



Soar With Your Tribe

Finley Cotrone, Ph.D.

“Why don’t women run the world? Maybe it’s because they don’t want to.”

-2003

The bottom of the slide features a decorative graphic consisting of several overlapping, wavy lines in shades of light beige and cream, creating a soft, curved border.

**“Men are more career focused;
women blame the glass ceiling .”**

-2006

The bottom of the slide features several decorative, overlapping wavy lines in shades of light beige and cream, creating a soft, curved border.

**“Feminism is over.
The battle is won.
Time to move on.”**

-2015

We know...

- 21st Century women are more academically qualified.
- Advancing women's equality adds \$12 trillion to global GDP.
- Women control 70 – 85% of consumer purchases.

We Know...

- Gender diversity at the top = greater innovation & revenues.
- Women tend to make decisions that are stakeholder friendly (not a single group of stakeholders btw).
- Women are rated more highly than men as leaders at every level.
- The higher we climb; the greater the gap.
- Women at the top = more access for women at all levels.

And Yet...

2018 – S & P 1500

- Female CEOs – 4.1%
- CEOs named John – 5.3%
- CEOs named David – 4.5 %

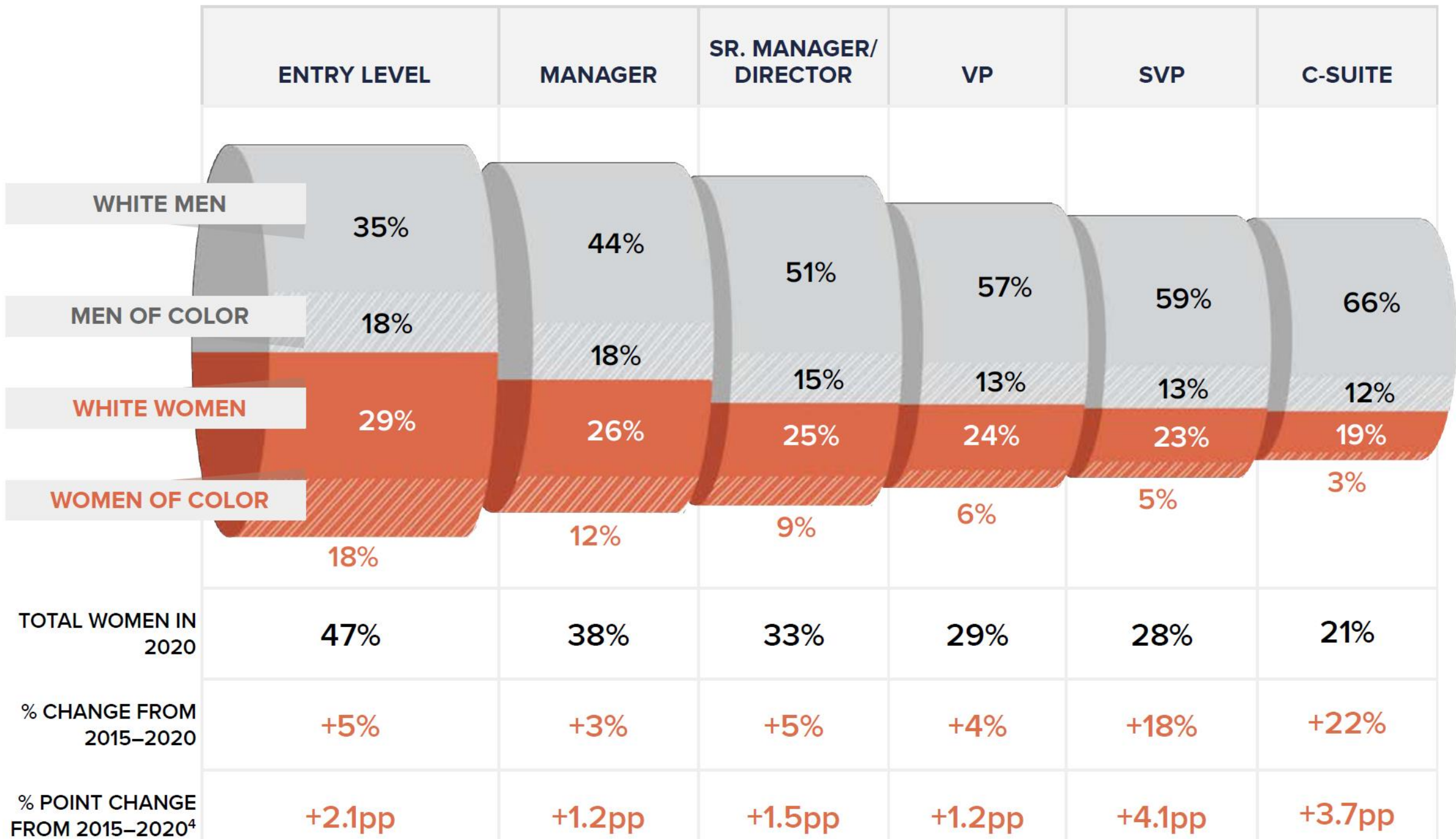
Better...

