Take Charge of Your Career: An honest Dialogue about being a Woman Leader

NEREIDA (NEDDY) PEREZ, FOUNDER D&I CREATIVE SOLUTIONS AND CO-FOUNDER OF MIGHTYCHICKS.ORG

Learning Objectives

- The State of Women
- Why Women are important to Corporate Success
- What are Companies Doing
  - What's working & What isn't
- 10 Career Experiences You Should Strive For
- 6 Tips to Manage Your Career
  - How do you know if you are ready for next role
  - When is it time to leave; Should I leave

Theresa May
PM of UK

Yuriko Koike –
Governor of

Indyra Nooyi –
CEO Pepsi

Helen Mahy
National Grid Board

Women and the Economy

- Women account for 85% of all consumer purchases including everything from autos to health care
- 51% of U.S. Private wealth is controlled by women
- Women control more than 60% of all personal wealth in the U.S.
- 75% of women identified themselves as the primary shoppers for their households
- If women were their own country the GDP would be bigger than China, India & Europe combined
- There are more women in the workforce now than ever before (51%)
- United Nations and World Bank studies on microloans and economic growth
- Women account for 36 percent new U.S. business and generate $1.4 trillion in revenue
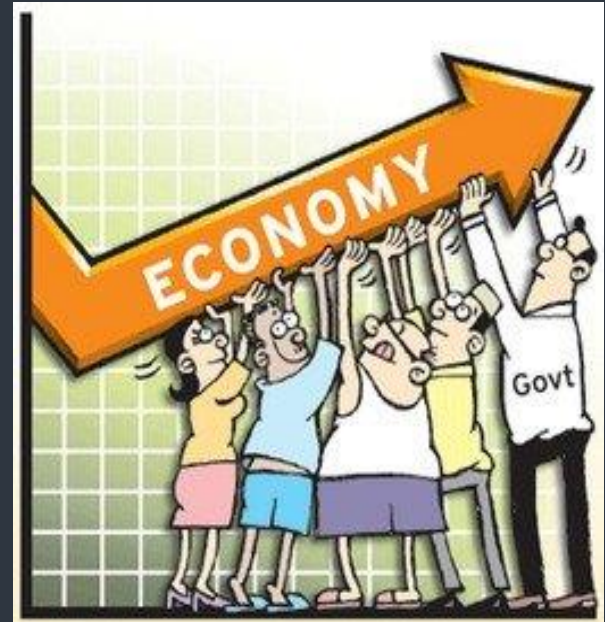
State of Women in STEM

3 OUT OF 4 WOMEN ARE ATTENDING COLLEGE

- Women pursuing degrees in the STEM space account for less than 6% of the total college population

- More than 80% of all jobs being created are grounded in STEM skills

  - Tip: Think about retooling skills in STEM

State of Women in Manufacturing

- Women account for 26 % of the manufacturing workforce
- Women hold 9% of engineering jobs in the U.S.
- Only 2% of women are in operations leadership roles
- 20% of engineering students in college today are women (14K)
- 3.4 million new jobs will created by 2020 but 1.4 million will go unfilled by 2020

Source: National Manufacturing Institute & Delloite Study 2014

Women in Technology

- By 2024, **1.1 million computing-related job openings** are expected.

- At the current rate, only **41% of these jobs could be filled** by U.S. computing bachelor's degree recipients.

- In 2015, **25%** of the computing workforce were women, and **less than 10%** were women of color. (**5%** were Asian, **3%** were African-American, and **1%** were Hispanic.)

