

Women in Banking/ Succession Planning

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Introduction

Why Are We Talking About This?

Succession planning

Profitability

15% increase with 30% women leaders versus none¹

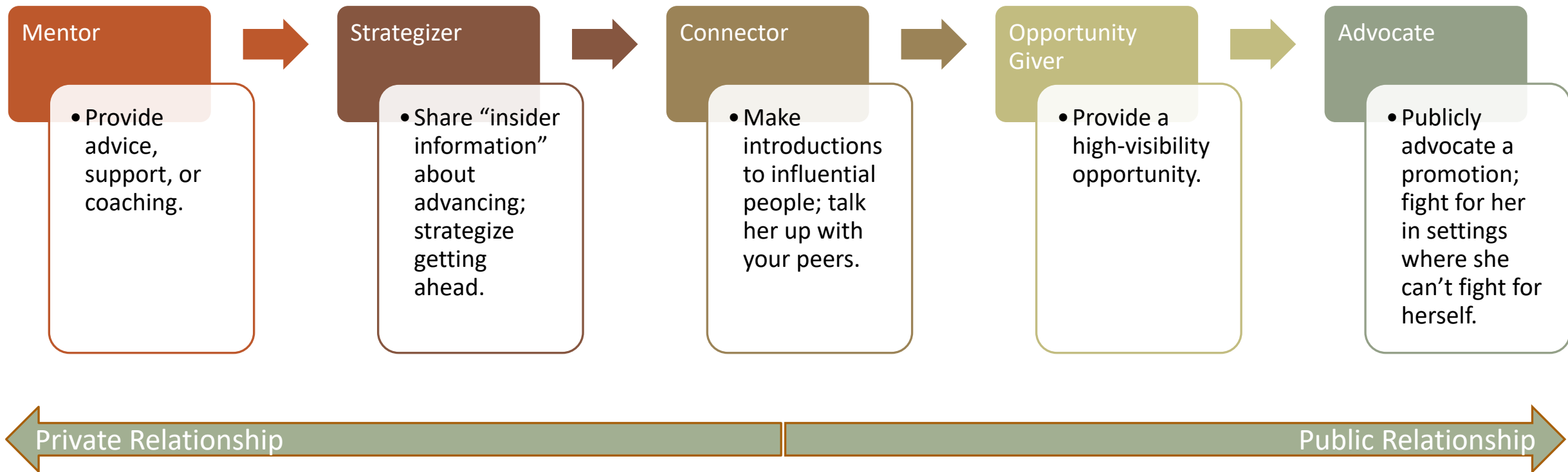
¹ Peterson Institute for International Economics

Quick Survey

Raise your hand if...



Things to Think About



Things to Think About



Company Struggling To Find Diverse Leadership Candidates Among CEO's Golf Buddies





Things to Think About

“Confidence gap”? Applying with 60% versus 100% of qualifications

Why didn't you apply for that job?	Men	Women
I didn't think they would hire me since I didn't meet the qualifications and I didn't want to waste my time and energy.	46.4%	40.6%
I didn't think they would hire me since I didn't meet the qualifications, and I didn't want to put myself out there is I was likely to fail.	12.7%	21.6%
I didn't think I could do the job well.	12.4%	9.7%
I was following the guidelines about who should apply.	8.5%	15.0%

Things to Think About

Honest feedback is a gift!

“Clear is kind. Unclear is unkind.”- Brene Brown



Looking Forward

Advocacy versus mentoring

Looking in new places

Help breaking from comfort zone

Providing clear feedback

QUESTIONS?