

CALLING CORPORATE WOMEN – PAST AND PRESENT SURVEY

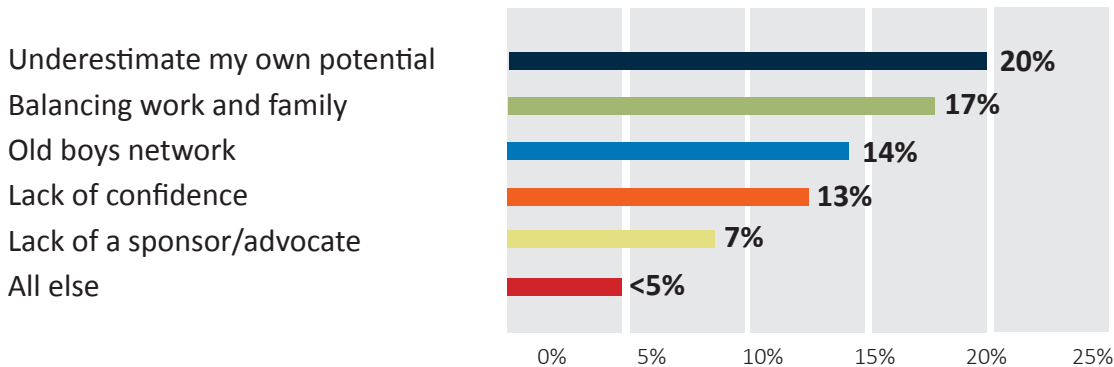
SELECT PRELIMINARY RESULTS

What Challenges Do Corporate Women Face?

TOP 5 WORKPLACE CHALLENGES EXPERIENCED THROUGHOUT CAREER (n=503)

- 1 Lack of women in leadership positions
- 2 Old boys network
- 3 Balancing work and family
- 4 Lack of women role models
- 5 Lack of a sponsor/advocate

SINGLE BIGGEST CAREER CHALLENGE (n=497)



OLD BOYS CLUB

Only **5%** have NEVER experienced it

15% have ALWAYS EXPERIENCED IT

Over **HALF** those who have ALWAYS experienced it are in FINANCIAL SERVICES

BIGGEST BARRIERS PREVENTING MORE WOMEN IN LEADERSHIP (n=271)

Representative Quotes:

"The lack of consistent mentors and sponsors. Bullying behavior by senior male executives that is condoned. Ugh."

"Bias that exists both actively and unconsciously. Through the years it takes its toll on women – sometimes subconsciously, so it slowly eats away at confidence."

"Men are promoted based on potential, women are promoted based on performance which puts women on a slower track. Men overstate their performance, women understate their accomplishments. Needs to change."

"There is simply not enough support for work/life balance. You're either on the track or off it. It's difficult to raise a young family and be 100% on the track without incredible family support."

"Systematic lack of confidence and a fear of drawing personal boundaries for fear of being labeled too weak, not intelligent enough, or too emotional."

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SELECT PRELIMINARY RESULTS

What About Gender Diversity Initiatives?

GENDER DIVERSITY INITIATIVES WERE NOT WIDESPREAD (n=458)

THERE ARE NO

- 67%** Formal mentoring programs for senior execs to mentor junior women
- 43%** Programs to encourage female networking and mentoring
- 49%** Support programs to help balance work and family

SENIOR LEADERSHIP IS NOT

- 50%** Spearheading gender initiatives
- 47%** Making gender diversity a strategic priority

WHAT IS WORKING?

HAVING A BIG IMPACT

28% said environments where discriminatory practices are not tolerated made a big impact

27% of women who had a woman in top leadership felt that it made a big impact

25% of women who had women in senior leadership felt that it made a big impact

No initiative garnered > 30% support as having a big impact

DATA SUGGESTS THERE IS NO “SILVER BULLET”

WHAT INITIATIVES DO YOU THINK ARE MOST EFFECTIVE IN ADVANCING MORE WOMEN INTO LEADERSHIP POSITIONS?

(n=168)

- 1 Mentoring (Non Gender Specific)
- 2 Work/Life Balance Programs
- 3 Women in Leadership Positions
- 4 Firm Culture / Leadership Priority
- 5 Action, Not Words

Representative Quotes:

“No internal program is going to change the “tone from the top.” Unless an organization’s top leaders want diversity, internal programs will be a waste of time.”

“I think having women in senior leadership roles within an organization is important. This sets a tone at the top that women’s ideas, opinions, experiences, leadership, and intelligence is valued just the same as men’s within a company. This permeates down and makes the organization as a whole feel like it is equal opportunity for men and women.”

“Having the women in the senior leadership roles be accessible and approachable is important as well I feel. From experience, I have found that women in leadership is helpful for gender diversity, but not if they’re not going to be accessible and approachable to other women in the organization.”

“Finding ways to support working parents and not make us decide what is most important between the two.”

“Mentoring - women must find and foster strong mentoring relationships with men and women to ensure they receive well rounded advice.”

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