- Currently Women only account for 12% of computer science graduates

Source: National Center of Women In Technology

New Studies Show Women Impact Revenue

MERCER CONSULTING & EVEREST PROJECT

- Mercer and Everest Project showed women have positive impact on the bottom-line
- How do women make a difference:
  - Collaboration
  - Consensus
  - Innovation
- Women are also more loyal to a company
- Women are detail oriented on teams
- Women are more inclusive - give others chance to speak
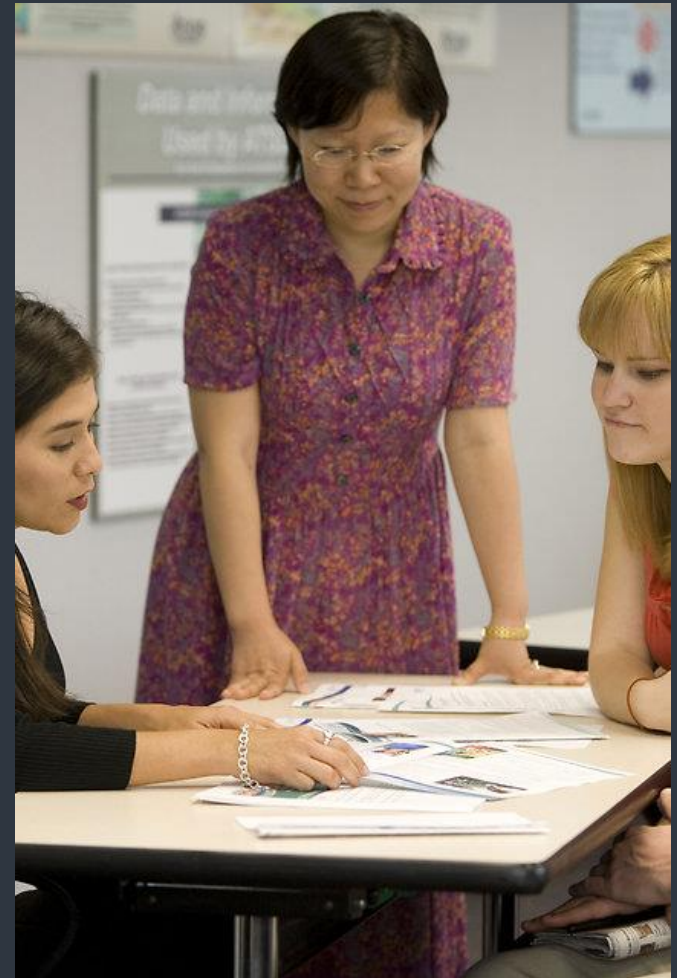
What are the Top Company's Doing

- Diversity & Inclusion Initiatives focused on Female Pipeline
- Employee Resource Groups
  - Many still socially focused
  - Need to link to Corporate Leadership Development
- Dedicated Leadership Development Programs (WLP)
  - Won't work if not linked to succession or Talent Development

What are the Top Company's Doing

- Mentoring/Sponsorship

    - Personal Ask

    - Corporate Matching

- Targeted Recruiting – Professional Associations

    - Types of Organizations: SWE, WITI
    - Lack of Onboarding - major derailer

- Community Partnerships

    - Helps with networking

    - Provides safe opportunity to build confidence and skills (i.e. budgeting, managing a team)

10 Critical Leadership Experiences

10 Critical Experiences for Women Leaders

- Get out of your function

    - Take on rotational assignments

    - Join another business division

- Take on a stretch assignment

- Become a corporate intrapreneur

- Manage a High Performing Team

- Get Operations Experience

10 Critical Experiences for Women Leaders

- Gain Profit & Loss (P&L) Experience
- Lead a change effort
- Accept an international assignment
- Work on a merger/acquisition, lead a re-engineering project, mange an initiative in your department
- Become a turnaround pro

Source: Ines Wichert, Where have all the Senior Women Gone

What Can You Do to Manage Your Career

6 Critical Actions to Manage Your Career

Don't let someone else determine your fate

6 Critical Actions to Manage Your Career

- Develop a Career Plan

    - Where do you see yourself in 3, 5, 7 years

    - Reconcile Family vs Career

- Understand your company's leadership development /promotion process

    - How are High Potentials determined

    - Internal Career Management System

6 Critical Actions to Manage Your Career

- Checkout the company's business strategy

  - Where are they growing

  - What skills are needed for the future of the business

- Get involved - Purposefully

  - Employee Resource Groups

  - Community Organizations

- Get a Mentor/Sponsor

  - What's the difference between the two

Are You Ready for the Next Role - *Corporate Actions*

- **Management Level:**
    - Are you on a succession plan
    - Are you a high potential
    - Have you been placed on rotational assignments
    - Do you have a sponsor/champion
    - Are you being placed in executive or leadership training programs
- **Non-Management:**
    - Is your boss spending time on your career development
    - Are you being given opportunities to attend workshops
    - Is your role being expanded are you taking on other responsibilities
    - Are you pigeon holed

# Are You Ready for the Next Role - *Say Yes*

- **Women do tend to undermine themselves** :
  - Majority of the time you won't be approached directly
    - Lorena's Story
  - You don't need to know the job 100% most guys are confident if they know 45% of what's needed
    - CFO for an IT company
  - Being afraid to negotiate on their own behalf
    - Everything is negotiable; travel; money; time off; etc.
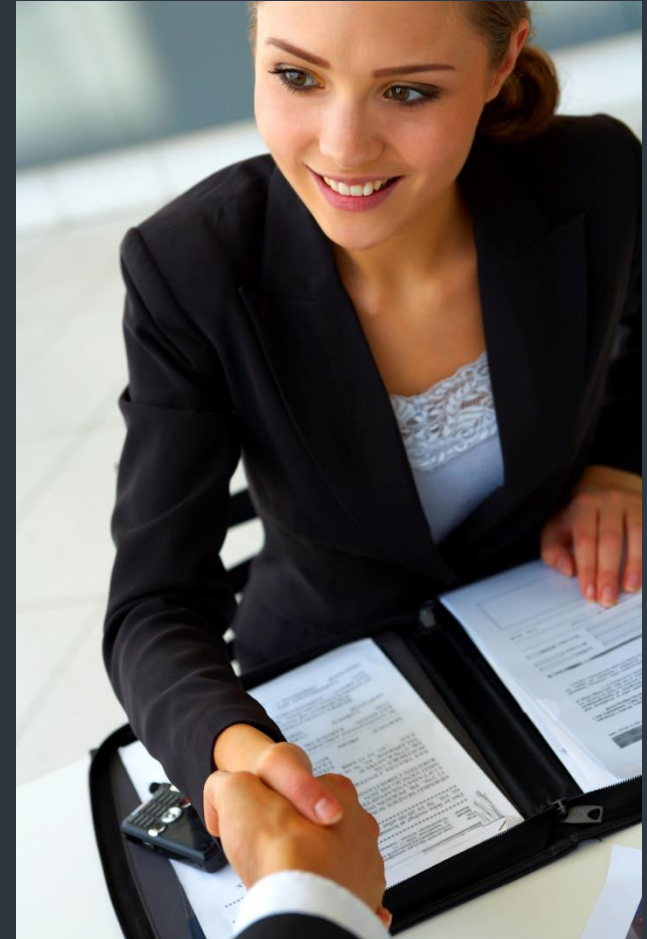
When is it Time to Leave; Should I Leave?

