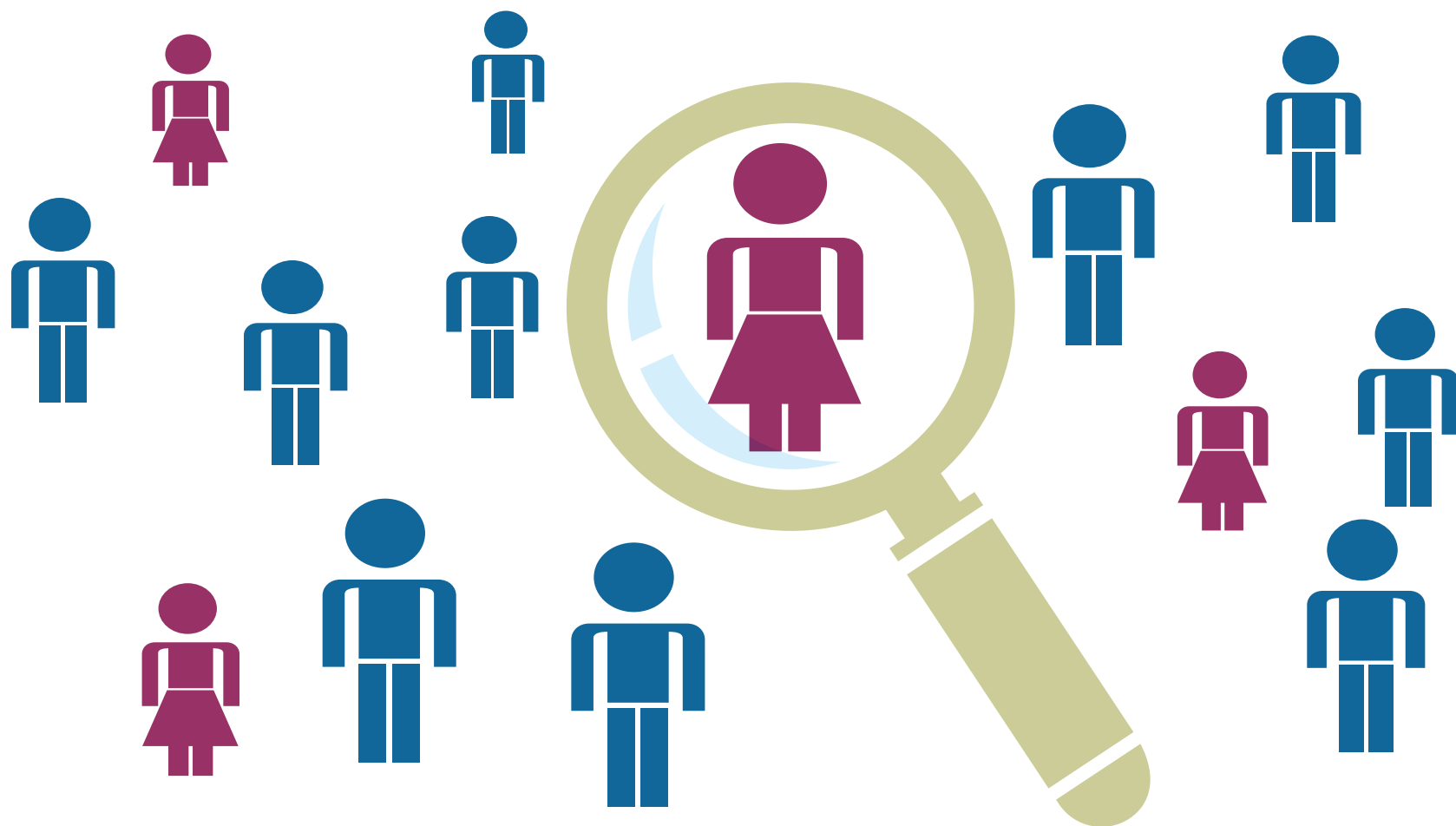




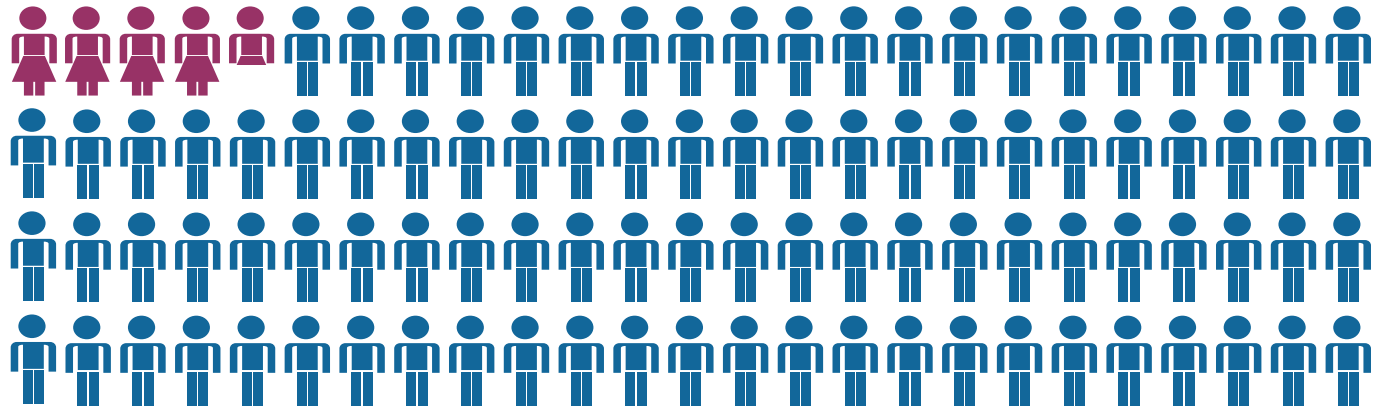
Closing the Leadership Gender Gap

The **Missing 33%™** and Conventional Advice to Women





4.6%
of Fortune
1000 CEOs
are Women



CATALYST 2014

"In Europe, women make up **45%** of the workforce – with more than half the college graduates – yet they comprise only **11%** of corporate executives."

