THE FUTURE OF LEADERSHIP & WORK
MANAGING & ENGAGING TOMORROW’S
DIVERSE & GLOBAL WORKFORCE

ANALISA BALARES
CEO, WOMENSHPHERE

IT SUMMIT 2011
INTRODUCTION: COMPANY

• LEADERSHIP COMMUNITY
• GLOBAL MEDIA COMPANY
• COMMUNITY BUILDER

www.womensphere.com
INTRODUCTION: BACKGROUND

ANALISA LEONOR BALARES
C.E.O. & FOUNDER, WOMENSHERE

$1.5 Billion in IPOs/financing for High Tech companies like Red Hat

Global Entrepreneurship Network

Global Marketing: MSN and Windows Live

Award winning science & innovation in Philippines, Asia
TRENDS & EVOLVING
• GLOBAL ENVIRONMENT
• ORGANIZATIONS
• WORKFORCE

womensphere®
THE WORLD IS EVOLVING RAPIDLY.

GLOBALIZATION OF CHALLENGES & OPPORTUNITIES

• Shifting economic power & growth markets
• Global dispersion of innovation clusters
• Interdependence of markets & supply chain
CHANGING ECONOMIC POWERS: CORP MARKET CAPITALIZATION SHIFTS

We believe EM market cap will rise to $80 trillion in 2030, surpassing DM.

2030: Global market cap composition

- China, 28%
- N. America, 25%
- Europe, 14%
- Other EM, 9%
- DM Asia, 6%
- India, 5%
- Other EM Asia, 5%
- Brazil, 3%
- Russia, 4%

Source: Goldman Sachs
ECONOMIC POWERS ARE SHIFTING

Goldman Sachs forecasts for GDP growth and currencies (vs. USD): 20-year CAGR

Source: Goldman Sachs
EMERGING MARKETS CATCHING UP

Comparison of DM and EM’s GDP levels (current, 2020, 2030)

Source: Goldman Sachs


Source: Goldman Sachs
INNOVATION IN OTHER COUNTRIES


Source: National Science Board, Science and Engineering Indicators 2010
PROLIFERATION OF INNOVATION
Innovation clusters abound worldwide.

Source: McKinsey
GLOBALIZATION & DIVERSITY OF WORKFORCE

- US: Demographic shifts in the United States
- GLOBAL: Demographic shifts globally
- WOMENOMICS: Increasing power and role of women
**UNITED STATES: DEMOGRAPHIC SHIFT**

Expect increasing diversity of populations in America.

Table 1

<table>
<thead>
<tr>
<th>Population</th>
<th>2010</th>
<th>2000</th>
</tr>
</thead>
<tbody>
<tr>
<td>Hispanic</td>
<td>50,478</td>
<td>35,306</td>
</tr>
<tr>
<td>White</td>
<td>196,818</td>
<td>194,553</td>
</tr>
<tr>
<td>Black</td>
<td>37,686</td>
<td>33,948</td>
</tr>
<tr>
<td>Asian</td>
<td>14,465</td>
<td>10,123</td>
</tr>
<tr>
<td>American Indian and Alaska Native</td>
<td>2,247</td>
<td>2,069</td>
</tr>
<tr>
<td>Native Hawaiian and Pacific Islander</td>
<td>482</td>
<td>354</td>
</tr>
<tr>
<td>Some other race</td>
<td>604</td>
<td>468</td>
</tr>
<tr>
<td>Two or more races</td>
<td>5,966</td>
<td>4,602</td>
</tr>
</tbody>
</table>

Notes: Racial groups include only non-Hispanics. Hispanics are of any race.

Source: Pew Hispanic Center tabulations of U.S. Census Bureau Redistricting_Files-PL_94-171 for states

PEW HISPANIC CENTER
GLOBAL: DEMOGRAPHIC SHIFTS

Doctoral degrees in natural sciences and engineering, selected countries: 1993-2007

Source: National Science Board
Science and Engineering Indicators 2010
UNITED STATES: DEMOGRAPHIC SHIFT

#Women with college/advance degrees converging with #men

Number of men & women with Bachelor’s degrees or more in U.S.
"Countries that close the employment gender gap sooner are able to enjoy the fruits of that equality much faster."

Kathy Matsui
Chief Japan equity strategist
Co-head of Asia Investment Research, Goldman Sachs
WHAT DOES THIS ALL MEAN FOR THE FUTURE OF ORGANIZATIONS AND LEADERSHIP?
HOW DOES A NATION – AN ORGANIZATION – AN INDIVIDUAL – WIN IN THE FUTURE?

- HOW WE THINK, FRAME, CREATE
- HOW WE ADAPT
- HOW WE INNOVATE
- HOW WE INVEST
- HOW WE COME TOGETHER
HOW DO WE CREATE THE WINNING ORGANIZATION OF THE FUTURE?

• HOW WE THINK, FRAME, CREATE: GLOBAL, INTERCONNECTED, RENAISSANCE, DIVERSE

• HOW WE ADAPT: OPEN CULTURE, INCLUSION, LEVERAGING RESOURCES

• HOW WE INNOVATE: OPPORTUNITY CREATION, OPTION EXPANSION

• HOW WE INVEST: OPEN & TARGETED, STRATEGIC, PEOPLE-ORIENTED

• HOW WE COME TOGETHER: TEAMWORK, PARTNERSHIP, COLLABORATION
WHAT DOES IT MEAN TO BE A MORE EFFECTIVE LEADER AND MANAGER IN THE FUTURE?

• HOW WE THINK, FRAME, AND THUS, MANAGE OTHERS: GLOBAL, RENAISSANCE, DIVERSE, E.Q., RELATIONSHIPS

• HOW WE ADAPT: OPENNESS, FLEXIBILITY, CONTINUED LEARNING, CONTINUED EDUCATION

• HOW WE INNOVATE: CREATIVITY, INNOVATION CULTURE

• HOW WE INVEST: TRAINING, EDUCATION, CENTEREDNESS, MENTORS & CHAMPIONS

• HOW WE COME TOGETHER: PARTNERSHIPS, COLLABORATION,
THE FUTURE OF LEADERSHIP

WE ALL NEED TO STEP UP 😊

• PEOPLE-FOCUSED
• PRINCIPLE-FOCUSED
• LEFT & RIGHT BRAINED THINKING
• NAVIGATING UNCERTAINTY
• MANAGING COMPLEXITY
• OPPORTUNITY CREATION
• PROBLEM-SOLVING MINDSET
• CENTERED & ENLIGHTENED

IT SUMMIT 2011

womensphere®
IT’S ALL ABOUT PEOPLE.

email: ceo@womensphere.com

www.womensphere.com

IT SUMMIT 2011
HOW ARE WE INVESTING IN OURSELVES AND THOSE AROUND US?