



BREAKING THRU BIAS™

INFLUENCING *within the realities* of GENDER bias

NOT for women only!

GENDER BIAS is ALIVE and WELL.

Slow progress to equality at **WORK**

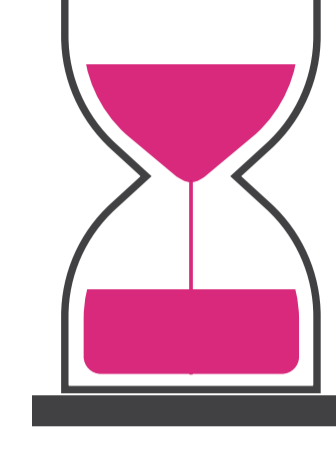
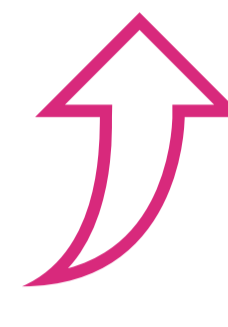


In 2019, **6%** of the top 3,000 companies had female CEOs.

But it marks a considerable jump from 2018's total of **4.8%**

Fifteen years ago, women accounted for **15.7%** of board seats in

the Fortune 500. Now, it's **25.5%**



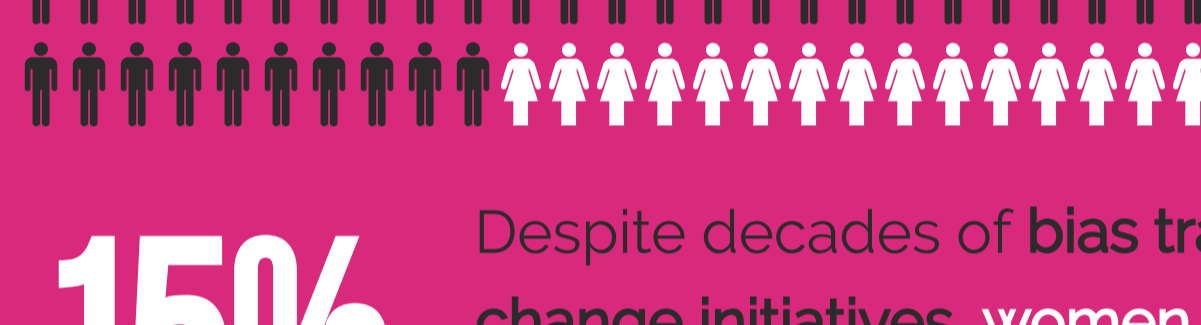
Female CEOs in the Fortune 500 also have **shorter stints** than their male counterparts – **42** months versus **60**.



At the current rate of change, it's estimated that IT WILL TAKE UNTIL

2085

for women to reach **PARITY** with men in key leadership roles in the United States.



