

Alice through the Looking Glass: *Promoting and Retaining Women Pioneers in Senior Leadership*



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Through the Glass Ceiling

**“I wouldn't mind being a Pawn, if only I might join –
though of course I should
like to be a Queen, best.”**

Alice, Through the Looking Glass, 1871



Today...

46% of US Labor Force
\$0.81

Women in Leadership: ↑ Women in Management
2005: 38% Management

1995 to 2005:
FBS: ↑ ½ % year

Fortune 500

Women EVP or above (2002)

7.9%

CEO's Female (2005)

1.6% (8)

Fortune 500 Board Seats 2005

2003: 13.6% 2005:

14.7%

Non White Females

3.4 %

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Objectives / Agenda

- Through the Looking Glass Study
- Looking glass reversals / paradigms for Alice's at senior levels
- Explore critical skills needed to succeed at senior levels of an organization
- The “Third Alternative”: what can be done to retain and advance senior female pioneers.



Key Looking Glass Reversals For Alice's

- Process Orientation- the How
- Friends
- Apolitical
- Boss Guided
- Measured Risk Taking
- Humble / Self Effacing
- Team Leader
- Fit the Job
- Compromise / Sacrifice
- Manage Deliverables



Top 10 Alice Strategies

1. Focus On Results
2. Develop / Nurture Alliances
3. Study / Learn to Navigate the Political Environment
4. Seek Mentor(s) and Be One
5. Take Risks – Now
6. Display Your Excellence
7. Pay Attention to Status / Perceptions of Power
8. Be Yourself
9. Demand Balance/ Needs Met
10. Manage Perceptions / Personal Brand



LIZ HOBBA, has been a leader of OD, Strategic Change Management, Human Resources, Training and Diversity/Inclusion for over 25 years.

President of Hobba Associates Inc., a skilled consultant, national speaker, executive coach and facilitator Ms. Hobba helps organizations and individuals nationwide to sculpt specific strategic initiatives that leverage their unique strengths, enhance their opportunities, and sharpen their competitive advantage in the field.



Hobba Associates supports organizations efforts in the areas of strategic change processes, environmental audits, leadership/team/executive behaviors, training, coaching and talent management systems. Taking the time to understanding each client's unique needs, goals and culture, Hobba Associates matches the best possible approach, tools or learning experience for each. Clients and participants find their partnering style and knowledgeable approach a powerful pathway to learning and positive change.

Ms. Hobba is a member of the the American Society for Training and Development (ASTD) - Financial Services Forum Board, National Speaker Association and was a Board member for Zonta International, a professional women's organization working to improve the status of women internationally. Ms. Hobba is also a tenured member of the Society for Human Resources Management (SHRM) and holds a bachelors and MLRHR degree.

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