



STRONG FEMALE LEADERS BUILD STRONG BUSINESSES

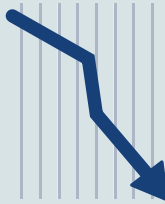
THE TALENT WAR IS ON!

35% of employers currently have difficulty filling jobs due to lack of available talent



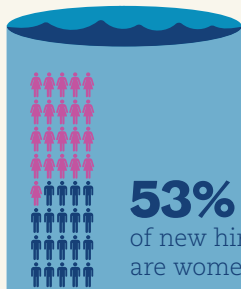
54% of employers report talent shortages are impacting their client-facing abilities AND business outcomes

72% of senior executives anticipate a shortage of talent in the near future



26% of the current U.S. workforce consists of Baby Boomers

10,000 Boomers will turn 68 every day for the next 16 years



53% of new hires are women

THE TRADITIONAL PROFESSIONAL DEVELOPMENT PIPELINE IS BROKEN

37% of managers are women

26% of VPs and senior executives are women

14% of executive committee members are women

3% of Fortune 500 CEOs are women

FEMALE LEADERSHIP YIELDS A SUBSTANTIAL COMPETITIVE ADVANTAGE



22% lower turnover rate in companies with more diverse teams



Companies with at least **3 female directors** have **66%** better return on invested capital, **42%** increase in return on sales and **53%** better return on equity



30-40% increased patent citations from mixed-gender teams



2% more cash to the bottom line for companies with gender-diverse executive teams

THERE'S AN UNTAPPED RESERVOIR OF TALENT IN YOUR ORGANIZATION RIGHT NOW

A+

Women rate higher than their male counterparts in **75%** of 360-evaluated leadership competencies



Teams with at least one female member have a **higher collective IQ** than all-male teams



Teams consisting of **50-60%** women are rated most optimal for team self confidence, experimentation and efficiency



89% of Americans are comfortable with women in leadership roles,

BUT ONLY

18% of U.S. leadership positions are held by women