

what we heard

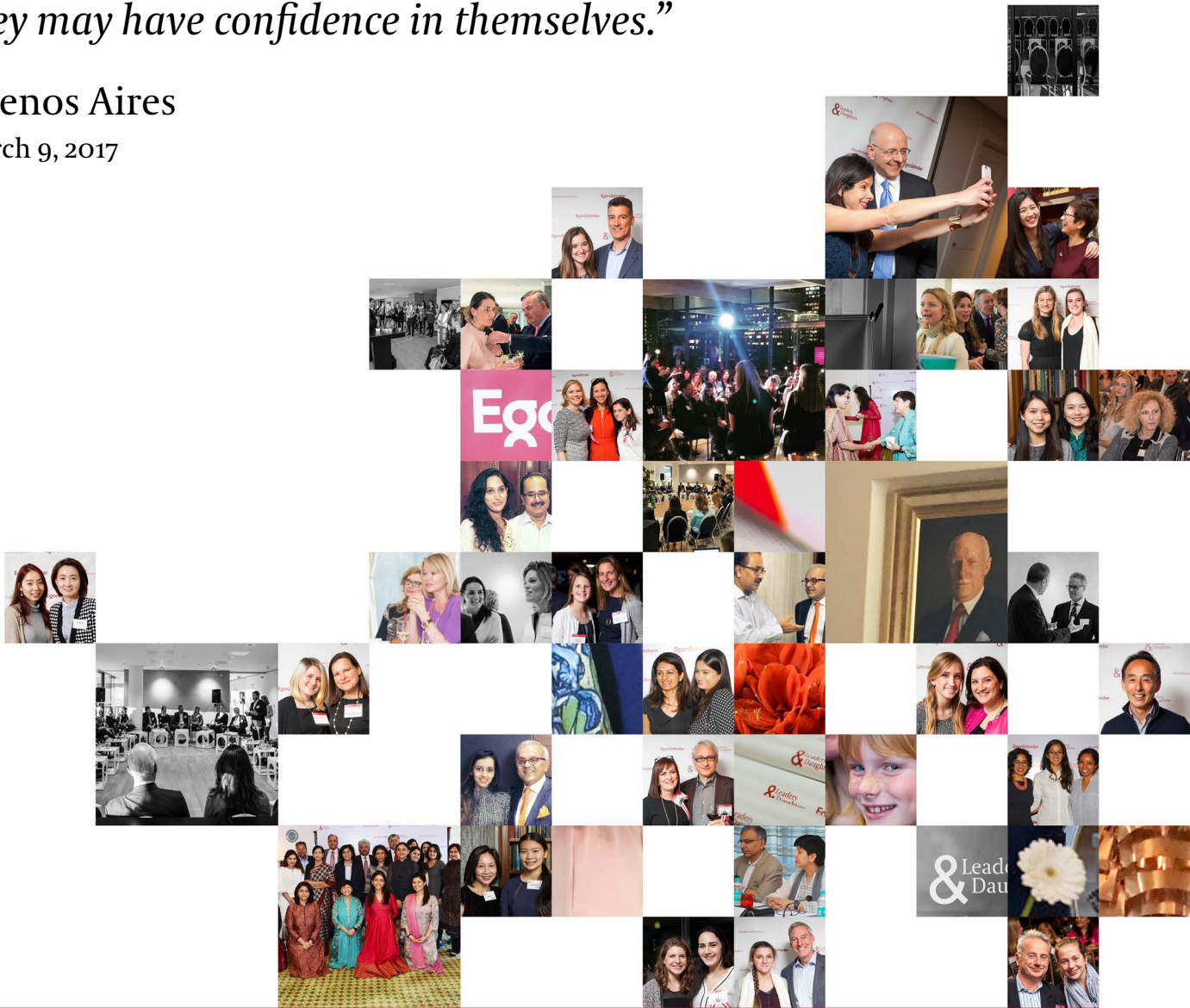
& Leaders 2017
Daughters

Leaders & Daughters

“Empower your daughters. Trust them so that they may have confidence in themselves.”

Buenos Aires

March 9, 2017



EgonZehnder



what we heard

Egon Zehnder marked International Women's Day by bringing together a range of voices to discuss the successes and challenges facing the next generation of professional women. This year, nearly 110 people gathered at the Alvear Palace Hotel, in Buenos Aires, on March 9, for Egon Zehnder's first annual "Leaders & Daughters" event. It was a huge success.

The first part of the event was a presentation on gender diversity by Marcelo Grimoldi, consultant and office leader in the Buenos Aires Office. He talked about key issues such as bias and self-confidence and presented a video about the new generation of leaders, by Linda A. Hill, a Harvard professor and the author of "Collective Genius".

Afterwards, audience members broke off into small groups to discuss it. The leaders and daughters were each given a question. To the leaders, it was: What advice do you give your daughters about their future careers? To the daughters, it was: What did you like the most about the presentation? And what concerns did it generate?

The highlight of the night was a panel moderated by Juan van Peborgh, a partner in the Buenos Aires Office. The panelists were Susana Malcorra, Minister of Foreign Affairs of Argentina; Maite de la Arena, Chile Country Manager of P&G until 2016; Andrea Grobocopatel, Board Member of Los Grobo; and Clarisa Estol, Secretary of Promotion of Investments in the Ministry of Communications of Argentina Government.