- **Clues to Consider :**
    - Not Passionate about work
        - Hard time getting up to go to work
        - Frustration, negativity
    - Getting passed over for opportunities
        - Leadership training programs
        - Not being assigned to key projects
    - Reorganization; Right Sizing; Outsourcing
    - Harassment or Bullying - file with ethics not HR
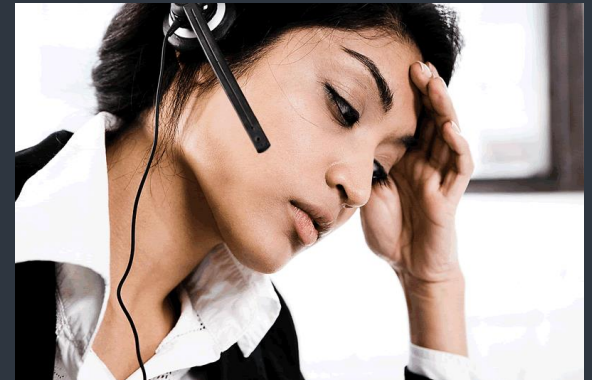
Begin Looking and Leave When You Find the Right Fit.

When is it Time to Leave; Should I Leave?

- **Other Clues to Consider :**
    - Pattern of being left out of meetings or not being informed of changes (i.e.Triangulation)
    - Being Set-up: placed on projects no one wants and then resources are pulled from you
    - Manager/Leader out of the blue challenges your performance
    - Accused of lack of collaboration – when there has been no past pattern
    - Being over 50
    - Physical Manifestations
        - Back aches
        - Insomnia
        - Depression
        - Crying
        - Loss of Confidence

*Begin Looking and Leave When You Find the Right Fit.*

Resources:

READING AND SITES TO CHECKOUT

Career Books:
- Gallup Strength Finder
- How to Think Like a CEO
- Where Have all the Senior Women Gone
- Nice Girls Don't Get the Corner Office
- How to be Your Own Mentor
- Your First 90 Days

Associations:
- Women in Manufacturing
- Women In Technology & Information
- National Association of Women in Accounting
- Society of Human Resources Management
- Women MBAs
- MightyChicks.org
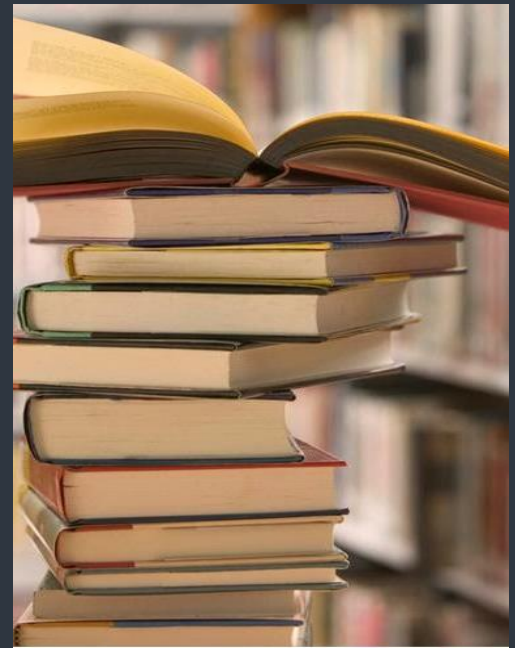
Career Websites:
- AARP.com - Imagineering
- Linkedin.com
- LionsCompass.Com
- Employee Assistance Program
- Diversity Woman's Conference

Questions

BE BRAVE …ASK YOUR QUESTION…IT COULD HELP SOMEONE ELSE

Contact:
www.linkedin.com/in/neddyperez
www.dicreativesolutions.com
www.mightychicks.org