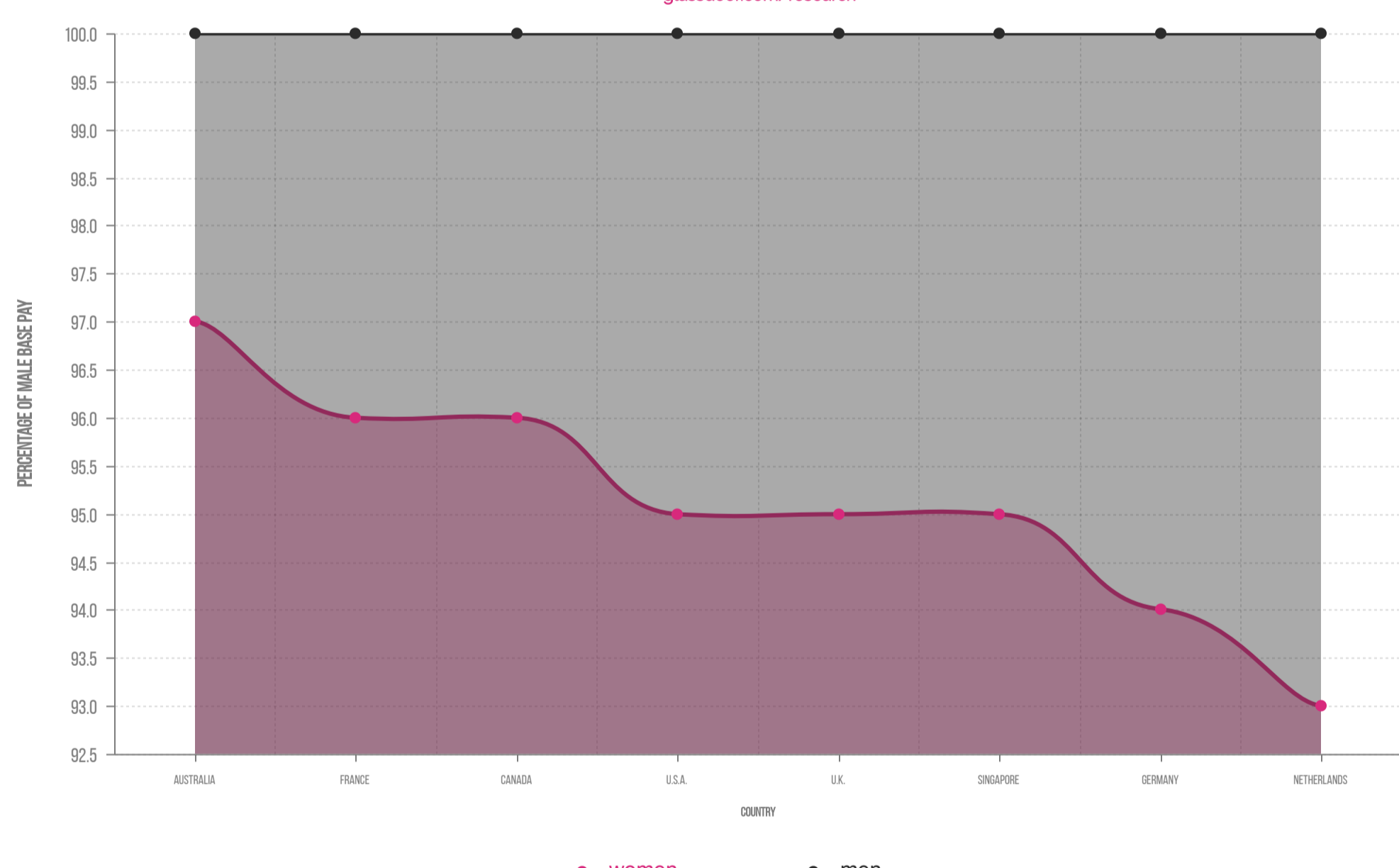
15%

Despite decades of bias training and organizational change initiatives, women hold just **15%** of high-level positions in most industries, a figure that's scarcely budged since the 1990's.

As recently as 2016, **43** percent of the 150 highest-earning public companies in Silicon Valley had **no female executive officers at all.**



'Adjusted' Base Gender Pay Gap by Country



BREAK THRU BIAS
by improving your
INFLUENCE
SKILLS

JOIN THE CONVERSATION

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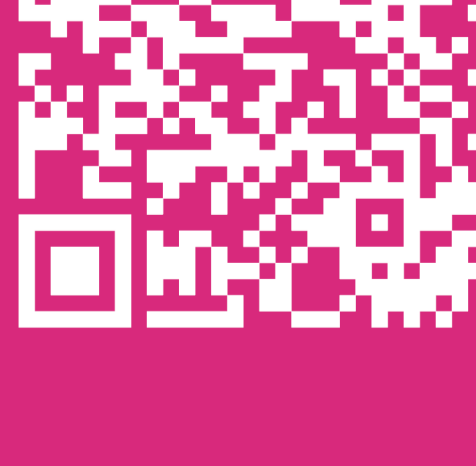
Attend our interactive webinar on **Influencing within the Realities of Gender Bias**

Not for women only!



- Explore the choices we have in **how we respond to it.**
- Get strategies (**bias busters!**) for how to influence others effectively when faced with 2 common patterns of gender bias.

apg1.us/breaking-thru-bias



Presented by Advantage Performance Group with Kelly Dozois of Ocean Beach Consulting

