

Trends, Barriers & Tools for Success

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About Catalyst



Our VISION

Changing
workplaces.
Changing lives.

Our MISSION

Expanding
opportunities for
women and
business.

Our VALUES

Connect
Engage
Inspire
Impact

Founded in 1962, Catalyst is the leading nonprofit membership organization expanding opportunities for women and business. With offices in the United States, Canada, Europe, and India, and more than 800 members, Catalyst is the trusted resource for research, information, and advice about women at work. Catalyst annually honors exemplary organizational initiatives that promote women's advancement with the Catalyst Award.

New Demands Facing 21st Century



Global Winds Are Shifting...

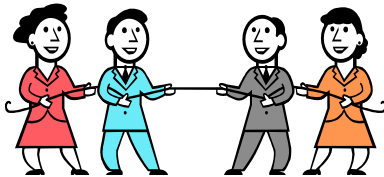
- Globalization, Demographic Shifts, Millennials/Generations
- Legislation/Quotas Discussion
- Talent shortages, need for a more diverse workforce than ever before
- Need for a more inclusive leadership style to leverage diverse workforce

Failure to Meet these Demands is Costly



Organizations that fail to create inclusive environments see....

Higher levels
of conflict



Higher turnover



Lower employee
satisfaction



Lowered
Aspirations



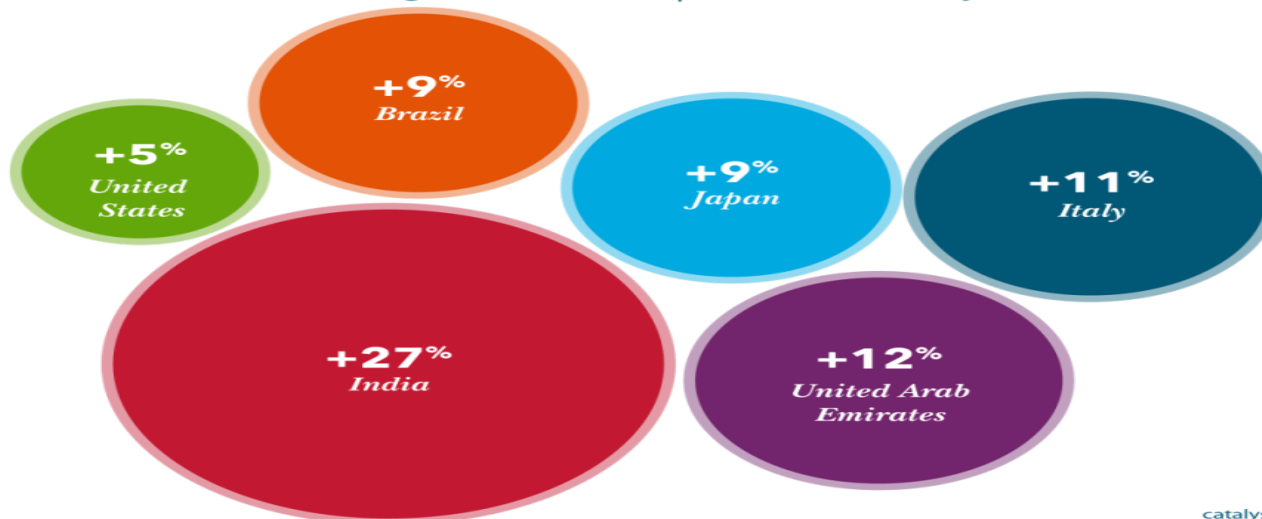
Failure to Meet these Demands is Costly



For countries too - exclusion in labor markets contributes to decreasing labor forces and lowers productivity.

