

Atlanta  
March 21, 2018

Synthesis

& Leaders 2018  
Daughters™

# Mind the Gap



EgonZehnder

**On March 21, 2018,** Egon Zehnder hosted its second annual *Leaders & Daughters* event in Atlanta. The event brought together an intimate group of high-powered men and women from the area and their daughters in hopes of spotlighting the motivations and challenges confronting the next generation of professional women.

“Courage is when your motivation is bigger than your fear.”

### ***Key Insights***

#### **Women in Positions of Power:**

##### ***Key Insights:***

“At first it was having just one woman on the board. Now it is more about growing that number based on merit.”

“To be the only woman in a leadership role within your organization is a huge responsibility because you are representing more than just yourself.”



[Advice from senior executive to panelist early in her career] “Don’t call me sir. By doing that, you are creating a divide, and making yourself come off as not my equal.”



“Sometimes women may not realize the power they have in their role. Simply being the only woman gives them immense responsibility and a unique perspective.”

“We need to empower our peers, subordinates, through support networks, mentors and everyone else to increase the amount of successful minorities in leadership roles.”



## **Culture & Generational Change:**

### *Key Insights:*

“Change is coming, but slowly. It depends on the leadership structure.”

“Millennials and the upcoming generation are not afraid to speak up: they feel they have the right to say something and give a voice to those who have no voice.”



“I confronted a man in a leadership position about making me feel uncomfortable. When I told women from the generation above me, they were shocked that I said something to him. However, people my age expected, were supportive, and felt it was necessary that I say something.”



“This coming generation is key because they know that if you come prepared, then that seat at the table is theirs for the taking.”

## **Inclusiveness & Organizations:**

### *Key Insights:*

“Focus takes away drama.”



“Working in a kitchen is different because gender becomes less relevant. The turbulence sheds gender, and you are forced to work together, to become collective ballet dancers.”



“Our approach to inclusiveness and diversity through leadership is that we have a zero tolerance policy. We aren’t afraid to fire on the spot if someone is not acting the way they should. We also like to engage employees at every level, so everyone feels like they have a voice, no matter their position.”

“Most companies are in the stage of saying the right things and establishing the right programs, but not actually changing the behaviors.”

“Candor and honesty can build a healthy and supportive culture. Have real relationships with other women, not just water cooler relationships.”

### **Risk vs Reward Choices:**

#### *Key Insights:*

“Although men face the exact same choices, when it comes to expectations, there are different norms. It just comes down to the social norms.”

“Jump off the cliff; getting back up isn’t that hard.”

“Work hard, but on your own terms.”

“There are no bad choices; do what is best for you and learn from those that don’t work out.”

“Be comfortable with yourself and make it fun.”



## Event





## Event





## Event



## *Event*



“Obtain these 3 things and people will support you:

- 1) Have the right attitude
- 2) Believe in your success
- 3) Get the end results.”



## *Panelists*



**Left to right:** Jeff Otto, Egon Zehnder, Madison and Nicki Shroeder, *High Road Ice Cream & Sorbet*, Elane Stock, *Equifax and YUM! Brands, Inc.*, Claire Lewis (Yum) Arnold, *LeapFrog*, Keith Shroeder, *High Road Ice Cream & Sorbet*, Kelly Gay, *Sierra Wireless*, Kari Hackett, *Metro Atlanta Chamber*, Pearl Sullivan, *Daughter to Elane Stock*

## About Leaders & Daughters

In 2015, Egon Zehnder launched the *Leaders & Daughters* global event series. Our goal was to convene the world's most admired leaders and their daughters and mentees in hopes of uncovering the motivations, challenges, obstacles and opportunities ahead for the next generation of women leaders. In 2017, we hosted 40 panel and roundtable conversations around the world, bringing together over 3500 attendees to share experiences, perspectives, and—importantly—solutions.

In the Spring of 2018, beginning in São Paulo and ending in Jakarta, Egon Zehnder will host *Leaders & Daughters* events in nearly 40 cities across Africa, Asia, Australia, Europe, North America and South America. Through both intimate and large-scale events, we will use this year's theme—*Mind The Gap*—to look closely at why senior level women so rarely make it into the C-Suite, and share examples of where they've had success. Our objective is to push the global conversation further in hopes of better understanding how leaders and the generations below them think about this topic—and to come up with concrete actions that will have real impact on the female leaders emerging today.

Visit *Leaders & Daughters* at [www.egonzehnder.com](http://www.egonzehnder.com). Join the Leaders & Daughters LinkedIn group, follow #LeadersAndDaughters on Twitter and on Instagram at @egonzehnder.