

Deloitte.



**Women in E&C: Stories of the good,
the bad, and the path to success**

2017 Engineering and Construction Conference

WINning Initiatives

Navigating the road to higher level management in Deloitte Tax

WINning Career Strategies

- Program for high-talent experienced managers, focused on improving professional development and retention, along with the development of management and leadership skills
- The program consists of three sessions – Career Development Workshop, a National Summit, and Authentic Executive Presence

WINning New Business

- Year-long leadership development program that helps prepare high potential senior managers for promotion to P/P/D
- The program focuses on key leadership competencies required for success, including business development, building an internal/external network, proactive career management, and communicating your value proposition

Women to Women (W2W)

- A two-day reunion and skill development session for all Tax female PPDs and senior managers who are alumni of Winning New Business, including plenary sessions, speakers, and breakout sessions

Deloitte Consulting Women to Watch

Honoring our senior female clients

- Honorary program designed to recognize talented senior females at our top consulting clients within the Life Sciences and Health Care Industry or the Consumer and Industrial Products Industry as "Women to Watch"
- The program is designed to:
 - Create a forum to allow women leaders an opportunity to connect with a network of peers and mentors
 - Deliver programming content based on the latest industry trends and professional development
 - Allow members to accelerate their personal development and professional growth
- One previous theme was 'Training to Win,' which focused on building agility, endurance and self-awareness on the corporate playing field
- Women to Watch partners with Deloitte Center for Inclusion and uses virtual and in-person networking events to connect program participants with peers and senior executives



Women in Technology Day (WIT)

Bridging the gap for Women in Technology

- Day long event gathering women from Consulting, Tax, Audit, Advisory, and Services in more than 40 offices across the US, UK, Canada, and Mexico
- The theme of last year's WIT Day, "Intelligence3: Upping Your Game," focused on:
 - Technical Intelligence: Understanding the technology landscape and building technical competencies and capabilities to support our clients' and practice's strategic priorities
 - Personal Intelligence: Bringing your authentic self to your profession, finding your unique talent, and uncovering and embracing your individuality
 - Emotional Intelligence: Accurately perceiving the emotions of ourselves and others across situations to guide thinking, behavior, and connections

"I'm very **proud** of what Women in Technology Day has become during the last seven years... I think about how, early in my career, each of us composed ourselves at work and how separated that was from how we composed ourselves personally, and how much bringing those together has **changed the face** of the workplace."

Janet Foutty
CEO, Deloitte Consulting



International Women's Day Conference

Setting up undergraduate students for success in the workplace

- Three day interactive conference for a select group of female undergrad students who are pursuing a bachelor's degree in a business, accounting, technology or related field
- Allows students to learn the importance of becoming a female leader in today's work environment and network with practitioners from Deloitte
- Provides a forum for Deloitte leaders to share observations and tips with undergrads on experience gained through years of recruiting, training, nurturing and growing top women talent



Women's Leadership Launch

Empowering MBA and Masters students to own their careers and brands

- Weekend long interactive workshop held at Deloitte University hosting more than 40 Deloitte women leaders and 85 female MBA and Masters students selected from top programs across the country
- With formal and informal mentorship, leadership panels, classroom workshop sessions, and networking activities, this conference provides a view into the technical skills, critical professional behaviors, standards, and mindsets needed to succeed as an authentic business leader
- During the conference, attendees are given first-hand access to practitioners with considerable experience recruiting, training, nurturing, and developing top female talent

DWL was the **single most impactful event** I've ever attended! This was the first time I had ever heard much insights, encouragement and affirmation in the context of pursuing a meaningful professional career. I needed to hear it. This was great! Thank you so much for your time and energy and for **blazing the trail in your own careers!**"



Women in E&C: Stories of the good, the bad, and the path to success



Todd Bauer
Partner
Deloitte & Touche LLP



Emily Gepner
CFO and VP Operations
Global Delivery
Services



Paola Marte
Manager
Deloitte Tax LLP



Teresa Ciambone
Business Technology Analyst
Deloitte Consulting LLP



Michelle Kerrick
Partner
Deloitte & Touche LLP



Rob Massey
Partner
Deloitte Tax LLP



Rose Edigi
CFO
Global Buildings &
Infrastructure Jacobs



Veronica Lubatkin
EVP and CFO
RailWorks Group, LLC.