



IMPACT LEADERSHIP 21

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IMPACT Leadership 21

White Paper

Drawn from Conversations Part 1 April 23, 2013

Conversations with Men: The Language of Leadership, Equality and Partnership

Learn the Language. Shape It. Advance Women. Transform Societies.

Presented June 20, 2013

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Background

IMPACT Leadership 21 Core Values and Principles:

- I – Innovation
- M – Multiculturalism
- P – Passion
- A – Attunement
- C – Collaboration
- T – Tenacity

IMPACT Leadership 21 is committed to transforming women's global leadership in the 21st Century at the highest level of influence

- **Serve as a global platform for catalytic conversations that will revolutionize global leadership.**
- **Provide tools, resources, opportunities and channels that give women the skills required to succeed as leaders in a global environment**
- **Engage men as powerful ambassadors for change.**

Problem Overview

Organizations and governments around the world do not realize that the lack of women's leadership at the top levels of decision-making:

- Prevents organizations and societies from maximizing their full potential.
- Hinders organizations and societies from becoming successful players in the global field.
- Creates a critical leadership gap with massive, negative consequences that affect billions of lives around the world.

“Conversations with Men: The Language of Leadership, Equality and Partnership”

- Serve as a platform for candid conversations about collaboration between women and men in all spheres of leadership.
- Engaging men is crucial to advancing women’s leadership at the highest level of influence.
- Emphasizes the importance of a women's network that is inclusive of men in leadership roles.
- Create opportunities with men in leadership roles for an accelerated place of equal representation in our society.

The following questions were asked to set the framework for the discussion between the male panelists and the audience:

- Sponsoring Women to Success: Why Men Matter.
- The Pay Gap Reality: Women Still Earn Less Than Men. What Can Men in Leadership Do?
- Men Helping Women Advance and Lead: So What's In It For Them?
- Challenges and Barriers to Women's Advancement: What Roles Do Men Play?
- Partnership In Leading The Charge Toward Equality: Where Do We Go From Here?

Key issues identified during the conversation that are preventing women from succeeding in leadership roles:

1. Small Percentage of Women at the Top
2. The “Old Boys’ Network”
3. Serving in an Operations Role Maximizes C-Suite Potential
4. Male Mentorship and Sponsorship of Women
5. Equal Wages still a Problem

Recommended Solutions

1. Increasing Self -Value

- Self-awareness is a required skill.
- Confidence is key to leadership perception.
- Support for each other among women should prevail over competition as career advances.
- More support means more seats for women at the decision-making table.
- One woman's success represents success for all and should be celebrated and encouraged.

2. Changing Organizations' Culture and Values

- Women who holds the majority of leadership of Human Resources departments must stand up to CEOs and Boards so that key issues such as pay equity are addressed.
- Inclusion as a top criteria in the hiring process is key to change.
- Education on leadership skills at the earliest possible stage.
- Effective leadership training programs and opportunities within organizations for high potential women.
- Management must understand the roots and perceptions of biases and stereotypes.
- Organizations must promote a culture where sponsorship and mentorship of women is encouraged.

3. Collaborating with Male Leaders

- Management, Boards and CEO's Must Commit to Gender Equality of top leadership.
- Promote organizational change.
- Women to directly ask male leaders to champion them to move up to higher leadership positions.
- Make gender leadership attunement and communications programs an integral part of training for new hires, employees and management.
- Build gender-neutral relationships inside and outside the organization.

Call to Action

Corporations, governments, civil society, academia and thought leaders must make a commitment to advance women's leadership at the highest levels.

As a result of **IMPACT Leadership 21's** first “**Conversations with Men: The Language of Leadership, Equality and Partnership**” we believe that the most effective way to advance global women's leadership is the collaboration between women and men.

A women's network should be inclusive of men in leadership roles, which can directly increase women's opportunity for an accelerated equal representation in our society.

Conclusion

Know Your History, Know Your Future

- Historical precedence can help shape current strategies in the advancement of women's rights.
- Men stepped in to advocate and subsequently pass laws to benefit women.
- Parity and universal women's rights in the 21st Century through effective collaboration.
- Common languages of collaboration must be found between genders for fruitful dialogue.
- Efforts to bolster the enforcement of parity initiatives are paramount.

Speakers, Panelists and Contributors

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- **All Participants, Thought Leaders and Collaborators**, IMPACT Executive Forum, April 23, 2013 - The New York Times

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