



# WOMEN'S LEADERSHIP CONNECTION

The Women's Leadership Connection (WLC) at A&M has evolved over the past few years. We have worked to identify and organize a group of senior women leaders from each SBU to serve on the Board. The Board has developed a well thought out business case including a two-year operating plan and budget. The WLC will receive its modest funding needs for its activities from the various SBUs that are in support of the goals, objectives and proposed initiatives.

The A&M WLC Board's objective is to develop initiatives to foster an increased percentage of women in the A&M workforce through improved recruitment, retention and advancement.

The Board will serve as the resource group within the global organization to increase awareness and create an imperative to embrace operational and cultural change within business units.

- We will work with SBU Leaders, HR and Marketing using demographics about female leadership and the market to educate and demonstrate why this effort is not optional in a successful business.
- We will advise and consult with SBU Leaders and HR to help identify new diverse sources and recruitment efforts of women, offer professional advancement training, implement retention tactics and use meaningful metrics to measure change.
- We will create initiatives and sponsor events to support the career development of women.

## Our keys to success:

- Male and female participation: this is a business issue, not a women's issue
- Executive-level support: whenever our leaders speak and represent the firm, we will continually drive home the message of diversity and inclusion and support the work of the WLC
- Organization-wide commitment by SBU leaders to make operational and cultural changes required to increase the number of women in our firm and the number of women in leadership positions
- Use of data to monitor change in talent acquisition and retention within A&M, and the value proposition in our markets, with an ROI in client engagements



**To fulfill our mission, we will create targeted initiatives and programs in three essential areas:**

- Networking/business development
- Professional development
- Mentoring

**Planned activities for 2018 include:**

- Development of a Junior Advisory Board
- Firm-wide practice development “WorkIT” webinar with regional networking in Dallas/Houston/Chicago
- A&M University diversity panel/table top discussions
- Regional networking and mentoring events
- Work Life Balance seminar/webinar
- Participation in national/international events that recognize and support women
- Development of a resource sharing portal

**ABOUT ALVAREZ & MARSAL**

Companies, investors and government entities around the world turn to Alvarez & Marsal (A&M) when conventional approaches are not enough to make change and achieve results. Privately held since its founding in 1983, A&M is a leading global professional services firm that provides advisory, business performance improvement and turnaround management services.

With over 3000 people across four continents, we deliver tangible results for corporates, boards, private equity firms, law firms and government agencies facing complex challenges. Our senior leaders, and their teams, help organizations transform operations, catapult growth and accelerate results through decisive action. Comprised of experienced operators, world-class consultants, former regulators and industry authorities, A&M leverages its restructuring heritage to turn change into a strategic business asset, manage risk and unlock value at every stage of growth.

Follow us on:



© Copyright 2018 Alvarez & Marsal Holdings, LLC.  
All Rights Reserved. 70834

When action matters, find us at: [www.alvarezandmarsal.com](http://www.alvarezandmarsal.com)

**ALVAREZ & MARSAL**