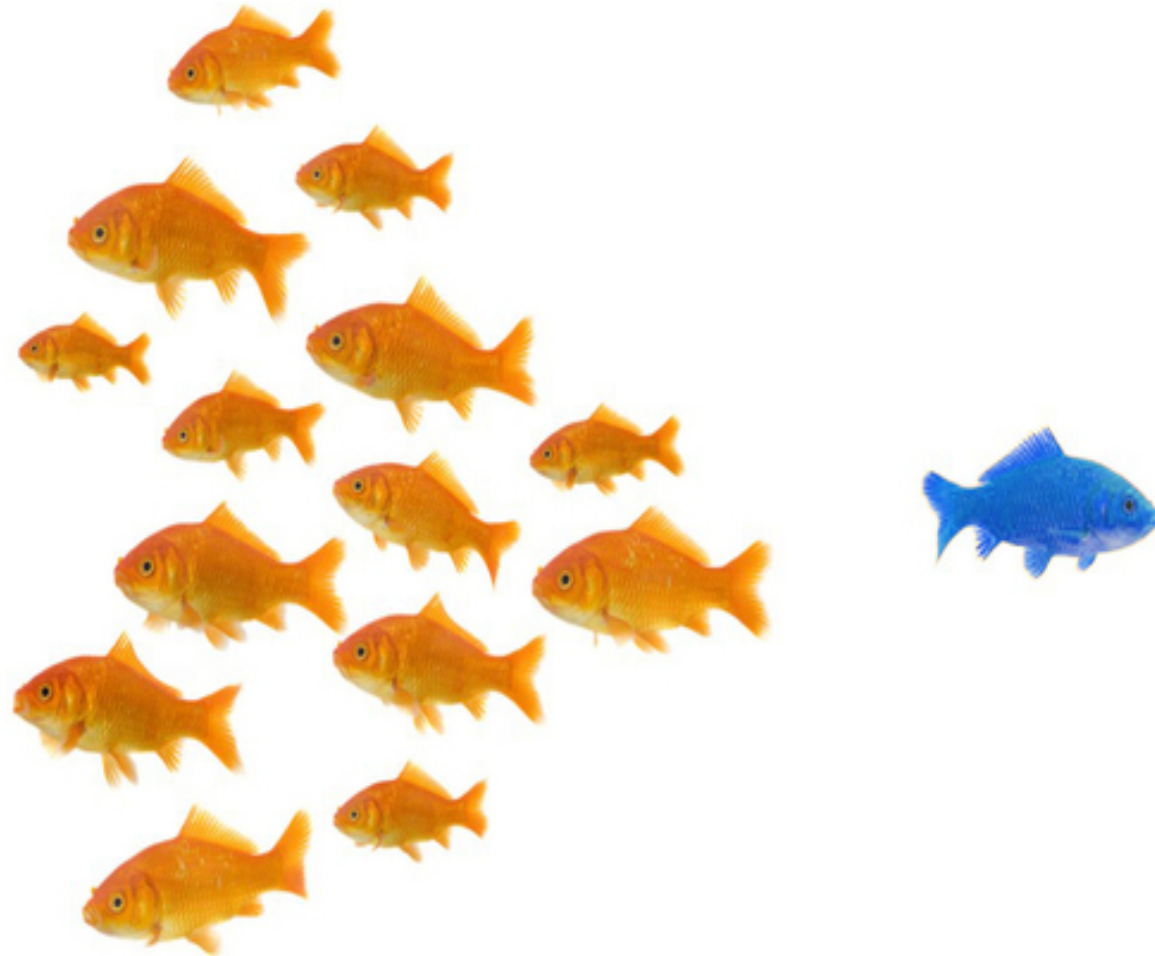
- By closing gender gaps in employment, many countries could see economic boosts.

Increasing the levels of female employment could help raise the gross domestic product (GDP) by:



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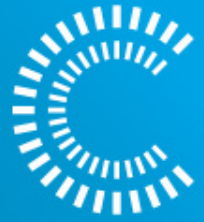
It starts with feeling like “other”



Anyone can feel “other”



What does inclusion mean?



**Uniqueness + Belonging
= Inclusion**

Gender Gap – Exploring the Root Causes



The Promise of Future Leadership
Highly Talented Employees in the Pipeline



Systemic Barriers persist



- Unconscious Bias
- Informal Networks
- Hot jobs
- Mentors and Sponsors

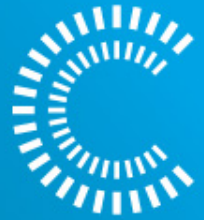


In short...

A mentor talks **with you**,
a sponsor talks **about you**...



Mentoring is Necessary—But Not Sufficient—For Advancement



In our 2010 study of high potential MBA graduates, we found that **women actually had more mentors than men**, but men's mentors were more senior and had more influence within their organizations—men had in essence SPONSORS. And the level of one's mentor is what predicted advancement in our study.



Tools for success



- First & foremost, you must be a top performer!!
- Observe what goes on in your organization
- Build relationships
- Ask for feedback
- Ask for what you want
- Take calculated risks
- Be open to receiving strategic guidance



More opportunities to learn...



- Assess your own career advancement strategies at <http://www.catalyst.org/knowledge/research-centers/career-pathways>
- Are you an inclusive leader? Take the free quiz at www.catalyst.org
- Are you interested in a (free, four-week, global) Catalyst Inclusive Leadership Online Training Course? www.edx.org

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