

MilwaukeeWomeninc

Working to change the face and quality of leadership in Wisconsin through the advancement of women.

TAKE ACTION!

What *you* can do now to change the face and quality of leadership in Wisconsin.

BOARD MEMBERS

- Create a diverse board.
- Require a diverse slate for every open board position.
- Refer board opportunities to capable women.
- Beyond the large search firms, plug into additional resources, such as Milwaukee Women inc, Kellogg's Center for Executive Women, ION, Boardroom Bound.
- Require that succession plans include women and diversity.
- Track recruitment, promotion and retention of women in leadership roles.
- Monitor the "high potentials" pipeline for women and diversity.
- Review development opportunities for women.
- Support the women's network by taking an active role as mentor or guest speaker.
- Know the reasons people are leaving your organization and look for patterns affecting women.
- Hold the CEO accountable through evaluation and pay for advancing women and diversity.

CEOs

- Promote diversity and advancement of women through personal word and action.
- Develop a pipeline of talent with strong representation of women.
- Track your record in hiring, developing, promoting and retaining women – identify barriers and address them to develop a pipeline of diverse talent.
- Promote or hire women to be members of your management committee.
- Give women P&L responsibility and the tools and support required for success.
- Mentor women within your organization and champion the formation of a women's network.
- Hold your managers accountable for increasing the representation of women leaders through evaluation and pay
- Become a "destination" for women and diverse talent through a positive culture and track record of success.
- Recognize the importance of women in your various constituent groups (customers/clients, investors, supply chain partners, employees and the community).

WOMEN CORPORATE AND NON-PROFIT LEADERS

- Build a strong, diverse team for superior execution of your business plan.
- Recognize the importance of women in your various constituent groups and work to include them.
- Seek opportunities to engage in your organization's larger agenda (join the management committee, go on an external board, become involved in the community and your network of peers).
- Encourage and guide women to networking opportunities.
- Mentor women within your organization, especially in evaluating the risks and rewards of assignments for promotion.
- Develop strong relationships with your CEO and board members.
- Be visible and supportive within your company's women's network.
- Keep pushing the agenda on the importance of advancing women and diversity.
- Be a vocal proponent for other women.

HIGH-POTENTIAL WOMEN

- Volunteer for high-visibility roles.
- Seek advice from successful leaders in your company, both men and women.
- Be a visible part of your organization's women's network.
- Connect to a network of rising peers outside of your company – through community involvement or other means.
- Speak your mind – even when you have a different view.
- Build diverse teams to accomplish your objectives.
- Be a vocal proponent of other women.
- Ask for what you need to be successful and create a personal action plan.

Excerpt from "Action Required" by The Chicago Network, 2007.