

2013 Women's Global Leadership Conference in Energy and Technology Tuesday, 29 October 2013

1. Keynote Presentation: Amity Shlaes, Director 4% Growth Project, George W. Bush Institute "Lean Out" — 5 key principles I gathered from her address:

(i) On science

- Confidence comes from knowledge in STEM fields
- Many female students are hesitant to take classes in which they know they won't get an "A"
- Women with degrees in science are paid 33% more

(ii) On mentors

- Learning from a mentor can be very valuable, but beware of the effects of always smiling up instead of focusing on those who work for and with you.

(iii) On networking

- Emphasize knowledge over friendship

(iv) On leaving an institution or firm

- Many women fear that leaving makes them appear disloyal
- It's not disloyalty, it's ambition

(v) On Intellectualism

- I appreciated Amity's strong emphasis on the importance of intellectualism. She stressed:
 - Outside the box thinking and strong educationalism
 - Sometimes the people who make the most brilliant contributions to a field come from outside (think differently)
 - Don't be pure process and rationalization

II. Deborah L. Byers, Office Managing Partner - Houston, Ernst & Young, LLP

A. Abandon the "culture of caution"

- Many times you have to rock the boat to make progress
- Be willing to step out and be different - don't be afraid to be the odd one out
- When she assumed her current position, newspaper headline:
"There's a New Sheriff in Town and it's a Woman," and the reporter asks her:

B. "Why aren't there more women leading the industry?"

- Recruiting isn't the issue - it's 50M/50W
- However, we see attrition down to 77M/14W
- Why the attrition?
 1. Self-selection
 2. Forced out (discrimination)
- Issue is exacerbated in technology
 1. Japanese and Nordic countries outpacing us in math and science
 2. Vast majority of corporate leaders are engineers

C. Diversity and Innovation

- Increase diversity by adding 20% new blood: that 20% is the threshold for changing organizational DNA (an interesting notion)

D. Motivation

- People will work harder, not for personal glory, but if there is a common goal they can work towards as a group. People want to feel that they are making a meaningful personal contribution.
- Management sometimes misinterprets “work-life balance” as “women want to work less.”

E. Lack of Women in Leadership

- Energy is at the bottom of the list of industries with women at the top
- Women self-select out; don't want to travel, etc.
- Try to make it work - bend the norms
- Do it your own way - give it a chance. Just because it's been done before in a way that doesn't fit with the way you want to live your life, that doesn't mean it has to stay that way. Change the way things are done!

Deborah's five principles to take away:

1. Speak out, but be diplomatic.
2. Say what you want.
3. Be yourself — don't just come in and do what everybody else does, or what the establishment does. Do it your own way.
4. Don't worry about barreling adversity down — find a way *around* it, up or over it.
5. Have a vision for yourself — just try 2-4 years in advance, not your whole life, or you will miss out on important opportunities.