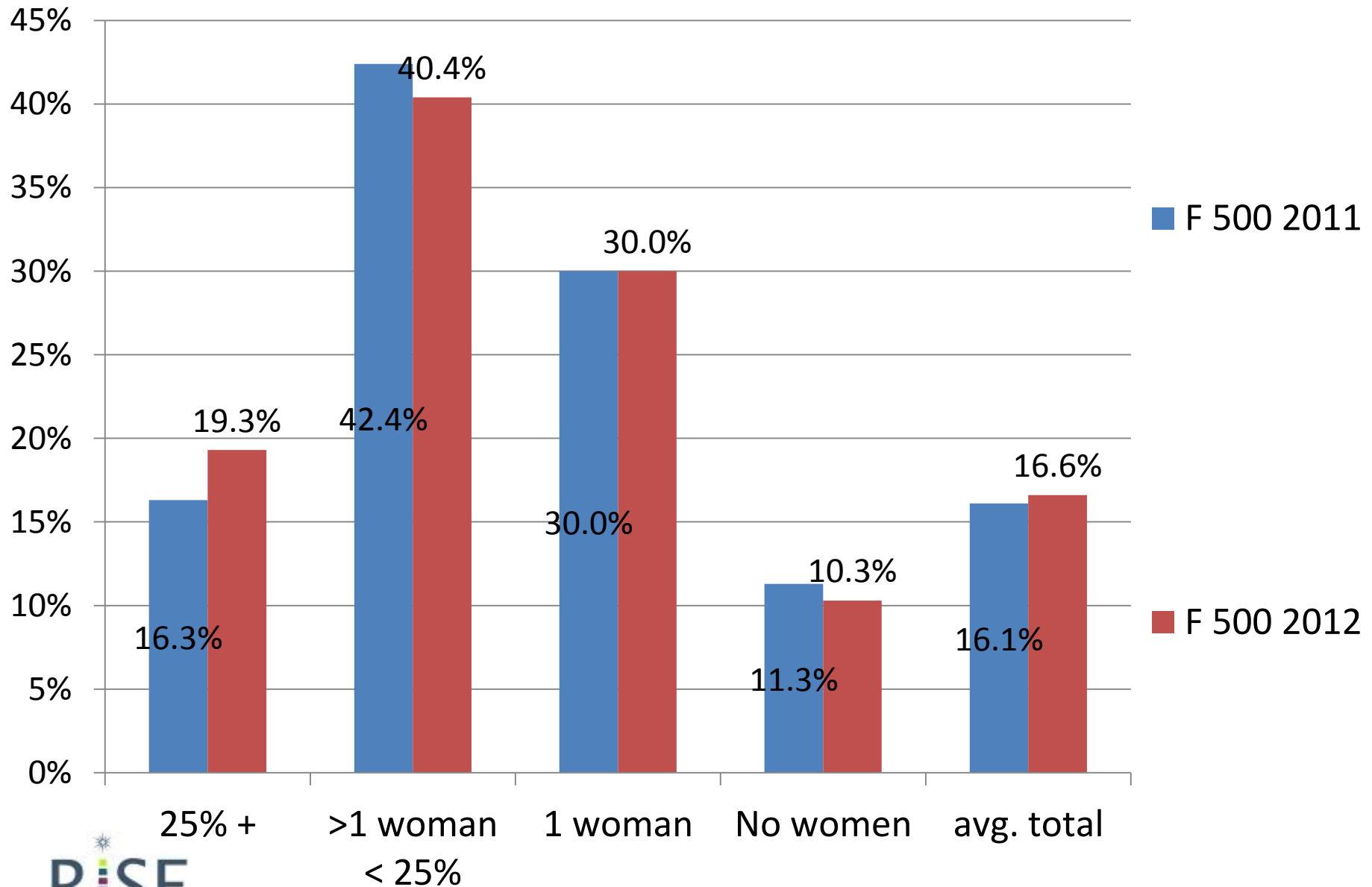
ROIC: Companies with 3+ outperformed those with zero WBD by 60%

ROE: Companies with 3+ outperformed those with zero WBD by 46%.

