



Professional
Women's
Network

Achieving Professional Success in Male-Dominated Sectors

Breakfast Presentation
& Discussion



Willis
Towers
Watson

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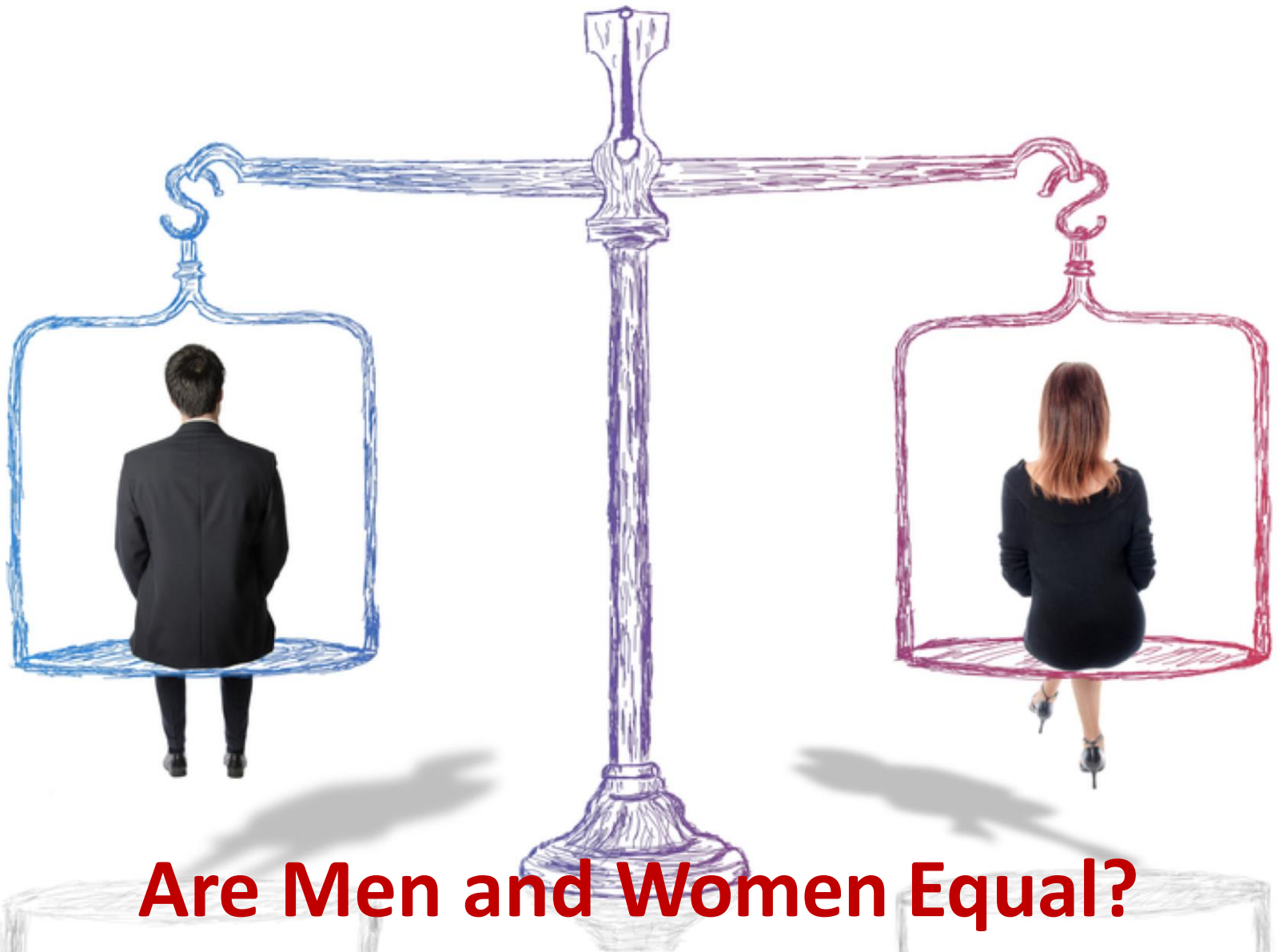
British Chamber
of Commerce
Myanmar

Getting Ahead – Make your Voice Heard

Xania Wong
Founder & CEO
JOBDOH

**JOB
DOLLAR**

Getting Ahead - Achieving Professional Success



Are Men and Women Equal?





