

Being the CEO of my Career

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A 2019 Study by *Working Mother Research Institute*, “Gender Gap at the Top” identified four themes for why women have not made more progress in ascending to higher levels of leadership.

Let’s talk about those findings and discuss solutions so you can become the “CEO of your Career.”



Gender Gap at the Top

Four Key Findings:

1. Awareness/Knowledge by women of what's needed to move up and what opportunities exist
2. Ability to build Relationship Capital
3. Confidence in oneself and willingness to take risks
4. Corporate cultures that “walk the talk” of accountability in creating opportunities for women



1: Awareness/Knowledge by women of what's needed to move up and what opportunities exist

- Lack clear vision of how they want their careers to advance
- Lack understanding of the importance of having P&L knowledge and experience
- Potential lack of access to information about career paths, including training & development programs, career guidance, mentoring & sponsorship



2: Ability to build Relationship Capital

- Do not recognize the critical importance and benefits derived from networking, mentoring, and sponsorship in elevating one's personal profile
- Lack understanding of the need to develop one's brand and finding allies



3: Confidence in oneself and willingness to take risks

- Inability to visualize oneself at the top
- Fear of taking stretch assignments or new positions unless they feel they already have the qualifications
- Lack of role models that can or will provide support and guidance



4: Corporate cultures that “walk the talk” of accountability in creating opportunities for women

- Finding an organization that says and does the right things to support their talent
- Identifying senior leadership that sets expectations and holds their team accountable to develop diverse talent
- Selecting an organization that recognizes the value of talent development as part of their business imperative



HOW do you become the CEO of your career?

Be intentional about asking and understanding how career advancement works in the organization



Outline specific goals for your career to include ways that you can reach those goals



Find access points to coaches, mentors, and sponsors



Don't assume that hard work alone will be enough, intentionality is important



Build visibility in the organization through business results, leadership results, demonstrated agility





Question & answer



Thank you!