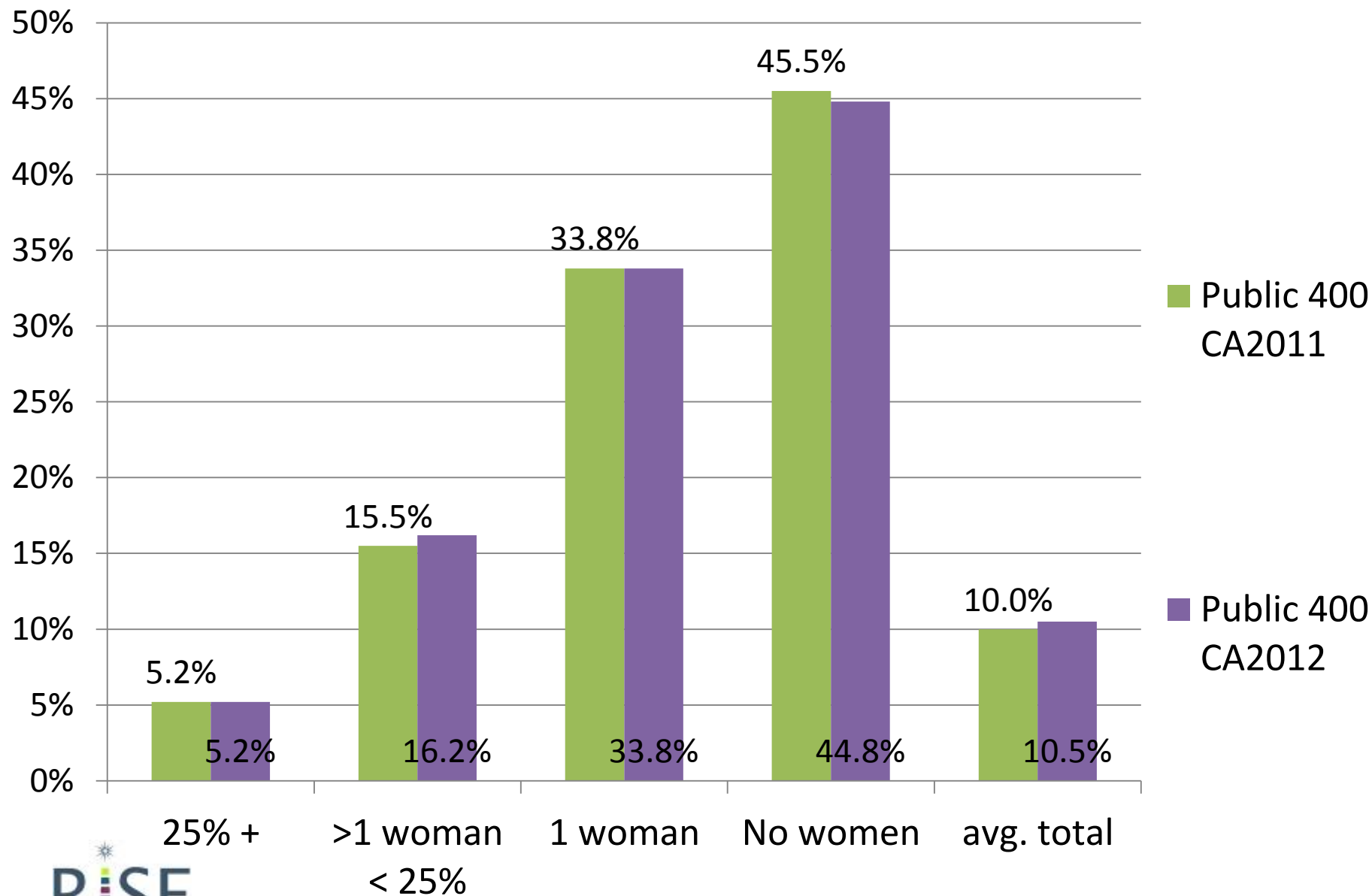
2013 WORLD CLASSIFICATION

Rank	Country	Lower or single House				Upper House or Senate			
		Elections	Seats*	# Women	% Women				
1	Rwanda	2008	80	45	56.3%	2011	26	10	38.5%
4	Sweden	2010	349	156	44.7%				
19	Mexico	2012	500	184	36.8%	2012	128	42	32.8%
37	France	2012	577	155	26.9%	2011	347	77	22.2%
45	Australia	2010	150	37	24.7%	2010	76	29	38.2%
45	Canada	2011	308	76	24.7%	N.A.	103	39	37.9%
53	China	2013	2987	699	23.4%	---	---	---	---
56	U.K.	2010	650	146	22.5%	N.A.	760	172	22.6%
77	USA	2012	434	77	17.7%	2012	100	20	20.0%
96	Russ. Fed.	2011	450	61	13.6%	N.A.	163	13	8.0%
123	Japan	2012	480	39	8.1%	2010	237	44	18.6%

Women on Boards Fortune 500



Women on Boards CA Public 400



Causes of this Dichotomy

Structural Obstacles



Lifestyle Issues



Imbedded institutional mindsets



Imbedded individual mindsets



WE NEED WIN/WIN SOLUTIONS



SHAPE YOUR DESTINY

NEVER GIVE UP

FOLLOW YOUR PASSION



Build Your Networks



Develop Your Leader Identity



Female Forums Boost Confidence



Support Systems



k8994516 www.fotosearch.com



“
There is a
special place
in hell
for women
who don't help
other women.”

