

Dear All

The last week has been a massive blitz about International Women's day. Every team, company, institution and country has run seminars and events to discuss this topic.

I did one session yesterday for a company called Say Cheese which aims to promote women entrepreneurs. My PPT is attached.

This is what I said via the ppt:

1. Women are rated better on 360 degree feedback compared to men, globally
2. Women tend to speak three times more vs men , my point was recognize it and don't overdo it. Overplaying your strength is always a journey to make it a weakness.
3. Women are far more loyal to the team and company
4. Women tend to have a radar approach and men have a laser approach to context. The radar approach is rich in observation and detail.
5. Success comes at different altitudes, one must define that. If you use an airplane analogy, then flying at 60,000 feet has a different temperature and a different resilience structure vs flying at 30,000 feet. One must be clear about what one wants.
6. Behaviours are the real issue, our learned behaviors do not change when context changes. For example, when a functional head becomes a CEO, then he still tends to lean on his dominant function vs learning new behaviors needed for a CEO
7. Men tend to define success materially, women tend to define success through quality of relationships.
8. Women must use more positive words in their meetings.
9. Women need to leverage the power of their connections better. They tend to be a little shy of doing this.
10. I summarized by saying that I had 40 % of my management team as women in both Nokia and PepsiCo, one of the highest in any management team in the country. I always found women to be better multi taskers, better to look fresh data presented to them and didn't dig in their high heels!!

Feedback welcome

Wr  
Shiv