



ASSESSMENT OF WOMEN IN LEADERSHIP

After extensive research, WLI has identified barriers in the corporate culture and work environment that impede the development and advancement of women. Our findings show gender and racial bias at senior levels of corporate management around recruitment and selection practices.

We also found evidence that barriers to women's advancement in corporations include:

- 1) Stereotyping and preconceptions;
- 2) Lack of meaningful support in career planning;
- 3) Exclusion from informal channels of communication or access to decision makers.

While legislative efforts have been relatively effective in gaining greater employment opportunities for women, the results have not been as significant in advancing minorities to senior and executive leadership positions in companies.

In order for real change to occur, corporate leaders must realize that strategic plans should be developed to eliminate organizational barriers to women's advancement. In order to foster greater gender equity, corporate leaders must:

- 1) Have the will to act;

- 2) Identify those dimensions of the corporate culture/environment that are barriers to retaining and advancing women;
- 3) Develop and communicate the business case for retaining and advancing women throughout the organization;
- 4) Implement initiatives to eliminate attitudinal, cultural and organizational barriers.

Research suggests that successful initiatives for addressing gender equity issues require:

- 1) Early identification of high-potential women;
- 2) The development of leadership programs that emphasize lateral moves and provide meaningful work experiences.

WLI believes that corporate initiatives will succeed where the CEO and senior line managers:

- 1) Recognize and articulate the business case for advancing women and integrate systems for upward mobility in the organization's strategic business plan;
- 2) Ensure that research is undertaken to identify the specific barriers in the culture and working environment that impedes women's progress;
- 3) Institute a system of accountability to be used by executive leadership to monitor the extent to which managers provide development opportunities for women,
- 4) Design training to address stereotypes and preconceptions about women's abilities and suitability for corporate careers;
- 5) Develop incentives for Managers to coach and mentor women who report to them.

Since diversity is increasing in most organizations, an integrated, systemic approach to advancing women is likely to succeed with a lasting impact.



Announcement

The Women's Leadership Institute is pleased to announce plans for a third conference to address leadership development. In addition to convening an annual conference, WLI will conduct workshops at Westchester Community College, Valhalla, New York. The focus of WLI's six module workshop will be "Leadership with Purpose, Principle and Passion. The Spring, 2019 workshop is entitled "Leadership Development for Women".

In response to those who have requested individual support for their personal leadership development goals, WLI has designed a process to help women identify and leverage their own unique strengths while working to eliminate barriers to their career pursuits. We pledge to be the champion and confidante needed to navigate your environment. WLI recognizes the tremendous value in having individualized and confidential guidance in determining effective action steps. This process is dramatic in fostering confidence and breaking through to higher levels of leadership.

We want every woman to have a transformational experience in fulfilling leadership aspirations.

WLI is opening new slots for leadership development guidance. Should there be interest in this customized plan for career advancement please contact us at (914) 355-1846 or visit <https://www.facebook.com//WLIInstituteUS>

WLI proposes these recommendations to enhance gender equity:

1. The Bureau of Labor should develop a more vigorous and comprehensive tracking system to monitor the advancement of women;
2. corporations should increase financial support for academic programs to increase the representation of women;
3. corporations should initiate internship programs to expand the pool of female candidates for leadership positions.

WLI is exploring the process of enhancing opportunities for a cadre of women by conducting workshops specifically designed to promote leadership development and advancement. The following workshops will be conducted at Westchester Community College, 75 Grasslands Road, Valhalla, New York 10595:

- A. Leadership with Purpose, Principle and Passion - Fall, 2018
- B. Leadership Development for Women - Spring, 2019

Anyone interested in participating in either workshop can register online at www.sunywcc.edu/wdce



WOMEN'S LEADERSHIP INSTITUTE HOSTS SECOND CONFERENCE

The Women's Leadership Institute hosted its second conference on April 7, 2018 at Westchester Community College, Valhalla, New York. The conference was a day filled with powerful information conveyed by nationally recognized leaders who offered a full spectrum of topics kicked off by our keynote speaker, Jennifer Jones Austin, CEO and Executive Director of the Federation of Protestant Welfare Agencies. Ms. Austin presented a series of steps and techniques that helped conference participants refine their vision and affirm actions to break through limiting mental models so that they might access meaningful leadership opportunities. Her approach emphasized the significance of reframing issues as transforming circumstances to invent, create and explore pathways to leadership acumen. In addition to Jennifer Jones Austin's message, the profoundly skilled panel discussed topics that highlighted the conference theme of "Building, Bridging and Blazing Pathways." The panel, comprised of six accomplished leaders encouraged conference participants by offering unique and stimulating strategies designed to enhance leadership development. The diversity of the panelists, including Ebone Carrington, Dee Marshall, Francesca Maxime, Kim Mitchell, Zenaida Rodriguez, Mecca Santana and Vanessa Wakeman provided an outstanding format for learning and networking. The panelists and keynote speaker shared clear leadership applications appropriate for various scenarios related to their expertise that was well received by the conference participants.

The WLI's second conference format evolved after year-long discussions with community leaders who dialogued and identified trends of gender bias impacting leadership opportunities, that prompted thorough research of topics pertinent to issues faced by women striving to advance and strengthen their leadership capacity. This group of well-informed leaders felt compelled to plan this significant forum as a means of narrowing the leadership gender gap. The group's primary objective was to bring iconic women to present cutting edge information to help conference participants overcome challenges while creating limitless possibilities for themselves and their organizations. The panelists and keynote speaker presented inspiring vignettes that promoted strategic thinking, accelerated the desire for innovation, referenced best practices for expanding capacity and leadership networks designed to foster transformational individual and organizational effectiveness.



Announcement

Women's Leadership Institute provides valuable Leadership Development workshops throughout the year, in addition to our annual one-day conference to support the advancement of women leaders and engaging networking opportunities.

To stay informed of events and networking opportunities sign up on our mailing list or contact us at (914) 355-1846.

To continue the conversation, please visit www.facebook.com/WLIInstituteUS