THE MALE BRAIN

- **10 percent larger** than the female brain
- **Stronger front-to-back** connections
- Optimized for **motor skills**

POSSIBLE HEALTH IMPACTS

- **More likely** to develop **alcohol dependence**
- **Three times** more likely to be **diagnosed with antisocial personality** disorder
- **Four times** more likely **to have autism**
- **Twice as likely** to develop **Parkinson's disease**



THE FEMALE BRAIN

- **Stronger side-to-side** connections
- Optimized for **intuitive thinking**
- **More grey matter**

POSSIBLE HEALTH IMPACTS

- **Twice as likely** to have **depression**
- **Twice as likely** to develop **Alzheimer's disease** (in the U.S.)
- **Four times** more likely to develop **multiple sclerosis**
- **More likely** to have a **stroke**

Battle of the Sexes is Real

Women's Leadership Style

"Transformational" – Tying employee self interest to the goals of the organization

Prefer flat structure

Focus on relationships

Persuade/encourage/motivate

Cooperative

Indirect communication style

Men's Leadership Style

"Transactional" – Job performance as a series of transactions to be rewarded or disciplined

Prefer hierarchical structure

Focus on performance

Give orders/have them follow

Competitive

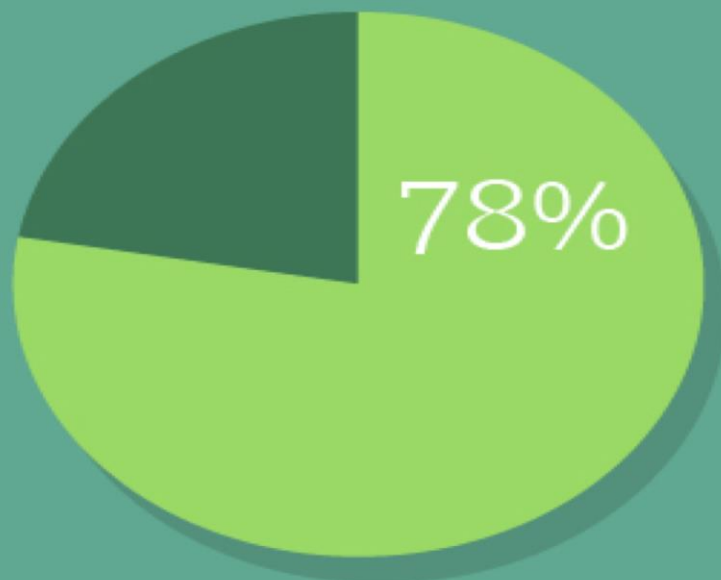
Direct communication style

Female leaders outperform male leaders on most important leader attributes

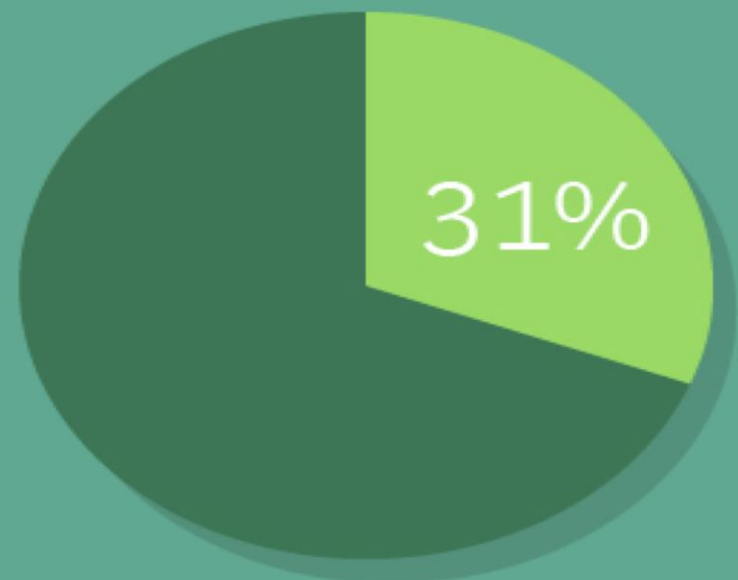


Female Leaders Outperform

Startups founded and cofounded by women return 78% per dollar invested versus male-founded startups, which return 31% per dollar invested.