- 2021 – 41 female CEO S & P 500
- 8.1% (an all time high)

2022 Most Powerful Women (Fortune)

5 became CEO's during the pandemic.

The Glass Cliff



The Gap

- Equal numbers at the hourly level.
- Women drop out at middle management
- Why?

Role Conflict

- Lack of flexibility.
- Always on & available.
- Housework and caregiving burdens due to Covid-19.
- Worry performance is being negatively judged because of caregiving. (this is not new)
- Discomfort sharing the challenges they are facing with teammates or managers.
- Feeling blindsided by decisions that affect their day-to-day work.
- Feeling unable to bring their whole self to work – more so with women of color.

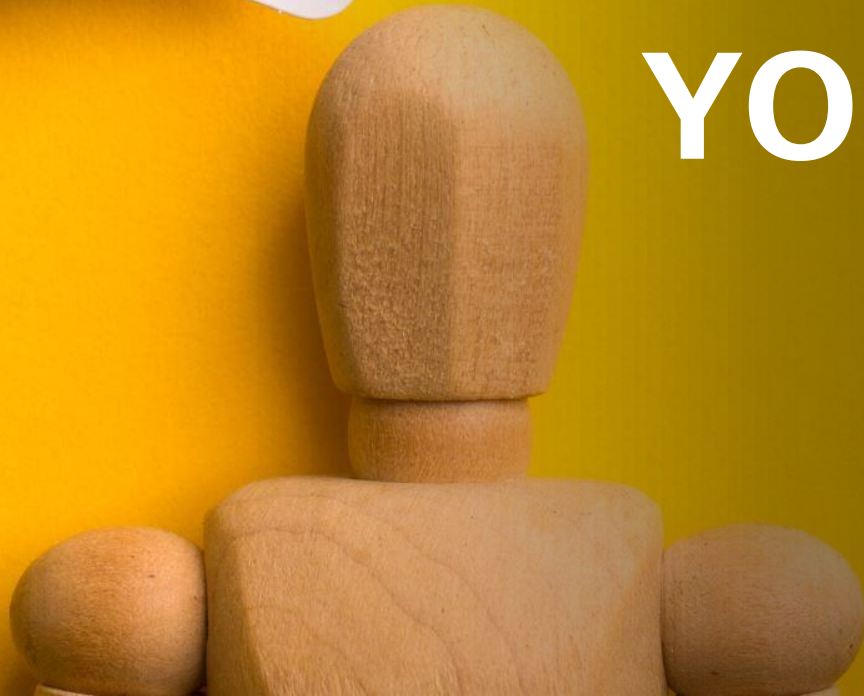
Kinsey & Company

2020





**What is
Success for
YOU?**



Apply!

- Women – 8 or 9 qualifications.
- Men – 3 of 10.
- Women often wait to be asked.

Plan your development.

Leadership Expectations

MEN

- Assertive
- Tough
- Focus: Material Success

WOMEN

- Modest
- Tender
- Focus: Quality of Life

I DON'T HAVE DUCKS.

**AND I DON'T HAVE
A ROW FOR THEM.**

**I HAVE SQUIRRELS. AND
THEY'RE HOSTING A RAVE.**

Female Leadership Traits

- Teamwork
- Diplomacy
- Better @ Problem-Solving
- Better @ Multi-Tasking
- Higher Emotional Intelligence
- Greater Empathy
- Innovators
- Better Decision-Makers

