

Seoul
March 15, 2018

Synthesis

& Leaders 2018
Daughters™

Mind the Gap



EgonZehnder

On March 15, 2018, Egon Zehnder hosted its second annual Leaders & Daughters event with a gathering of 40 leaders and their daughters in Seoul, South Korea. The group met at Le Trois Restaurant in Seoul's dynamic city center as part of Egon Zehnder's global Leaders & Daughters series of events. The event brought together a diverse group of dynamic women and men with their daughters (and son!) with the hope of spotlighting the motivations and challenges confronting the next generation of professional women in Korea.

“It is so true that as a female executive in Korea you are looked at as not ‘*a* female executive’ but as ‘*the* female executive.’”

Key Messages

Change in the workplace is a group effort

Key Insights:

It is the responsibility of not only companies but also future female leaders to change the culture of an organization. Although it is easy to point to companies to take action to reduce the gender gap and promote female executives, women must also work together and advocate for a change in culture and organizational dynamics in order for progress to be made. It is important that the path to change is paved on both sides.

The gender gap is often created at home at a young age, not just in the workplace

Women and men are raised with a different expectation; e.g., girls often want to become a model or a ballerina while boys want to become a President or a soccer player. Even today, when selecting a major at college, parents wish their daughters to choose a relatively easy course for graduation, but they wish their boys to choose business or engineering, thinking that their college major should lead their way to their jobs.

Change is possible

Current female leaders should take the challenge of being a role-model, whether they want it or not, for the next generation.

The barriers which are created either at home or from working environments can be overcome by a strong awareness and self-conviction.

Breaking out of a social construct can be challenging, especially when it is part of history and culture. However, like any other part of the world, women in Korea have unlimited potential, motivation and the strength to reach the top of the ladder.

Speaker Highlights: Mind the Gap Begins at Home

Stella Sohn, CEO, The SAGE Education & Consulting, spoke about the gender gap in the workplace, and what causes women to leave the workforce before reaching their full potential.

According to a survey by Egon Zehnder, young women have a strong desire to become a CEO or top executive. However the longer they remain in the workforce, the more they lose their aspiration to reach the top. What is causing this drop? Are there any differences in the social expectations for a man and a woman? How about at home? Do we secretly expect something less from our daughters?

Certainly it has been the workplace that has created the professional gap between men and women for decades. However, the soil in which we grow and nurture at home, forming our identities and values, must have a great impact on our perceptions beginning at a very young age.

The good news is that more and more leaders understand and accept the diversity challenge and coach their daughters to aim as high and wide as they desire.

“I want to tell my daughter to not get confined by what society expects and dream. Dream and do things she wants because she can be whatever she wants to be.”
“There should be no gap between what she wants and what she does.”

Summary

This year's event was insightful and engaging. The roundtable discussions were focused on ideas about what each of us can do to help bring about meaningful change so that more women can achieve their career goals. Conversations covered topics ranging from who is responsible for changing the gender gap in an organization, to where do our inherent gender biases begin, to what we as women and leaders looking for change can do to help women reach their full potential.

Event



Hosts



Eugene
Kim
Consultant
Egon Zehnder



Amy
Son
Consultant
Egon Zehnder

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 Sao 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.

In addition to the events, we have also launched a campaign, *To My Daughter*, in which leaders write letters to their daughters about their hopes and dreams for the future. To participate, please visit www.leadersanddaughters.com.

Visit *Leaders & Daughters* at www.egonzehnder.com Join the Leaders & Daughters LinkedIn group, follow #LeadersAndDaughters on Twitter and on Instagram at @egonzehnder