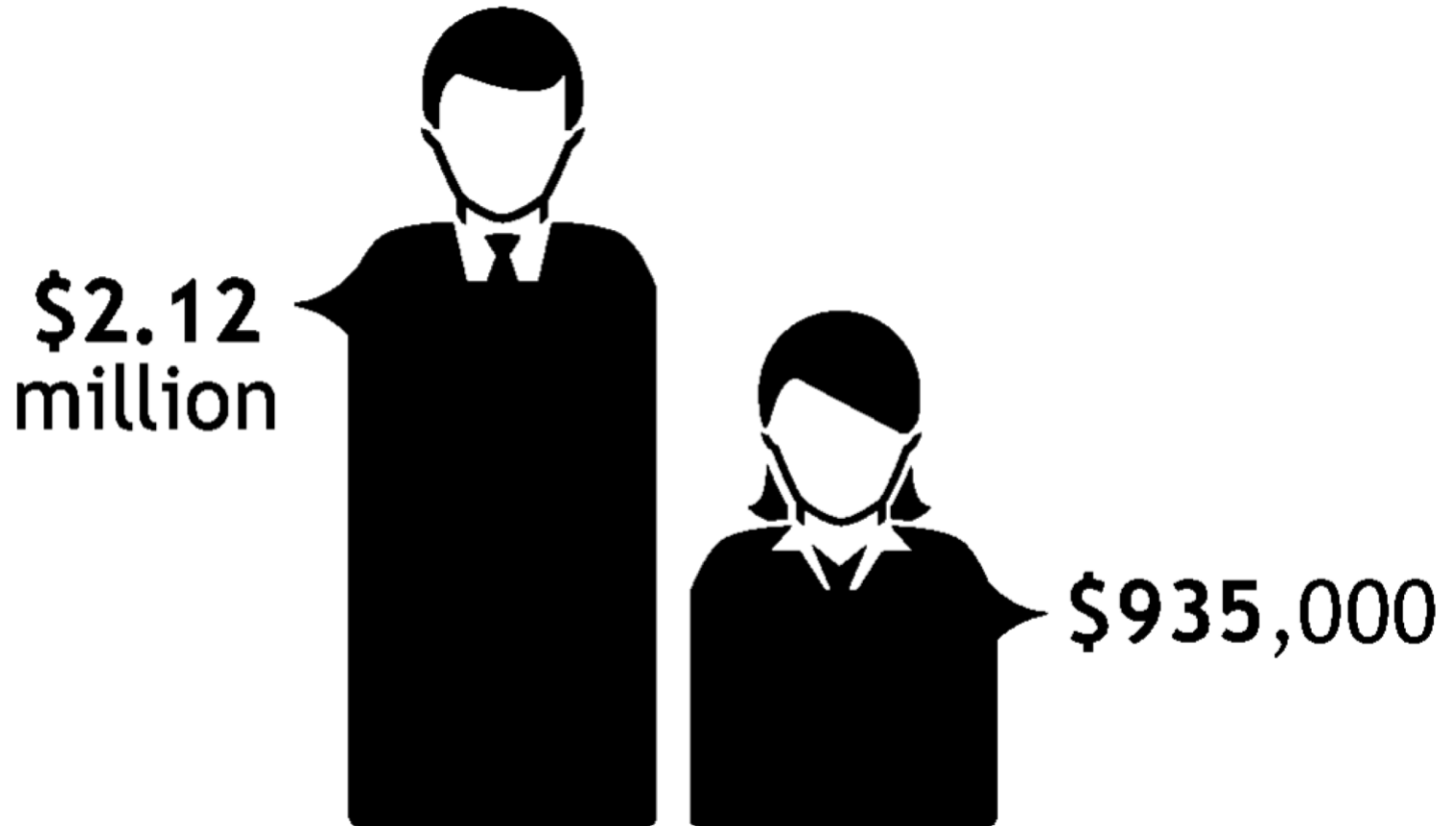


WOMEN



MEN

FUNDS INVESTED



Sources: MassChallenge; BCG analysis.

Yet Female Founders Under-Invested

						Mixed Rate
Sectors	CEO	CFO	CIO	CMO	CHRO	C-Suite
Consumer	9%	15%	18%	25%	48%	23%
Energy	6%	10%	35%	13%	57%	24%
Financials	5%	9%	18%	39%	69%	28%
Life Sciences	<1%	9%	22%	38%	47%	23%
Industrials	4%	12%	18%	26%	54%	22%
Technology	5%	12%	11%	34%	63%	25%
Grand total	5%	12%	19%	29%	55%	24%

* Includes publicly traded companies and private companies with public financials.

** Highlighting indicates highest percentage in each C-suite role.

Women in C-Suite Under-represented

THE CAUSE



The I in Myers Briggs




AM I
GOOD
ENOUGH?

