



First Hidden Brain Drain Summit a Success

The first Hidden Brain Drain Summit took place on June 19-20, 2006 at **Time Warner's** new conference center.

Dick Parsons and Gwen Ifill kicked off the summit with a riveting and surprisingly personal conversation on leadership and re-imagining inclusion.

In break-out sessions devoted to "Off-Ramps and On-Ramps" and "Leadership in Your Midst," task force members engaged in lively discussion and contributed much to our emerging solution sets. Lynn Utter of **Coors** made the point that, "There is no 'they,' it is 'us.' We're all in positions to make an impact in our organizations." Anne Erni underscored the fact that, "The more companies in a sector share their best practices, the more the stigma is reduced."

Lunch brought an energetic and thought-provoking men's panel moderated by Tom Stewart, editor of the *Harvard Business Review*. Carmine DiSibio of **Ernst & Young** summed up with the following thought: "Men have to be more than allies."

Sanofi-Aventis Joins HBD Task Force

We're delighted to welcome **Sanofi-Aventis**, the leading pharmaceutical group in France and Europe, as the newest member of the Task Force.

Sanofi-Aventis is the number three pharmaceutical company worldwide with 100,000 employees in 100 countries. They have a deep commitment to community involvement. One innovative program, "Make a Difference," provides a myriad of opportunities for employees to give back to society.

Task Force Research Updates

Our new work on re-engineering extreme jobs is slated for publication in the

Following the afternoon breakout sessions, Carolyn Buck Luce moderated a conversation with Vishakha Desai and Laura Tyson about world economic trends and the obstacles companies face in our ever-expanding global economy. Vishakha Desai said, "The world today is interconnected and global, so it is not enough to ask how to widen the tent. We must ask: what does the tent look like? Is it even a tent? Or is it a yurt?" At the end of the session Deb Elam contributed an important summary thought, "what will sustain this community is knowing that there's someone else out there on this journey."

The post-summit responses from participants have been overwhelmingly positive. In the words of Marcelo Cardozo of **BP**, "Fantastic conversations and amazing connections. I have never been to one event where I kept thinking during packing, riding to the airport and sitting in the airplane about what I had heard."

December issue of the *Harvard Business Review*. The study, sponsored by **American Express, BP, ProLogis** and **UBS**, includes national and global companies surveys, plus a series of focus groups and interviews. This research goes beyond focusing on long hours to probe the complexity of high-level, high-impact jobs.

We've begun our fourth deep dive project "Pipelines and Progression: The Advancement of Women in Science and Technology," sponsored by **Alcoa, Cisco, Johnson & Johnson, Microsoft** and **Pfizer**. In this project we will examine the challenge of women's stalled progress in these fields from the vantage point of the private sector. The objectives are to uncover the scope of the problem and develop a rich menu of solutions.

Emerging Best Practices:

We'd like to continue the "conversation" started at the Summit. We're particularly interested in learning about policies and practices at your company which link to our research—both ones you have had in place for a while and new practices that may have been sparked by HBD research. We've already heard about programs we hope to share at the next Summit. Let us know how we can be of help on this front.

Women's Bureau Reminder:

The Department of Labor's Women's Bureau is seeking senior executives to mentor small businesses about how to implement flexible work options. They are also looking for examples of best flexibility practices to feature on their website. We will prepare the best practice you would like to showcase. For more information contact Karen Sumberg, ksumberg@worklifepolicy.org

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Media Notes

Hidden Brain Drain research and on-the-ground action continues to garner enormous media attention:

The Economist, "Life Beyond Pay," June 17, 2006.

New York Times, "Blueprint for Plugging a Brain Drain," Lisa Belkin, June 18, 2006.

Wall Street Journal, "Women Swell Ranks as Middle Managers, But Are Scarce at Top," Carol Hymowitz, July 24, 2006.

Details Magazine, "Wasn't She Supposed to Be a Working Mom?," Karl Taro Greenfield, August 2006.

New York Times, "The Fork in the Road," Jenny Anderson, August 6, 2006.

Glamour, "Success Secrets from America's Most Powerful Women," Gail Sheehy, September 2006.

More Magazine, "Welcome, Prodigal Daughters," Maggie Jackson, September 2006.

BBC Radio "Newshour," September 7, 2006.

Newsday, "Ready for Reentry," Patricia Kitchen, September 10, 2006.

Newsweek, "Getting Back on Track," Daniel McGinn, September 25, 2006.

Newsweek Radio, September 16, 2006.

Information of Note

Catalyst recently released its tenth annual *Census of Women Corporate Officers and Top Earners of the Fortune 500*. They found that most U.S. companies have made little progress in advancing women to leadership over the past decade. See www.catalyst.org. The numbers quickly changed in mid-August when **PepsiCo** announced that Indra Nooyi would be taking over as CEO on October 1, 2006, making her the 11th female CEO running a Fortune 500 company.

The July 9th article in the *New York Times* entitled, "At College, Women are Leaving Men in the Dust" examined the discrepancies between men and women at the higher education level and how colleges are coping with this issue.

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