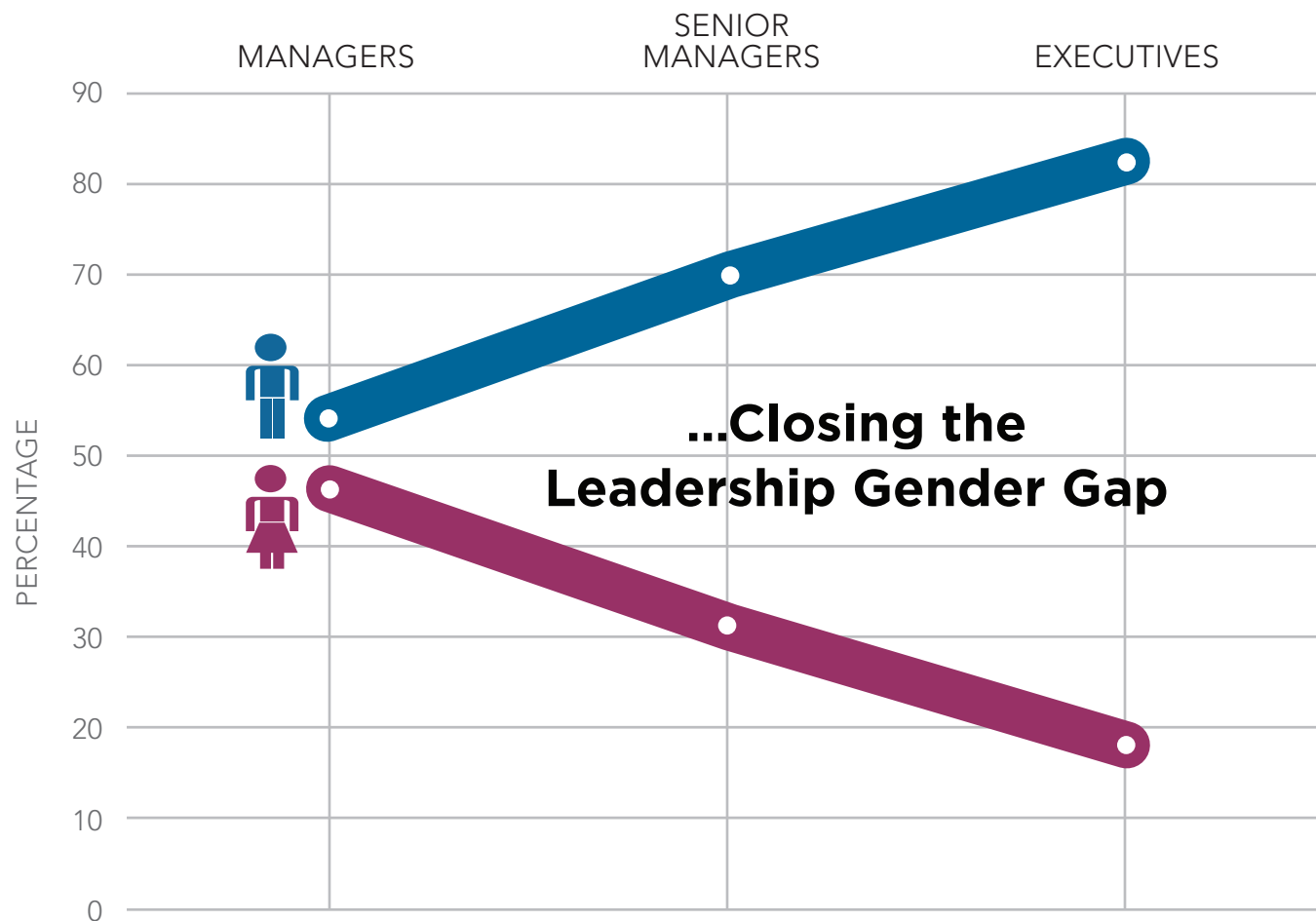
MICHELLE BACHELET

STATUS QUO:

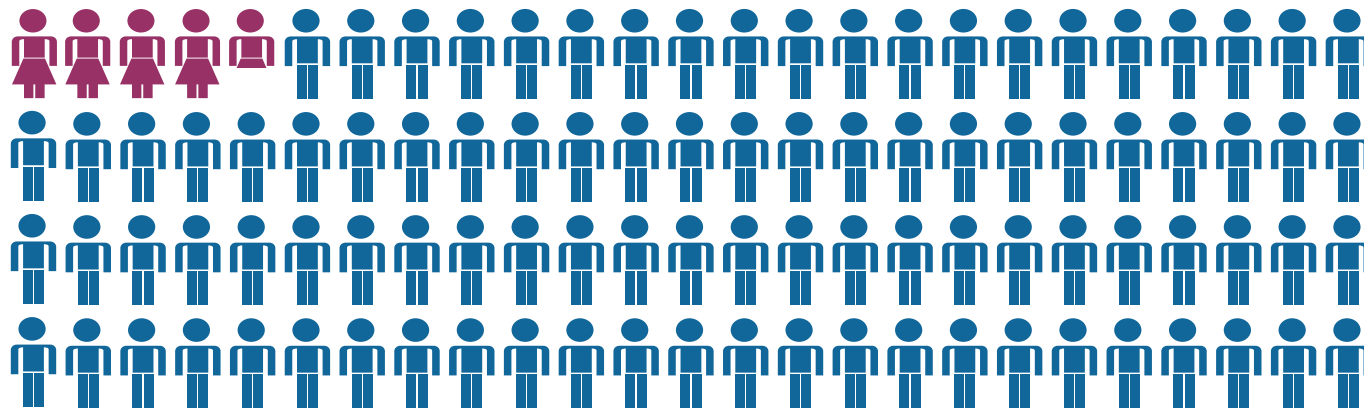
In 1998, 11.2% of corporate officers in Fortune 500 companies were women. This percentage has risen to 15.7% and has not significantly changed since **2008**.



21st Century Talent Challenge...



Corporations around the globe are working to close the leadership gender gap.



