

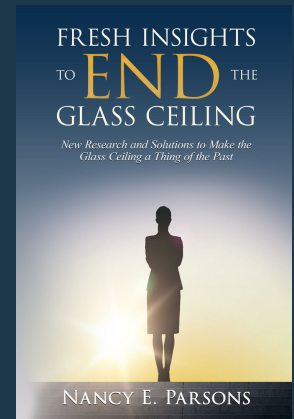


NANCY PARSONS

FRESH INSIGHTS TO END THE GLASS CEILING

"I found her fresh insights fascinating on both a professional and personal level."

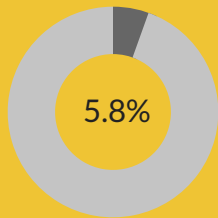
Kate White - author of *The Secrets You Keep* and former Editor in Chief, *Cosmopolitan Magazine*



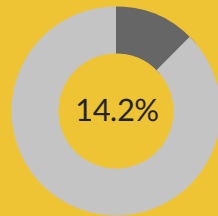
ABOUT NANCY E. PARSONS:

Nancy E. Parsons is one of today's foremost experts in combining the science of assessments with the art of developing people. Parsons co-developed the CDR 3-Dimensional Assessment Suite®, which has been used to coach leaders around the globe for nearly two decades. She is president of **CDR Assessment Group, Inc.**, and specializes in cutting-edge psychological assessments for executive coaching.

FACTS + STATISTICS:



Women CEOs at S&P 500 Companies



Corporate Executive Women at S&P 500 Companies

- If the United States maintains its current trajectory it will take another **400 years** for women to attain 50% of the CEO positions.
- Companies with at least 30% female leaders – in senior management – had up to **15% higher profitability** than companies with no women in senior leadership.

WHY DOES THE GLASS CEILING EXIST?

Research Shows:

- Women have inherent risks as “Worriers” while men's risks include “Egotists, Upstagers, & Rule Breakers.”
- These inherent risk factors hold women back and catapult men upward.
- Cultural perceptions are often wrong and much tougher on women.

HOW TO END THE GLASS CEILING:

- Clarify that the “Worrier” risk trait for a woman should not be a career ending or blocking characteristic.
- Design and deliver cultural change training.
- Adopt objective assessment processes and leadership coaching.

Additional solutions in
Fresh Insights to End the Glass Ceiling