

Dedicated to Growth... Committed to Action





# Women in the Workplace: Bold Steps to

# Address Burnout & the Broken Rung



Wednesday, December 1, 2021



12:00 - 1:00 PM EST

Bonus Q&A Session from 1:00 - 1:30 PM EST!

WITH SUPPORT FROM











## Agenda

1

## Women in the Workplace 2021: The State of Women in Corporate America

Megan Greenfield, Ph.D., Partner, McKinsey & Company

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#### **Executive Fireside Chat**

**Aron Ain**, Chairman and CEO, UKG **Rebecca Schechter**, CEO, Behavioral Health at Optum

3

### **Closing Remarks**

Chris Anderson, President, Mass. High Tech Council

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### **Bonus Q&A Session**

**All Speakers** 



## Analysis:

## Women in the Workplace 2021: The State of Women in Corporate America

Key findings from McKinsey & Company and LeanIn.Org's Women in the Workplace 2021 Report

Megan Greenfield, Ph.D.

Partner, McKinsey & Company



## Fireside Chat Featured Speakers



Aron Ain
Chairman & CEO





Rebecca Schechter CEO, Behavioral Health





Megan Greenfield, Ph.D.

Partner

McKinsey & Company

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# Taking Action: Where to Go From Here

Discover key takeaways and resources

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## Key Takeaways





#### Make Inclusion Efforts Part of Your Company's DNA

Create ERGs and mentorship and sponsorship opportunities. Provide anti-racism, bias, and allyship education. Harnessing the power of these Diversity, Equity and Inclusion practices will lead to sustainable change and improved employee experience as well as increased business performance and organizational success.



#### **Embrace Flexibility & Set Clear Boundaries**

Flexibility is key for fostering positive, productive, and healthy workplaces. Provide flexible work arrangements, including remote and hybrid options, so employees can do their jobs when and where they are most productive, so they are able to perform at their highest levels consistently. However, be sure to set boundaries—without them, flexible work can quickly turn into "always on" work. Putting clear boundaries in place now can help both employers and employees navigate the evolving working landscape post-pandemic.



#### **Support Your Employees with Compassion & Trust**

Acknowledge that work around well-being and DEO is an important part of today's workforce. Adjust policies to support employee mental health and combat burnout to become agents for a healthy, trustworthy culture. Be transparent and communicate often to ensure your people feel valued and seen, whether working remote or in-person. Lead by example: when senior leaders priorities this work, employees are happier, less burned out, and less likely to consider leaving their jobs. Above all, ask employees how they are doing, and what you can do to support them.

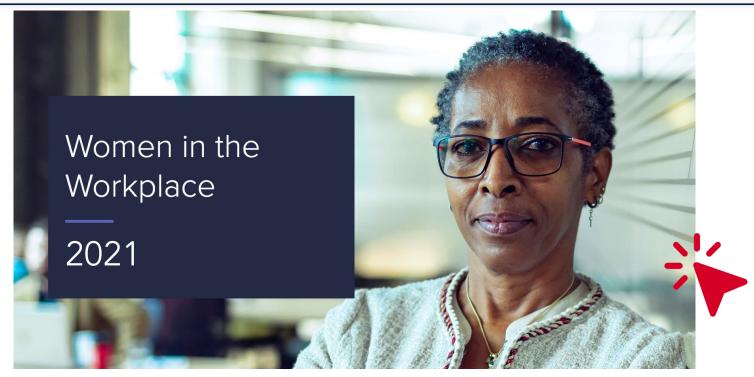


#### **Take Bold Actions**

Start with a strategy and track internal diversity metrics by gender and race/ethnicity. Utilize the findings to inform data-driven approaches and implement mechanisms to hold leaders accountable for progress on their respective DEO efforts. Formally recognize and reward those going above and beyond to support employee well-being and advance DEO; and take this work into consideration during performance reviews.



## Resources





Click here for the full Women in the Workplace 2021 report

- 1 The State of Women in Corporate America
- Insights From LeanIn.org
- Wall Street Journal Collection: Women in the Workplace 2021

# Thank You!

To watch the program recording, click **HERE**.

To learn more about MHTC's Diversity, Equity and Opportunity Initiatives, visit <a href="http://www.mhtc.org/diversity-equity-and-opportunity/">http://www.mhtc.org/diversity-equity-and-opportunity/</a>.