CATALYST 2014

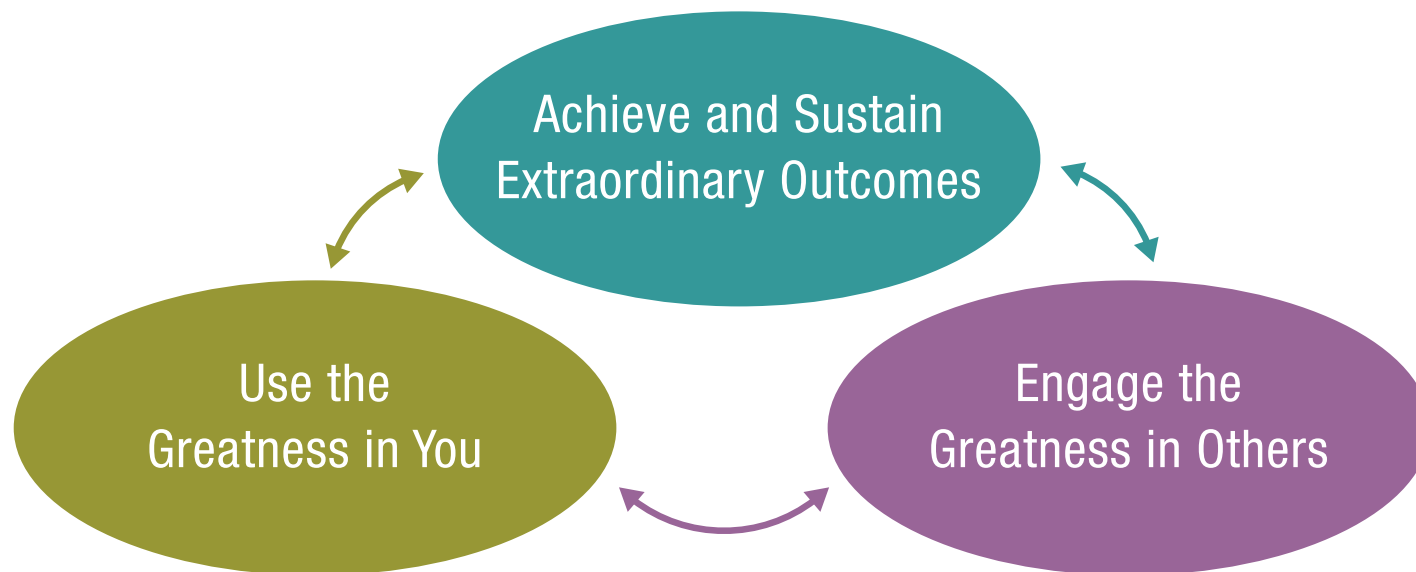
Leading Women
again asked...

What's preventing
companies from closing the
leadership gender gap?



WHAT WE KNOW:

- 1** To understand the causes of the Leadership Gender Gap, we must understand the **3 Parts of Leadership**.



“Leadership is using the greatness in you to achieve and sustain extraordinary outcomes by engaging the greatness in others.

