



MASSACHUSETTS
HIGH TECHNOLOGY COUNCIL
Dedicated to Growth... Committed to Action

July 28, 2019

Recruiting Women Leaders: Council Women in Leadership Initiative Hosts Inaugural Member-only Roundtable

Powered by Council member **reachHIRE**'s executive co-leadership and knowledge partner **McKinsey and Co.**, the Council's [Women in Leadership Initiative](#)

(WIL) is a unique program

designed to guide successful efforts in recruiting, retaining, and promoting women into leadership responsibilities across Council member organizations and beyond by building a menu of specific practices and/or recommendations in the following categories:

- Data, framing the business case and measuring success;
- Best recruiting, retaining, and promoting practices;
- Culture, organization's leadership engagement; and
- Off-the-record Best Practice Roundtable discussions.

On **July 25**, the WIL Initiative hosted the first of these Council member-only Best Practice Roundtables with a focus on recruiting. The event, moved to conference space at the Council's offices due to an over-capacity response, was hosted by **Care.com**, a founding member of the WIL Initiative leadership team.

Attendees heard and shared key insights into building organizational cultures that talented women want to be part of, developing programs that translate commitments to diversity into action and driving accountability through metrics and C-suite engagement. There were focused discussion groups on attracting and sourcing, debiasing the process and creating a compelling value proposition to "land" the hire target. Each participant left with fresh ideas for initiatives that have been successful at peer companies and with a concrete action to implement at their respective company.

Council members will soon be invited to register for a **September 16** Roundtable on the Promotion of Women hosted at PTC's Boston offices from 3 to 5 PM and an **October 3** Roundtable on Workplace Culture at the Council's offices from at 10 to 11:30 AM.

On **November 12**, business and civic leaders from around the state will gather at McKinsey and Co.'s



Boston offices for the Wil Initiative's signature 2019 event- Women in Leadership: Taking Action. The Council has joined with McKinsey and reachHIRE to host these invitation-only gatherings each Fall since 2016 and last year we were joined by more than 100 senior leaders.

This year's event is shaping up to be our largest and most productive yet and will include an interactive panel discussion featuring **Massachusetts Lieutenant Governor Karyn Polito**, an early and enthusiastic supporter of the WIL Initiative.

“The Massachusetts High Technology Council’s Women in Leadership Initiative is a strong example of impactful collaboration among leaders from Massachusetts businesses, professional services and academic centers. Its ‘leaders helping leaders’ model to identify and expand effective employer practices presents a uniquely promising opportunity for employers to participate in helping solve an important challenge: closing the leadership gap between men and women in the workplace, and I encourage organizations across the Commonwealth to participate in this initiative.”- Lt. Governor Karyn Polito

A detailed invitation and registration information will be sent to all Council members in the coming weeks. To register for upcoming WIL roundtables or learn more about the WIL Initiative, contact [Bernie Prusaczyk](#).

Council Advancing Innovation-Centered Transportation Solutions

The Commonwealth is poised to invest more than \$20 billion in transportation infrastructure over the next 5 years, and the Transportation Bond Bill filed by the Baker Administration on July 25 presents a critically important opportunity to advance long-overdue policy changes that will unleash innovation in the Commonwealth's approach to meeting its transportation needs and equip Massachusetts transportation agencies with the project-delivery and procurement tools they need to succeed. Council President Chris Anderson joined the Governor and key Cabinet members for a private discussion of the bill prior to the Governor's press conference announcing its filing.



In a [public statement](#) and Council-references included in follow-on coverage in the State House News Service, Boston Globe, and Boston Business Journal, the Council urged lawmakers to enact and embrace long-overdue policy changes (including those included in the bill) that will unleash innovation in the Commonwealth's approach to meeting its transportation needs and equip Massachusetts transportation agencies with the project-delivery and procurement tools they need to succeed. Relying on revenue-centric “solutions” designed to simply push more funding through the same old systems, would be both misguided and inadequate and create serious risk of damaging the economic momentum the Commonwealth enjoys today.

Alleviating congestion and ensuring our Commonwealth has the type of sustainable, resilient, 21st Century transportation system that will meet our economic needs and enhance Massachusetts citizens' quality of life will require policymakers as well as business and civic leaders to cast aside outdated modes of thinking and embrace new approaches to how we plan, finance, design, construct, operate and maintain our transportation assets and infrastructure.

As noted in the Council's July-14 [op-ed](#), the Council is committed to a sustained engagement initiative in support of a transportation agenda framed by four core principles the Governor, Legislature, and all

stakeholders can adhere to in pursuit of actual solutions and meaningful improvements to current and future conditions without risk to our thriving economy:

- A dearth of revenue is not the Commonwealth's most pressing challenge and should not be the primary focus of the transportation policy debate;
- Expanded project delivery capacity (including both transportation agency staff and external expertise) is the most critical element of short and long-term transportation project planning and execution.
- Optimizing the use of public-private partnerships is an essential element of extending financial resources and ensuring projects support economic development; and
- Employer collaboration in managing employee commutes is an essential element of a compact with the Commonwealth to mitigate congestion, including disruption caused by infrastructure improvement projects themselves.

View media coverage of the Council's ongoing advocacy [HERE](#) and contact [Mark Gallagher](#) to learn more.

OUR MISSION

The Massachusetts High Technology Council is an organization of CEOs and senior executives representing technology companies, professional services firms, and academic and research institutions dedicated to creating and sustaining conditions that support investment and job growth in Massachusetts. Our members are growth-oriented, knowledge-intensive employers and institutions that develop, deliver and depend on technology products, services and innovations to advance their organizational objectives.

Our mission is to help make Massachusetts the world's most attractive place in which to live and work, and in which to create, operate, and grow high technology businesses.

For more information [visit our website](#).