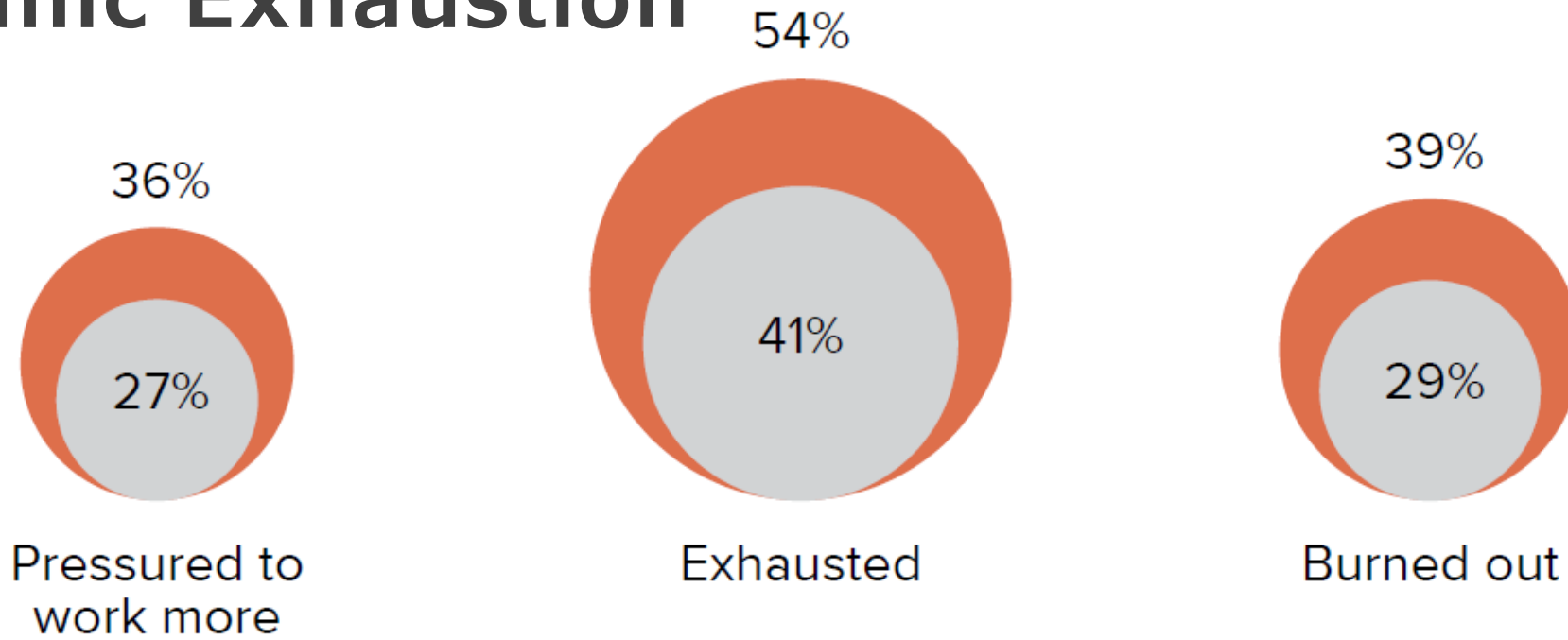
SENIOR-LEVEL WOMEN ARE BURNING OUT AT A HIGHER RATE THAN SENIOR-LEVEL MEN

SENIOR MEN SENIOR WOMEN

In the past few months, % of employees who have consistently felt . . .

McKinsey
& Company

Pandemic Exhaustion





Self-Care

“There is a special place in heaven for women who support other women.”

- Shelley Zalis





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- Lifeline relationships
 - Build social capital
 - Be a CONNECTOR
 - Life partner = PARTNER in everything

BEHIND EVERY
SUCCESSFUL WOMAN
IS A TRIBE
OF OTHER
SUCCESSFUL WOMEN
WHO HAVE
HER BACK

You're Killing it...Lift Others!

- Men & women participate in mentoring equally.
- Men gain more.
- Female leaders must seek out rockstar women.
- Everyone needs a sponsor 2 rungs up.
- Unofficial mentoring – women lose access to decision-makers.
- BE careful with women's mentoring groups – we become a problem to be solved.

Be the Solution

- Uplift don't drag down – stop competing.
- Women at the top must support those in the middle.
- Be a SPONSOR.
- We are held to a higher standard.
- Greater scrutiny and judgement.
- Employee expectations are different.

Beware of Implicit Bias

- Male Roles vs. Female Roles
- Think manager: Think male
- Women who are task focused are judged as too masculine
- Double bind stereotypes

You **glow** differently
when your confidence
is fueled by
belief in yourself
instead of the
validation from others.