SUSAN L. COLANTUONO

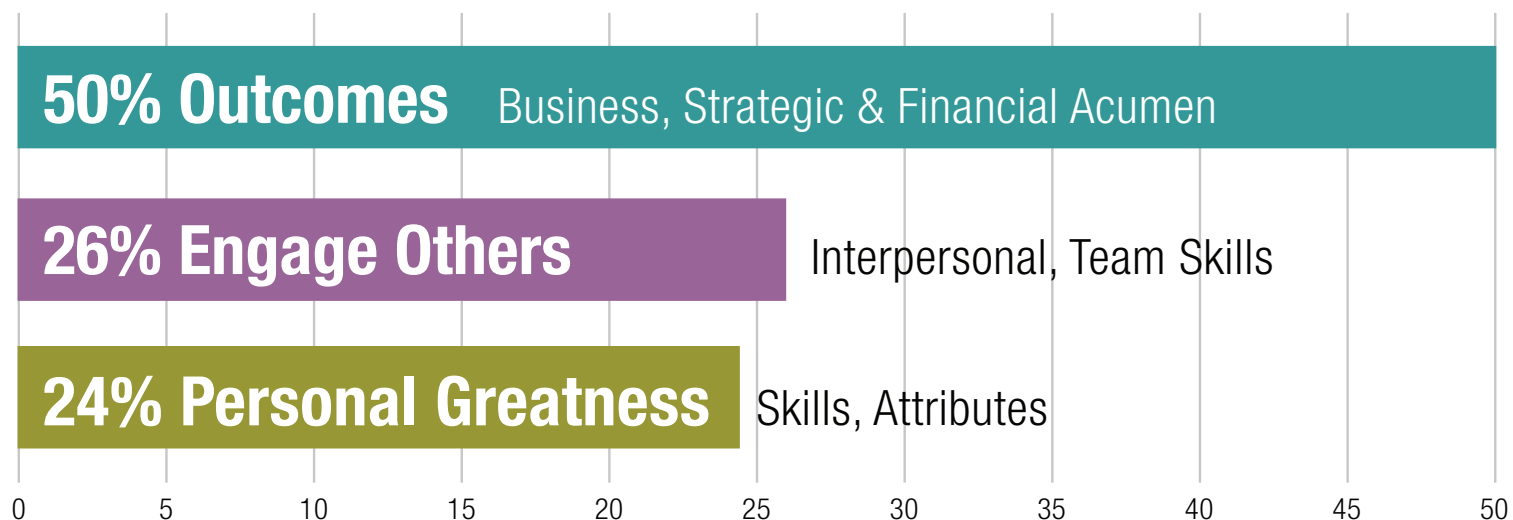


WHAT WE KNOW:

- 2** Of the critical competencies used to identify and select executives, half relate to **achieving outcomes** and include business, strategic and financial