Confidence and competence

Each of the panelists agreed that women are exceptionally competent; it's their lack of self-esteem that often holds them back. What's more,

women are often just as prejudiced toward each other as men are.

This needs to change. "Give yourselves the chance to fail," said Ms. Malcorra. "Sometimes you may choose wrongly. This is valid and good. It is in the error that we may learn."

Moreover, it is possible, the panelists emphasized, for women to have a family and a career at the same time. All the panelists had families, along with their thriving careers.

Interestingly, women felt that they needed to overcome another barrier; themselves. "Sometimes the boundaries women have are self-induced," said Ms. de la Arena. "When I was offered a job in another country at first I said no because of my family and then my daughter said 'why not?'"

Let men adapt to women

The panelists also discussed why women often make changes for men rather than the other way around. Why can't men adapt to women's needs?

"Men have to learn to work with women and accept them and not always the other way around," said Ms. Grobocopatel.

Clearly, women and men have differences, but the idea isn't for women to become more like men. Instead, the goal is to remove barriers to equal opportunity. "If there is anyone in your working environment that has a problem because you are a woman, then it is their problem, not yours, it's their prejudice, not yours," said Ms. Malcorra.

Ms. Estol agreed. "No one can cause offense without your consent," she said.

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Parents matter

One of the highlights of the evening came when Ms. Malcorra confessed that she had been invited to five other events that same night, but that this was the most important for her to attend. Her father had been critical to her sense of self and for

encouraging her to pursue a career. She wanted to come to influence future women leaders.

She encouraged parents to continue this trend. “Empower your daughters,” she said. “Trust them so that they may have confidence in themselves.”



*Buenos Aires Office
Team, Egon Zehnder*

what we heard

right

*Gustavo Grobocopatel,
Director Los Grobo, and
his daughter, Margarita*



left

*Damián Scokin, CEO
Despegar, and his daughter,
Carmela, with Maite de la
Arena, Country Manager
P&G, and her daughter
Violeta Monpelat*



left

*Claudio Fernández-Aráoz,
Senior Advisor Egon
Zehnder, and his daughter,
Inés*



right

*Marcelo Grimoldi,
Consultant Egon
Zehnder, leads the
Gender Diversity
Discussion*



what we heard

right
Round Table Discussion



left
*Luis Malvido, Executive
Director HISPAM South
Telefónica, and his
daughters María Paz
and Martine*



left
Panel Discussion

right
Reception at the Alvear
Palace Hotel



what we heard

Marcelo Grimoldi
marcelo.grimoldi@egonzehnder.com

Juan van Peborgh
juan.vanpeborgh@egonzehnder.com



Panelists



Marcelo Grimoldi,
Consultant Egon
Zehnder, *Maite de
la Arena*, Country
Manager P&G, *Susana
Malcorra*, Chancellor of
Argentina, *Clarisa Estol*,
Secretary of Investments
Promotion, *Andrea
Grobocopatel*, Director
Los Grobo and *Juan van
Peborgh*, Consultant
Egon Zehnder

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About Leaders & Daughters

To mark International Women's Day, Egon Zehnder conceived Leaders & Daughters, a global series of events that bring the world's most admired leaders and their daughters together to uncover the motivations, challenges and opportunities that face the next generation of professional women.

In 2017, we went further. In celebration of International Women's Day, we hosted Leaders & Daughters events in more than 40 cities worldwide – bringing together the voices of more than 3,500 participants to share their stories of success as well as the obstacles that are preventing progress. We share one common goal: to collectively pave a better future for the next generation of women leaders.

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.

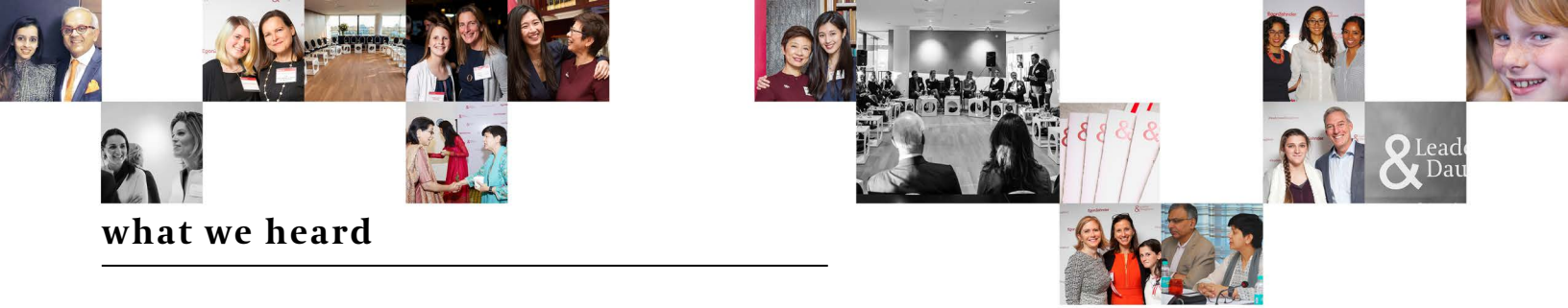
Visit Leaders & Daughters at
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