



# Women's leadership Forum

**WILL – July 17, 2019 | Shiv - ABG**

**Today about 5% of Fortune 500 or S & P 500 CEOs are women. It has been 5 % for the last ten years!!**



**India is no different !!**



3.69 %



**There is a lot of talk, why aren't things changing/moving?**



## Some possible reasons

1. Society hasn't changed much in the way they see roles of women and men
2. There aren't enough women at the lower & middle levels for a strong pipeline to develop – drop offs
3. Women have to think of the social side of how organizations work.



# Men and Women are different at work.....

## Let's look at 8 dimensions



**Statutory warning: This doesn't mean that all men are this and all women are that...  
This is illustrative to make a point/reflect**

# Power

Men

- Crave It
- Dominate

Women

- Shy
- Wear it lightly



# Networking

Men

- It is Like a habit
- Cultivate mutuality

Women

- Fewer to network
- Is out of the way

# Meetings

Men

- Aim to impress
- Rarely change their POV

Women

- To contribute
- Willing to change POV

# Gossip

Men

- Play to win
- Play to hurt

Women

- To Manage it
- Step aside if messy

# Compensation

Men

- Fight for more. 'I think this is unfair'

Women

- Settle for less. 'I hope it is fair'

# Aggression

Men

- Seen as assertive. 'He is decisive'

Women

- Seen as bossy. 'She is authoritarian'

# Credit

Men

- First in line to take credit (ATM-All Thanks to Me)

Women

- First in line to share credit

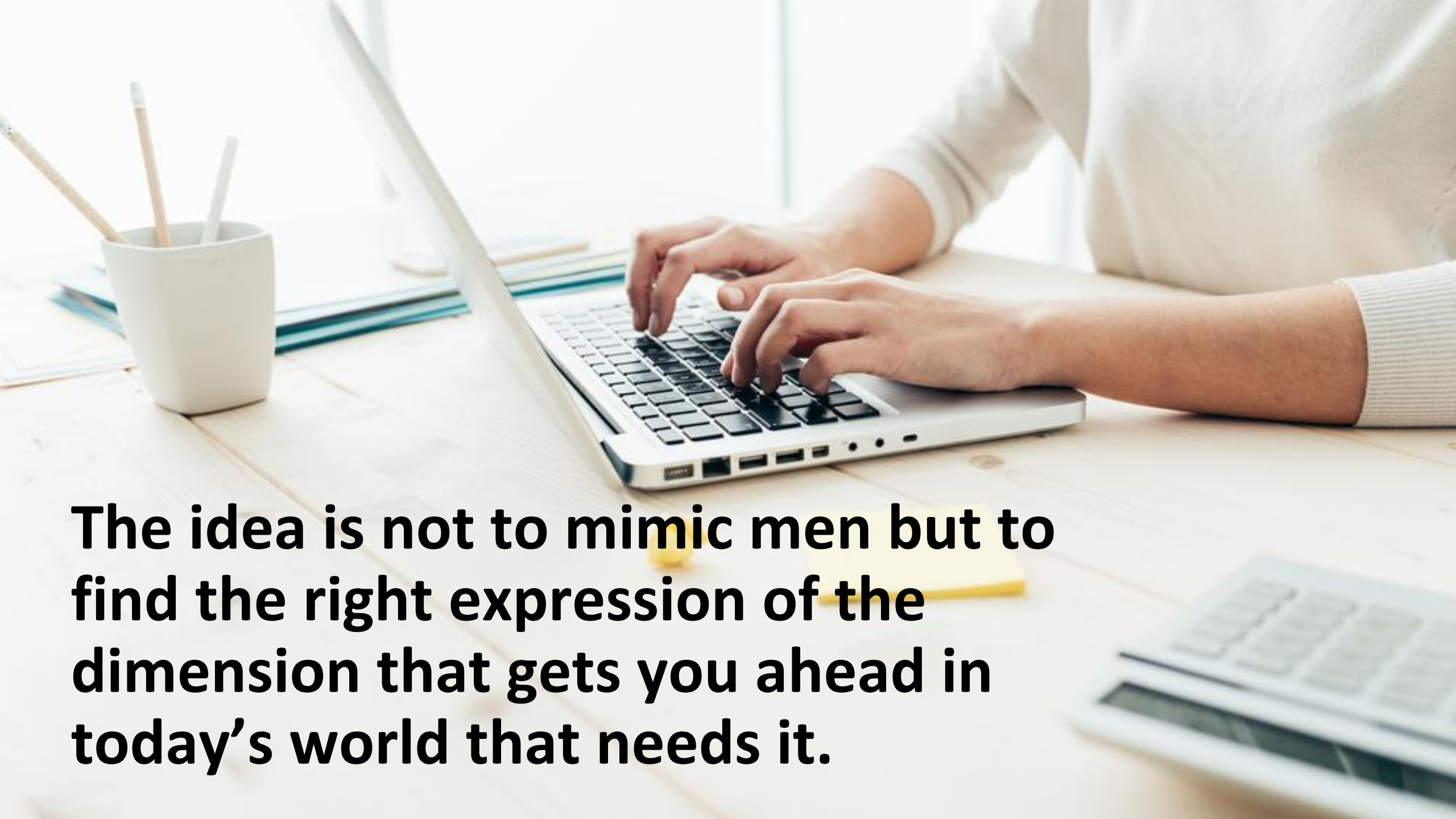
# Ambition

Men

- Wear it on their sleeves. 'He is hungry'

Women

- Don't show it. 'Does she want the job?'



**The idea is not to mimic men but to find the right expression of the dimension that gets you ahead in today's world that needs it.**



**3 watch outs**



A close-up photograph of a person's hand holding a single wooden block horizontally above a stack of several other wooden blocks. The blocks are arranged in a staircase-like pattern, with each block in the stack being slightly offset from the one below it. The background is a soft, out-of-focus light blue and white. The text "Watch out 1: Lack of Operational Roles?" is overlaid in the center of the image.

**Watch out 1: Lack of Operational Roles?**

A hand is shown pointing upwards towards the word 'SPONSOR'. The background is a blurred blue and green bokeh. A yellow rectangular box highlights the word 'SPONSOR' at the top of the image.

# SPONSOR

**Watch out 2: Lack of  
sponsors?**

**Watch out 3: Glass ceiling or Glass cliff?**