acumen. We call this, **The Missing 33%** of the career success equation for women.

Leadership Requirements for Executive Positions

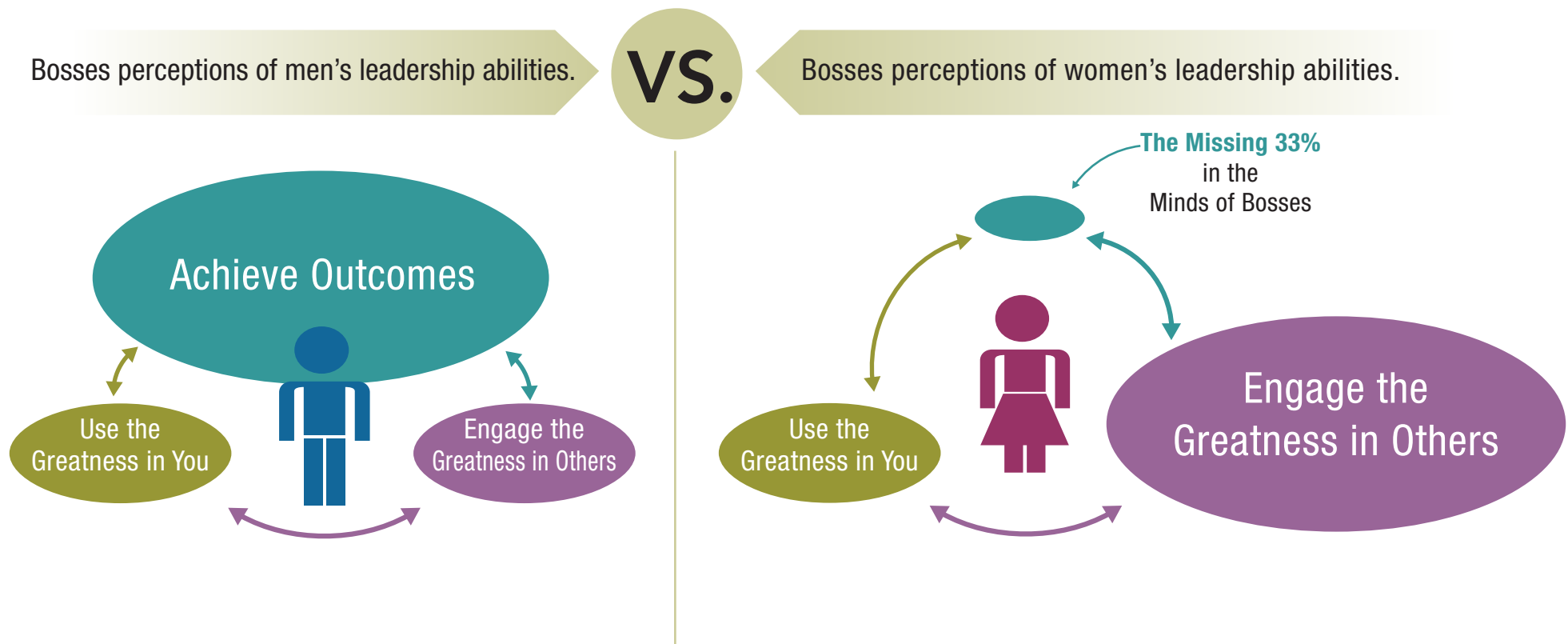
50 Critical Competencies Identified





WHAT WE KNOW:

