



Flying High: The Power of Women Supporting Women

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What are we trying to solve

- // Women represent 50% of the population
- // 53% of college graduates are women
- // Women are underrepresented at all levels of leadership in the Corporate world
- // 48% of entry level are women, declining to 33% of senior managers, and only 23% at senior executive levels
- // 40% of women in senior or executive levels in technical roles are the 'only' women on a leadership team
- // 50% of men think there are enough women are in leadership when only 1 in 10 senior leaders are women, and surprisingly, 1/3 of women think there are enough

McKinsey and Company, Women in the Workplace 2018 across 279 companies representing 13M employees with 64,000 individuals surveyed.



The business case for diversity

Four women scientists are credited with the invention of MON 89788, Roundup Ready 2 Yield Soybean

- // Diversity allows us to understand our farmer customer and consumer better
- // Companies that have diverse leaders are more likely to grow market share and grow new markets¹
- // Diversity brings together different ideas, generates creativity, and drives innovation
- // Diverse teams challenge what is status quo
- // Companies that are more diverse have better financial performance²

¹Hewlett *et al.* 2013, How Diversity Can Drive Innovation, Harvard Business Review

²McKinsey & Company, *Diversity Matters*, a Review of 366 public companies in Canada, US, UK, and Latin America



Queen Bee: One Female Leader





We can learn from geese

Lessons in leadership and teamwork



When geese fly together, each goose helps the goose behind them, you can do more together

Flying alone is more difficult than flying together

Geese rotate leadership, every goose has the opportunity to be a leader

Geese honk at each other, they communicate

Geese help each other, when one needs help, two will stay behind to care for the one goose

<http://lenwilson.us/5-thing-geese-can-teach-us-about-teamwork/>



Women in Science at Bayer: Empower Women to be Effective and Authentic Leaders



Women in Science Exchange

Mission is to empower women to be effective and authentic leaders at all levels of the organization

Focus areas are ¹leadership, ²advocacy, ³recognition, and ⁴engagement

¹Developed Women's Leadership Series focused on developing women leaders to accelerate career, 120 women in U.S. participated, program expanded to other organizations within Monsanto, expands to Canada in 2019

¹Topics include The Art of Negotiating, Self-Advocacy and Networks, Leadership and Influence, and Leading Change

²Developed Leadership Link program for mentoring, expanded to all regions, and to other organizations within Monsanto

²WiSE Guys launched for men to be active advocates in development and advancement of women leaders

³Three career award winners in three years and doubled number of women Fellow applicants and award winners

⁴Global Expansion with organizations in Argentina, Brazil, Canada, China, Europe, India, and South Africa



Leadership and Innovation Start with Taking Risks





Leadership can be challenging

Persistence and grit can help deliver superhero moments

- // Top skills for female CEOs are the same as those to innovate
- // Engage and inspire
- // Develop talent
- // Build effective teams
- // Direct work
- // Exhibit courage
- // Manage ambiguity

Korn Ferry Institute Women's CEO Speak Study that surveyed 57 current or former women CEOs.





Leading Through Change

- // Communication during times of change is most important
- // If you have information you can share, share it
- // Don't just hear what your people are saying, Listen to what they are saying
- // Stay focused on the things that matter, for most, that's delivering on business goals and developing people
- // It's the little things that have a BIG impact
- // Celebrate achievements
- // Be present
- // Show care and compassion
- // Be patient

Like geese, we reach our highest heights together

