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!
Agenda

1. Women in the Workplace 2021: The State of Women in Corporate America
   Megan Greenfield, Ph.D., Partner, McKinsey & Company

2. 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

4. 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

UKG

OPTUM

McKinsey & Company
Taking Action: Where to Go From Here

Discover key takeaways and resources
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

Women in the Workplace
2021

1. The State of Women in Corporate America
2. Insights From LeanIn.org

Click here for the full Women in the Workplace 2021 report
Thank You!

To watch the program recording, click HERE.

To learn more about MHTC’s Diversity, Equity and Opportunity Initiatives, visit http://www.mhtc.org/diversity-equity-and-opportunity/.