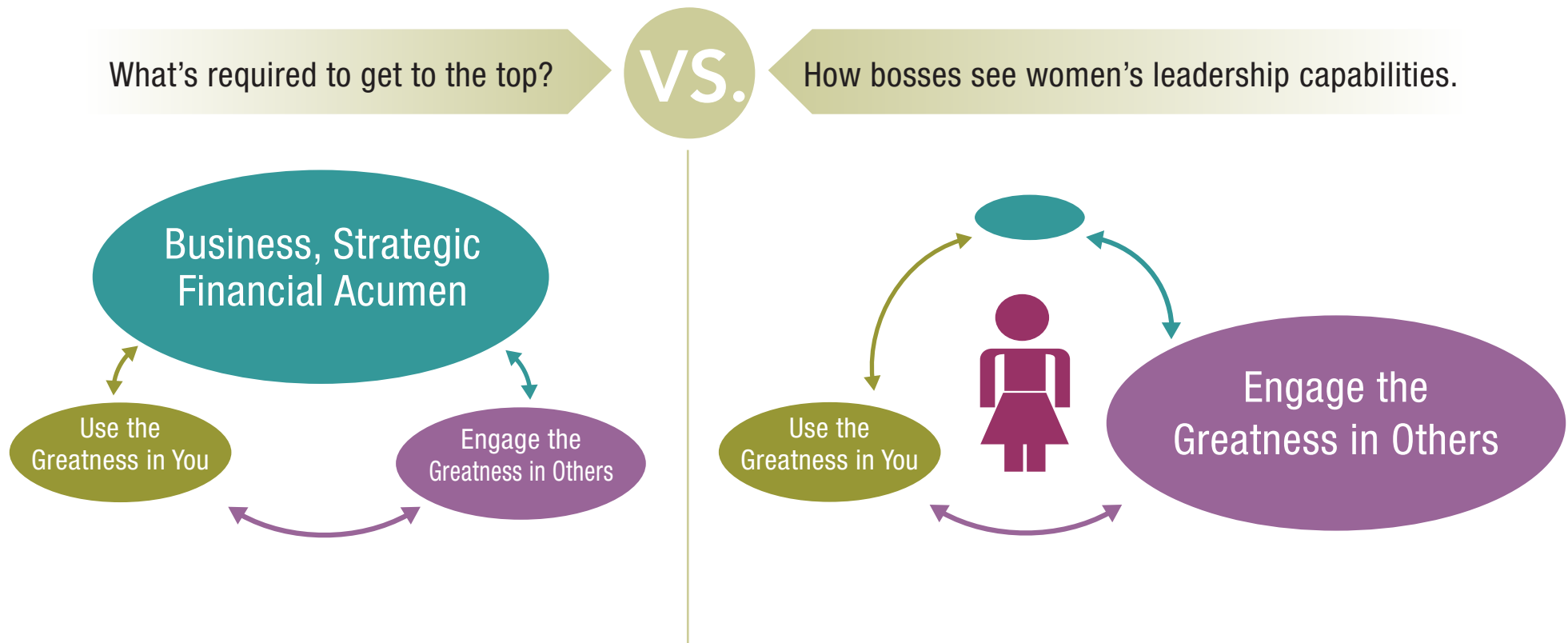
- 3** Bosses' perceptions of women's leadership abilities differ from their perceptions of men's?





WHAT WE KNOW:

- 4** There's a mismatch between criteria for senior positions and managers' perceptions of women's leadership capabilities.





WHAT'S NEW:

1 Leading Women's latest research finds that...



...leadership development programs for women are based on *conventional* career advice to women.



