



New Studies

This spring we are launching three new studies—a record for the Task Force:

- Off-Ramps and On-Ramps Germany (*Harvard Business Manager*, April 2010)
- The Battle for Female Talent in Emerging Markets (*Harvard Business Review*, May 2010)
- Off-Ramps and On-Ramps Revisited (*Harvard Business Review*, June 2010)

These new cutting-edge studies are already garnering significant media attention.

Task Force Events

- “Off-Ramps and On-Ramps Germany” was launched by Siemens in Munich on May 12. This well attended event brought people from all over Europe including leaders from Boehringer Ingelheim, Booz & Company, Daimler, Deutsche Bank, and Deutsche Telecom.
- In the U.S. two events launched “Off-Ramps and On-Ramps Revisited”: Cisco hosted an event in San Jose, California on April 13, and the New York Times hosted an event on May 17. Both were “sold out.”
- Our emerging markets research will be launched at Asia Society in New York City in June and in Mumbai, India on September 22.

Award Winners

The Center for Work-Life Policy congratulates Task Force member companies for their recent awards.

- Deloitte won the Catalyst award for its Women’s Initiative: Living the Lattice
- DiversityInc.’s Top 50 companies for 2010 includes Hidden Brain Drain members: American Express, Bank of America, Cisco Systems, Deloitte, Ernst & Young, General Mills, HSBC – North America, Johnson & Johnson, KPMG, Merck & Co., Novartis Pharmaceuticals Co., Procter & Gamble, Sodexo, and Time Warner.

Appearances by Sylvia Ann Hewlett and the CWLP Team (selected)

- Sylvia Hewlett was the keynote speaker at the *Flex Leadership Summit* sponsored by Working Mother and Credit Suisse in January.
- Sylvia Hewlett presented at the *Second Annual Arab Women’s Leadership Forum* in Dubai in January.
- On International Women’s Day, Sylvia Hewlett participated in an American Express and Deloitte sponsored webcast on women’s career pathways and progression.
- In March, sports network ESPN hosted Sylvia Hewlett for a keynote address on her new book *Top Talent*.
- Karen Sumberg participated on *NCRW’s Leadership Summit* panel, “Barriers and Challenges for Women of Color,” in April.
- Laura Sherbin presented on the “Athena Factor” at the Research Board in New York City in April.
- In May Sylvia Hewlett and Lauren Leader-Chivee presented Hidden Brain Drain research to leaders of the U.S. Navy’s Task Force on Life/Work in Washington, DC.
- In May, Sylvia Hewlett and Laura Sherbin led a roundtable discussion on “The Sponsor Effect” at Booz & Company in Munich.
- Sylvia Hewlett will be a keynote speaker at Asia Society’s Asia Pacific Women’s Leadership Summit in Hong Kong in June.
- Sylvia Hewlett, Lauren Leader-Chivee and Karen Sumberg will present “Bookend Generations” research at Bank of America’s Global Diversity & Inclusion Council meeting in June.
- In June, Sylvia Hewlett will be the keynote speaker at the Women Ambassadors’ Breakfast in Washington, DC, hosted by ORIGIN and the World Bank.

Membership Update

- We are very pleased to welcome two new Hidden Brain Drain Task Force members: Boston Scientific and HSBC Bank
- We are delighted to announce that Cisco has become a co-chair member of the Task Force, joining American Express, Bloomberg LP, Booz Allen Hamilton, Ernst & Young, GE, Goldman Sachs, Intel, Johnson & Johnson and Time Warner

Recent Harvard Business Online Blogs

- [“What the U.S. Can Learn From Europe About Gender Equality in the Workplace,”](#) May 21, 2010 – Sylvia Ann Hewlett
- [“When Female Networks Aren’t Enough,”](#) May 12, 2010 – Sylvia Hewlett and DeAnne Aguirre
- [“Women on Wall Street and Their Hidden Challenges,”](#) April 21, 2010 – Sylvia Hewlett and Lauren Leader-Chivee
- [“Why Women Are the Biggest Emerging Market,”](#) March 8, 2010 – Sylvia Hewlett

Research Projects in the Pipeline

- “The Sponsor Effect,” “The X Factor,” “Accelerating Top Asian Talent,” “Off-Ramps and On-Ramps Japan”

We are delighted to announce that Lauren Leader-Chivee has formally joined our team. She will be a Senior Vice President at CWLP leading the “X Factor” research, and a Principal at Sylvia Ann Hewlett Associates where she will head up the growing consulting arm of CWLP. Lauren brings to our organization 12 years of human resources and management consulting experience (Booz, Credit Suisse and OfficeTiger), and will greatly enhance our ability to help top companies turn our research into action.