Madeleine Albright
FORMER US SECRETARY OF STATE

www.sircely.com

STEP UP STAND UP



Employers



Best Organizations



COUNT WHAT COUNTS



REFINE PROCESSES

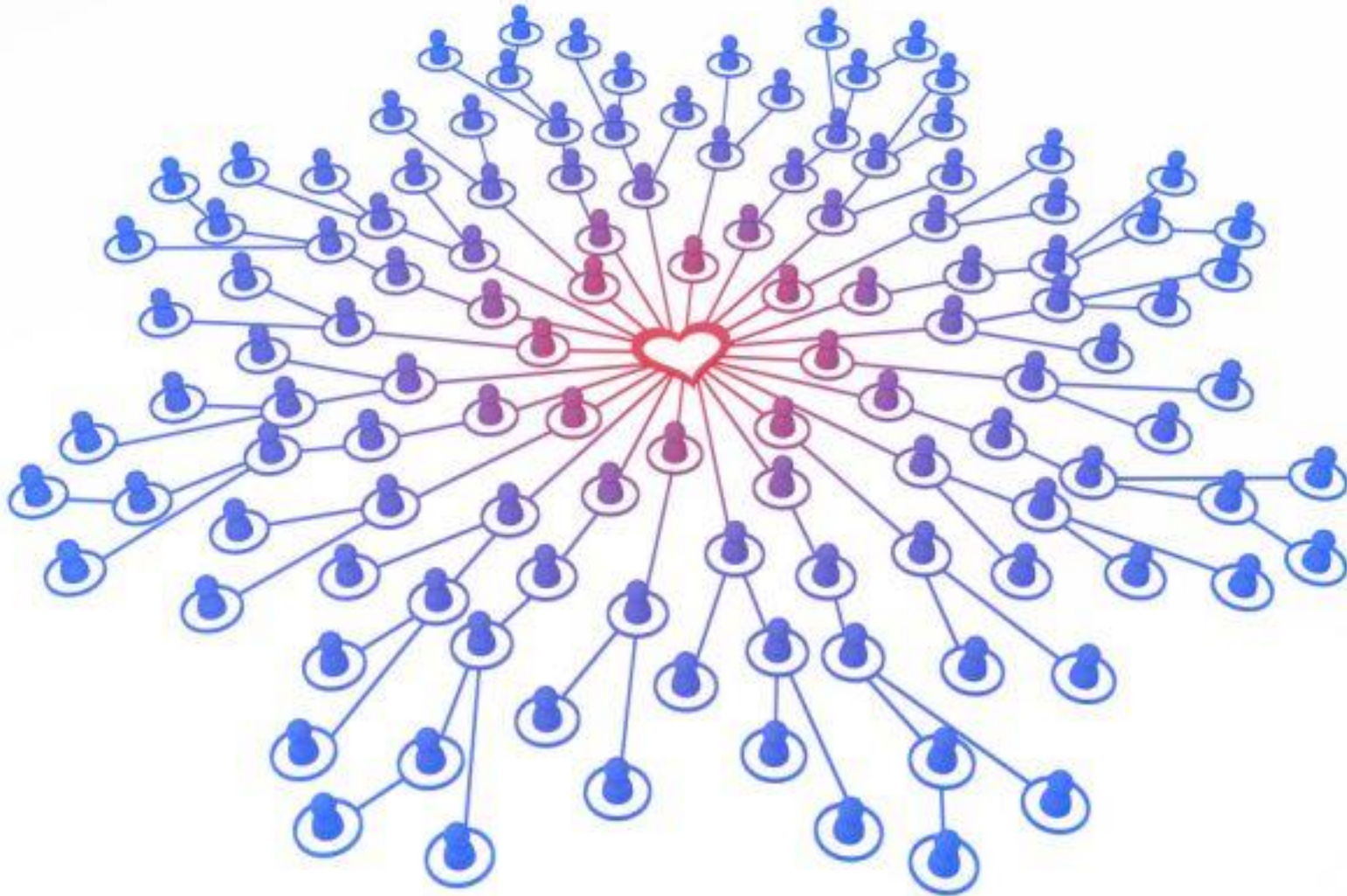


WOMEN

Like men,
only cheaper.



Model the change



We Can Do It!







**Advancing Women Leaders
One Organization at a Time**

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