Prevailing Self-Doubt



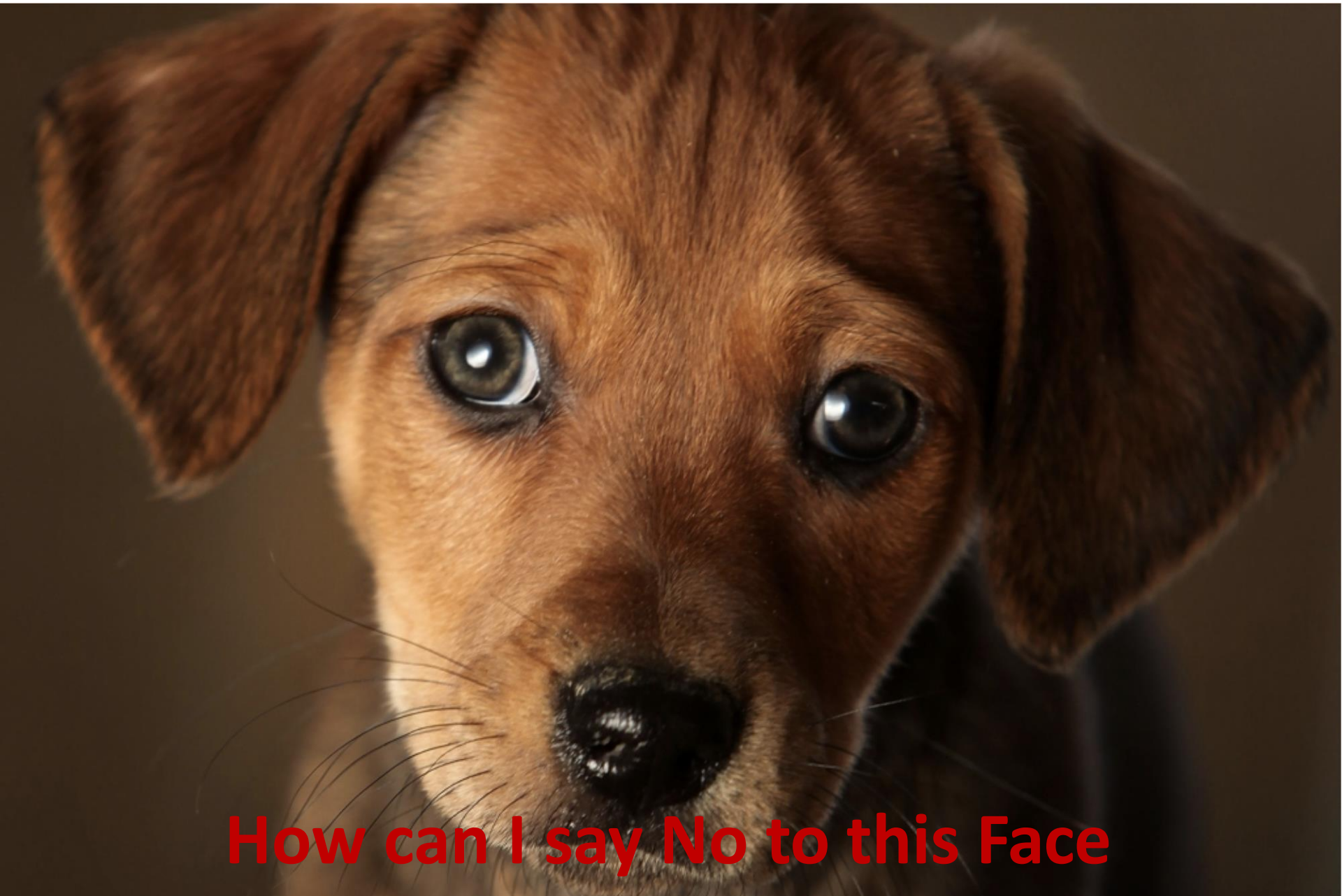
Me and My Worst Critique



A person wearing a dark blazer over a white top and a patterned scarf is holding a large yellow balloon. The balloon has the text "I don't deserve this" written on it in black marker. The person is also holding a small object in their hand. The background shows a body of water and a clear sky.

I don't
deserve this

The Imposter Syndrome



How can I say No to this Face



Self-Censorship is Easy and Safe

THE ACTION

Oblivious...

Ignorance is a Bliss, Sometimes





Love Yourself



I can't
do it

Yes We Can!



Leverage your Strength



Thick Skin is an Asset, Sometimes

JUST
ASK

Just that



Know your Audience



It's OK to be Authentic



Facts and Data are your Friend



Get a Mentor, Coach, Support Group

THANK YOU