

WOMEN'S LEADERSHIP – NAVIGATING TO THE C-SUITE: #1.5

A CANDID CONVERSATION WITH A
POWERHOUSE OF LOCAL
GOVERNMENT MANAGERS

Moderator: Frances A. Gonzalez

WELCOME – FRANCES A. GONZALEZ,
PRESIDENT & CEO, GONZALEZ PROFESSIONALS,
LLC

Panel:


Verdenia Baker
County Manager
Palm Beach County
Palm Beach, FL

Tanisha Briley
City Manager
City of Cleveland Heights
Cleveland Heights, OH

Dee Williams-Ridley
City Manager
City of Berkeley
Berkeley, CA



PANEL OBJECTIVES:


- PREPARING FOR CAREER MOVES
 - DISCUSSING AND DISPELLING THE MYTH THAT PEOPLE OF COLOR, WOMEN AND MILLENNIALS DON'T HAVE AN INTEREST IN "DOING WHAT IT TAKES"
 - TOOLS AND RESOURCES THAT THE PANEL HAVE UTILIZED TO GET TO SENIOR ROLES
 - CAREER DECISIONS THAT LED TO DELAYS AND THOSE THAT LED TO OPPORTUNITIES
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PRIVATE SECTOR - ARE WE THERE YET?


- REPRESENTATION IN THE C-SUITE
 - IN 2015, MCKINSEY AND LEANIN.ORG SAID IT WOULD BE 25 YEARS TO REACH GENDER PARITY IN SVP POSITIONS
 - 100 YEARS TO GET INTO C-SUITE POSITIONS




PRIVATE SECTOR – WHERE ARE THE WOMEN?

- REPRESENTATION IN THE C-SUITE
 - FEWER WOMEN TEND TO BE IN THOSE ROLES, REPRESENTED IN THE STAFF ROLES
 - WOMEN THINK THEY HAVE FEWER OPPORTUNITIES
 - WOMEN ARE OBTAINING B.A.'S AND M.B.A.'S AT FASTER PACE BUT DON'T ASCEND AT THE RATE THAT MEN DO
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CHALLENGES THAT MID-MANAGERS FACE:

- CHALLENGES IN CAREER ADVANCEMENT
 - GETTING THE CAREER LADDER RIGHT – PICKING THE RIGHT JOB(s)
 - PROFESSIONAL DEVELOPMENT – BEING PREPARED
 - HAVE YOU GOTTEN NOTICED? WHO KNOWS YOU ARE READY?
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PIVOT TO THE PANEL:

- DESCRIBE YOUR CAREER LADDER AND WHO SUPPORTED YOUR IN EACH STEP, BRIEFLY
 - HOW DID YOU DECIDE TO SEEK AN EXECUTIVE LEVEL POSITION? WHAT DID YOU BELIEVE WERE 2 SKILLS YOU BROUGHT TO THE TABLE
 - REACT TO THE NOTION THAT “WORK AND LIFE BALANCE” IS UNATTAINABLE AND ELABORATE
 - WHAT WERE YOUR CHALLENGES TO GAIN BALANCE?
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Q & A

