



Hidden Brain Drain Summit '07

The second Hidden Brain Drain Summit took place June 20-21 at the Time Warner Center in New York. The event kicked-off with a dinner panel featuring **Joe Gregory** (COO Lehman Brothers), **Randy Falco** (CEO of AOL) and **Beth Brooke** (Global Vice Chair, Ernst & Young). The panelists had intriguing perspectives. Randy Falco provided some food for thought when he asked, "Why is it that we always have to build a business case for diversity? We don't need to ask what the business case is for integrity or innovation. Shouldn't we look at diversity in the same way?"

Day two featured sessions led by Betsy Stark (ABC News), **Carol Hymowitz** (Wall Street Journal), **Rosabeth Moss Kanter**

Research Updates

Mark your calendar. On October 29 the Hidden Brain Drain Task Force will launch **Sin Fronteras: Celebrating and Capitalizing on the Strengths of Latina Executives**. This new study both maps the rich cultural heritage of Latina executives and discusses how to leverage these strengths.

Our fourth major research project is near completion. **Pipelines and Progression**, to be published April 2008, examines the challenge of women's stalled progress in scientific and technical fields from the corporate vantage point. **Alcoa, Cisco, Johnson & Johnson, Microsoft, and Pfizer** are sponsoring the research.

(Harvard Business School) and **Tamara Erickson** (Concourse Institute) and included a session showcasing a range of emerging best practices in member companies. Company huddles encouraged members to "thieve and doctor" ideas and initiatives that have been developed by task force colleagues. Participants engaged in lively discussion about the ideas they gleaned. Many were energized by the prospect of using these emerging models as templates to craft new initiatives in their companies.

Next year's summit will take place in September of 2008.

The findings will be published by the *Harvard Business Review* as both an article and a report.

A sister project linked to **Pipelines & Progression** is just getting off the ground. Entitled **Women in Tech in the Financial Sector**, the study explores whether women in tech who work for financial companies face the same challenges as women in the tech sector. This study will be released in June of 2008 and is being sponsored by **Credit Suisse, Goldman Sachs, Intel, Merrill Lynch** and the **New York Stock Exchange**.

Congratulations to **Meryl Zausner** of Novartis Pharmaceuticals, recently named Healthcare Business Woman's Association Woman of the Year, and to **Melinda Wolfe** who has a new position as Chief Diversity Officer and Head of Executive Talent at American Express.

Congratulations to **Goldman Sachs** who was one of this year's recipients of the "Catalyst" award. This sought after honor recognizes organizations that have excelled in the recruitment and advancement of women in executive roles. **Lehman Brothers** was recently honored with an "Opportunity Now Award." This award, which is one of the U.K.'s most prestigious, recognizes organizations that accelerate and promote women's progress.

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Off-Ramps and On-Ramps Book Launch

On May 15 Lehman Brothers hosted the launch of Sylvia Hewlett's new book *Off-Ramps and On-Ramps: Keeping Talented Women on the Road to Success* (Harvard Business School Press). The event included a panel of business leaders who discussed the book's findings and the work of the Hidden Brain Drain Task Force.

A reception celebrating the book's publication was also held at the House of Commons in London on May 24th. Speakers included The Honorable Patricia Hewitt, Secretary of Health.

Over the last three months Sylvia has also been a featured speaker at the UN, UNICEF, Columbia University, Harvard Business School and Cambridge University. On September 20, she kicked off Forbes Magazine Executive Women's Forum in Washington D.C. and on September 25, she keynoted a Harvard Business School Publishing webcast on "Keeping your Most Valuable Women in the Workforce."

The book has garnered a great deal of attention with high profile reviews in the *New York Times*, *Financial Times* and *BusinessWeek*. The FT noted that "the off-ramp on-ramp career model...opens up a world of opportunity for talented professionals." Articles on the book have also appeared in the, *Wall Street Journal*, *Time Magazine*, *Foreign Policy magazine*, the *South China Morning Post*, *The Age*, and the *London Times*. In addition Sylvia has appeared on The Today Show, ABC World News, CNN and the BBC World Service. Links to articles, blogs, radio and broadcast appearances can be found at www.sylviaannhewlett.org.

New Visibility

Sylvia is now writing a regular blog for the Harvard Business Review Online. The column is called "The Talent Wars." She joins Tammy Erickson, Michael Watkins, Bob Sutton, and Tom Davenport as a "discussion leader." Log onto Harvard Business Online at <http://harvardbusinessonline.hbsp.harvard.edu>

New Members

We are pleased to welcome Corbette Doyle (**Aon**), Patricia Gillette (**Heller Erhman LLP**), Christine Osvald-Mruz and Mary Hildebrand (**Lowenstein Sandler PC**), Virginia Grande and Subha Barry (**Merrill Lynch**), Linda Riefler (**Morgan Stanley**), and Lori Sweere (**UnitedHealth Group**) as members of the task force. We look forward to involving these leaders in our community.

The CWLP Team

CWLP would like to welcome three new staff members. **Lisa Servon** has joined our organization as a Senior Research Fellow heading up the *Pipelines and Progression* project. Lisa is an Associate Professor of Urban Policy and Acting Director of the Community Development Research Center at Milano The New School for Management and Urban Policy, and has written extensively on microfinance and the digital divide. **Laura Sherbin** has joined the Center as a Director and is involved in our survey research. Laura holds a PhD in economics from American University and comes from to us from Catalyst where she was a visiting Research Fellow. **Eytan Sosnovich** has joined as an Associate Director. Eytan recently graduated magna cum laude from the University of Massachusetts, Amherst with a BA in Political Science and History.

We are happy to announce the launch of our new social networking site: offrampsandonramps.org. The site provides a platform very much like "My space" where off-rampers and on-rampers can connect and network.

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