



**100 women in
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BY INVITE ONLY: INSEAD Corporate Governance Initiative Webinar Women on Boards

December 13, 2012 at 11:30 AM CET

This webinar will be devoted to the topic of women in senior business leadership roles, both at executive and board levels. The representation of women in senior business ranks been virtually unchanged for years, despite considerable organizational investment in diversity initiatives. We wish to understand why. Then we will discuss the Viviane Reding proposal of gender diversity quota for EU boards by 2020, which certainly will change gender composition at the top. Finally, we will draw implications for women on how to prepare themselves better for both senior executive and board roles, perhaps also drawing on the contributions of webinar participants.

Professor Herminia Ibarra will thus start the discussion by sharing her latest research on the question as to why women get fewer game-changing roles, stalling careers. Her research shows that it is because women are still not getting the "hot jobs" that lead to the top. The study of 1,660 MBA alumni around the globe showed that big roles—much more than formal educational programs—were the game changers when it comes to career advancement. High potentials got ahead further and faster when they worked on highly visible projects, held mission-critical roles, and took international assignments. But, men got more of the game-changing experiences that ultimately predicted advancement than women did. The projects men reported working on had budgets that were more than twice that of women's projects and more than three times as many employees staffed to them. In addition, about one third of men reported getting C-Suite visibility to a very great extent while working on projects compared to only one quarter of women. And men felt their projects involved a higher level of risk to their companies than did women. Organizations need to understand that game changing roles are the key to women's advancement to the top levels and adapt diversity programs accordingly.

Professor Ludo Van der Heyden will then turn to the EU gender diversity proposal - briefly reviewing its context, including Norway which was the European (but non-EU) country that first showed the way in this regard. We will discuss why it may be that gender mixed boards might perform better than all-male (or for that matter single gender) boards.

We close the webinar with some prescriptions on what men and women might do to increase gender diversity at the corporate top.

Participants

Professor Herminia Ibarra, The Cora Chaired Professor of Leadership and Learning

Professor Ludo Van der Heyden, Director of the Corporate Governance Initiative

Event Details

Date: December 13, 2012

Time: 11:30 AM - 1:00 PM CET

RSVP: [RSVP Now](#)

Please note there are 30 allotted spaces for 100WHF participants. Further webinar details will be provided to RSVPs.

If you have any questions about this event, please contact the [London Professional Leverage](#) committee.

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Space is limited. No walk-ins will be permitted.

About 100 Women in Hedge Funds (www.100womeninhedgefunds.org)

100 Women in Hedge Funds is a global, practitioner-driven non-profit organization serving over 10,000 alternative investment management investors and professionals through educational, professional leverage and philanthropic initiatives. Formed in 2001, 100 Women in Hedge Funds has hosted more than 300 events globally, connected more than 250 senior women through Peer Advisory Groups and raised close to \$28 million for philanthropic causes in the areas of women's and family health, education and mentoring.