WHAT'S NEW:

2 Leading Women's latest research finds that...

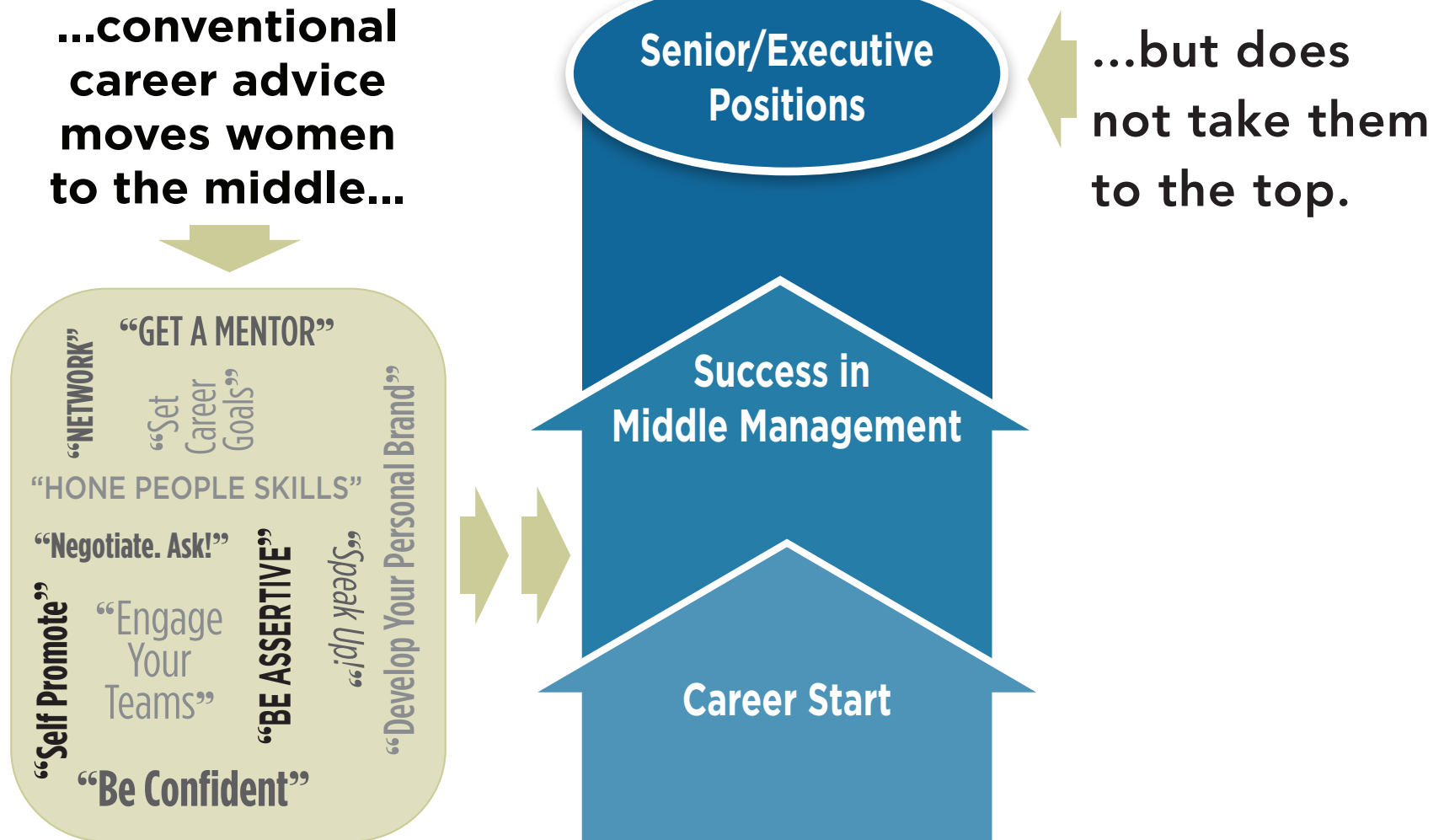


...this conventional advice
overemphasizes 66%
of the career success
equation for women.



