Women & Leadership: Strategies For Success

Ciara Burnham ’88, Senior Managing Director, Evercore
Liz Duffy ’88, President, International Schools Services
Agenda

▷ The Good – and Bad – News
▷ The “Four Patterns”
    ➤ Breakout Session
▷ Our Best Advice
▷ Q&A
The Good News

Talent
- 54% College grads
- 70+% Honors grads!

Impact
- Improved performance
- Better results

Women are a critical talent pool for the leadership pipeline
The Challenge

Corporate Leadership Pipeline

Source: McKinsey “Women in the Workplace” 2017
The Opportunity

Rapidly changing world demands new kinds of leaders

OLD
“CEO from Central Casting”
- Command & Control
- Hierarchical
- Planner
- Risk averse

NEW
“Agile & Adaptable”
- Visionary
- Coach
- Catalyst
- Change oriented
Four Patterns

Prove it Again Bias — The Tightrope — Maternal Wall — Tug of War

Source: Williams, Joan C. and Rachel Dempsey, What Works for Women at Work: Four Patterns Working Women Need to Know (2018.)
“It was her idea, but I tightened it into a concept.”
# Prove It Again Bias

<table>
<thead>
<tr>
<th>Patterns</th>
<th>Strategies</th>
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<tbody>
<tr>
<td>Potential vs. Performance</td>
<td>Don't hold yourself back</td>
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<td>Mistakes are noticed more</td>
<td>Work outside comfort zone, dare to fail</td>
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<td>Skill vs. Luck</td>
<td>Ask others to take a second look</td>
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<td>Uneven Requirements</td>
<td>Keep real-time records</td>
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<td>Polarized Evaluations</td>
<td>Form a posse to celebrate each others' successes</td>
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<td>The Stolen Idea</td>
<td>Call out stolen ideas</td>
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**Breakout Session: 10 minutes**

Which pattern resonates most with you? What can you do to address the challenge?
Liz’s Best Advice

› Mentors
› Sponsors
› Personal Board of Directors
Ciara’s Best Advice

➢ Think Like a Leader
  • Own the Solution

➢ Inspire “Followership”

➢ Aim High!
We Can See the Future

“You’re kidding! Your leader is a MALE!”
Additional Resources

› On-Line
  • Lean In - “Build Your Skills” education resources.  https://leanin.org/education
  • Stanford University – Women’s Leadership Innovation Lab.  https://womensleadership.stanford.edu

› Books
  • *What Works for Women at Work* (Joan C. Williams)
  • *Centered Leadership* (Joanna Barsh and Johanne Lavoie)
  • *Rise of the DEO: Leadership by Design* (Christopher Ireland and Maria Guidice)
  • *The Difference: How the Power of Diversity Creates Better Groups, Firms, Schools and Societies* (Scott Page)
  • *What Works: Gender Equality by Design* (Iris Bohnet)
  • *Mindset, The New Psychology of Success* (Carol Dweck)
  • *Radical Candor* (Kim Scott)

› Articles