

Women Moving Forward© Graduates Newsletter

November 2006

We've Come Along Way or Have We?

One of our graduates, Deb Treguboff forwarded these pages to me and I wanted to share them with you. Some of you have mentioned it to me as well.

In some ways we have come a long way and in others we haven't. We may not be taking the advice of the "Good Wife's Guide" anymore (see attached). But we also have made little progress in the last years getting into the more senior ranks of big corporations.

Catalyst, a research group who looked at the percentage of women in every level of management in Fortune 500 companies, found that:

- Most women, over 50%, are still concentrated in entry level and middle level management.
- In 2005 only 16.4% of women held corporate officer jobs (V.P.'s or up) and this is only a 0.7% increase from 2002.
- Minority women held 1.7% of corporate officer positions in 2005, which represents only 1% of Fortune 500 top positions.

I think we all long ago passed the time when we can blame this lack of representation of women at the top on the women themselves.

It's been 28 years since we started Women Moving Forward ® classes and we now see women "stuffing" the pipeline on the way to these positions. I think two major issues need to be addressed:

1. Clearly the men at the top are not making room for women to move up to these jobs and they make less room for minority women – this by the way is gender discrimination.

and/or

2. We women don't see these jobs as the "be all and end all" of success. We feel if we're going to sacrifice our lives for a CEO, CFO position we would rather do it in our own company.

That way we get to decide what the rules are and we don't have to try to fit into an antiquated system that, by the way, doesn't work for men either!

So we may not be "serving men" at home anymore, but we sure are doing it at work.

The further we go the more it seems we remain "in the pipeline."

We'll revisit these numbers in a year or so – let us know what you think – email your comments to us.

Women Moving Forward®**January 17-19 and June 5-7, 2007**

These workshops have some enrollment available. Let us know if you plan to refer someone or you plan to observe or review. We are at 50% capacity at this writing.

Women's Leadership Retreat**May 8-10, 2007**

We are at 11 out of 12 spaces filled. If you want the last space contact Susan as soon as possible.

Leading Projects Through Relationship, Commitment and Purpose

This new and successful course is being offered in Colorado, January 8-12 for those that have not taken Productive Relationships and January 10-12 if you have. We recommend you register early if you want a space. It is 50% full now.

Men, Relationships and Work**April 17-19, 2007**

For those of you looking for the male version of WMF®, this is it! It has a successful track record in the U.S. and South America.

If you have men to refer, please do so ASAP as it tends to fill up quickly and it is the only one scheduled for 2007. We want to make sure WMF® grads have the first option to place men in the course.

<p>NOTE: If you don't see a course listed on the Public Workshop Schedule you want or can attend, let us know. We can add to our schedule. To bring any of our courses to your company give us a call. We'd love to talk with you about it.</p>
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DON'T FORGET THE SALE

From November 10 – December 15, 2006

Register two people for Women Moving Forward®, Productive Relationships®, Managing Corporate Change®, or Leading Projects Through Relationship, Commitment, & Purpose® and get the second registration for 50% off.

All registrations must be completed and paid by December 15, 2006

To register and take advantage of our Thanksgiving Sale call (303) 660-5206 or e-mail us at svvconsult@aol.com