WHAT'S NEW:

3 Leading Women's latest research finds that...





WHAT'S NEW:

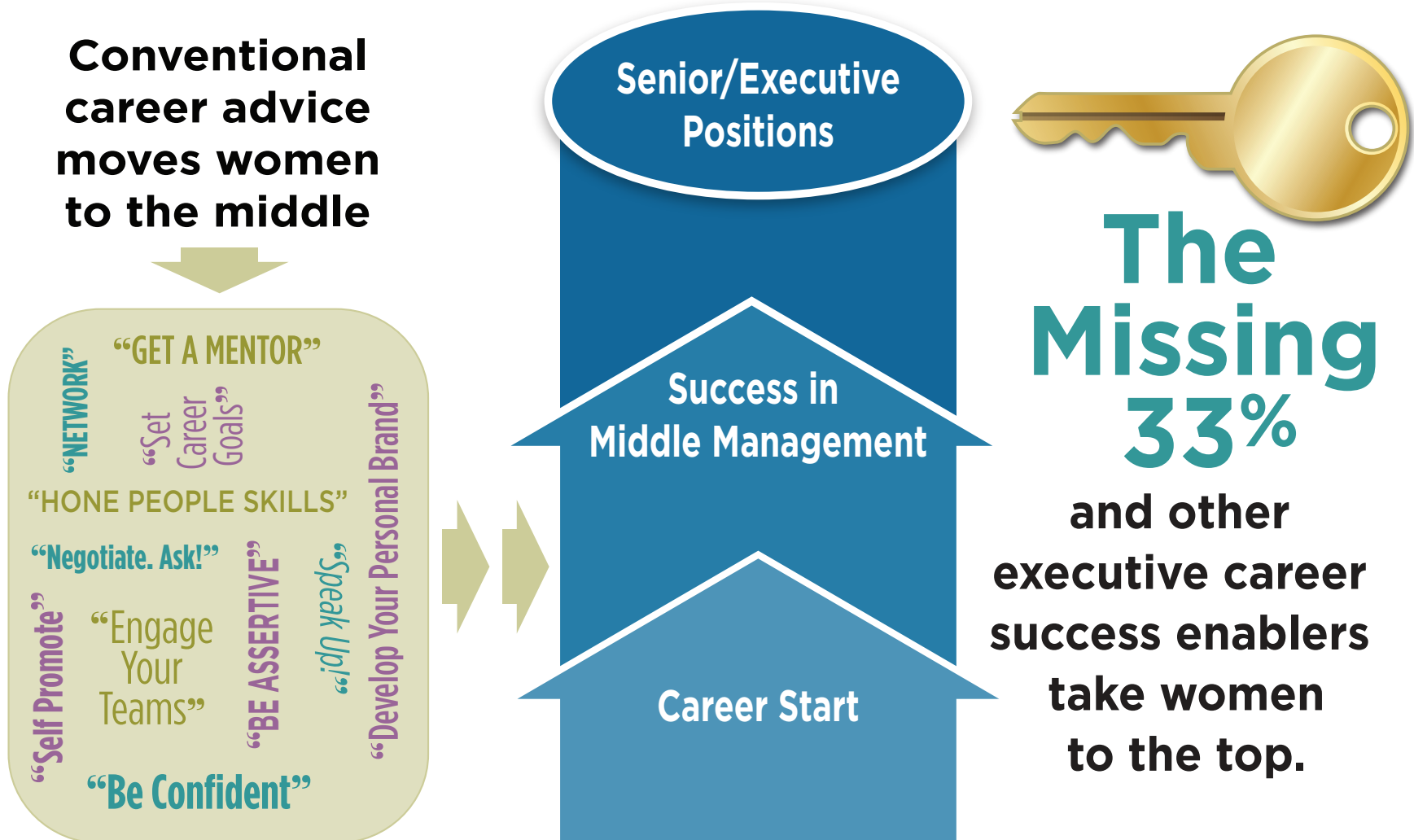
4 Leading Women's latest research finds that...



...to take women to the top of organizations, leadership development programs for women must address **The Missing 33% and other executive career success enablers.**



LEADING WOMEN specializes in enabling companies to close the leadership gender gap, by addressing **The Missing 33%.**





For further information:
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+1-401-789-0441



ABOUT LEADING WOMEN

Leading Women is a premier global provider of innovative solutions for companies serious about achieving their goals for talent development and women's advancement. To fit the reality of today's workplaces our solutions are delivered live, virtually, online and in combination. Partnership with Leading Women (a **WBENC** – certified woman-owned business enterprise) supports corporate supplier diversity goals.