

THE FUTURE OF LEADERSHIP & WORK

MANAGING & ENGAGING TOMORROW'S DIVERSE & GLOBAL WORKFORCE



ANALISA BALARES
CEO, WOMENSPHERE

INTRODUCTION: COMPANY



- **LEADERSHIP COMMUNITY**
- **GLOBAL MEDIA COMPANY**
- **COMMUNITY BUILDER**

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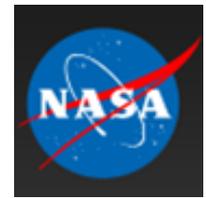
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INTRODUCTION: BACKGROUND

ANALISA LEONOR BALARES

C.E.O. & FOUNDER, WOMENSPHERE



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



**Global
Entrepreneurship
Network**

Microsoft®

**Global Marketing:
MSN and
Windows Live**



**Award winning
science & innovation
in Philippines, Asia**





TRENDS & EVOLVING

- GLOBAL ENVIRONMENT
- ORGANIZATIONS
- WORKFORCE



THE WORLD IS EVOLVING RAPIDLY.



GLOBALIZATION OF CHALLENGES & OPPORTUNITIES

- Shifting economic power & growth markets
- Global dispersion of innovation clusters
- Interdependence of markets & supply chain



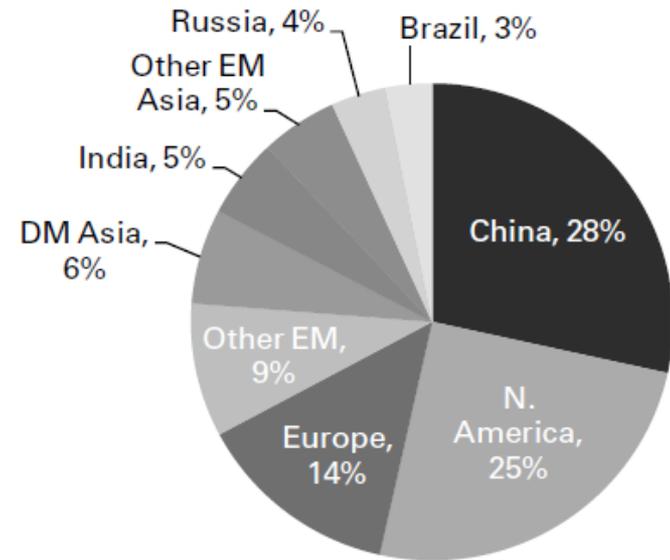
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CHANGING ECONOMIC POWERS: CORP MARKET CAPITALIZATION SHIFTS



2030: Global market cap composition



Source: Goldman Sachs

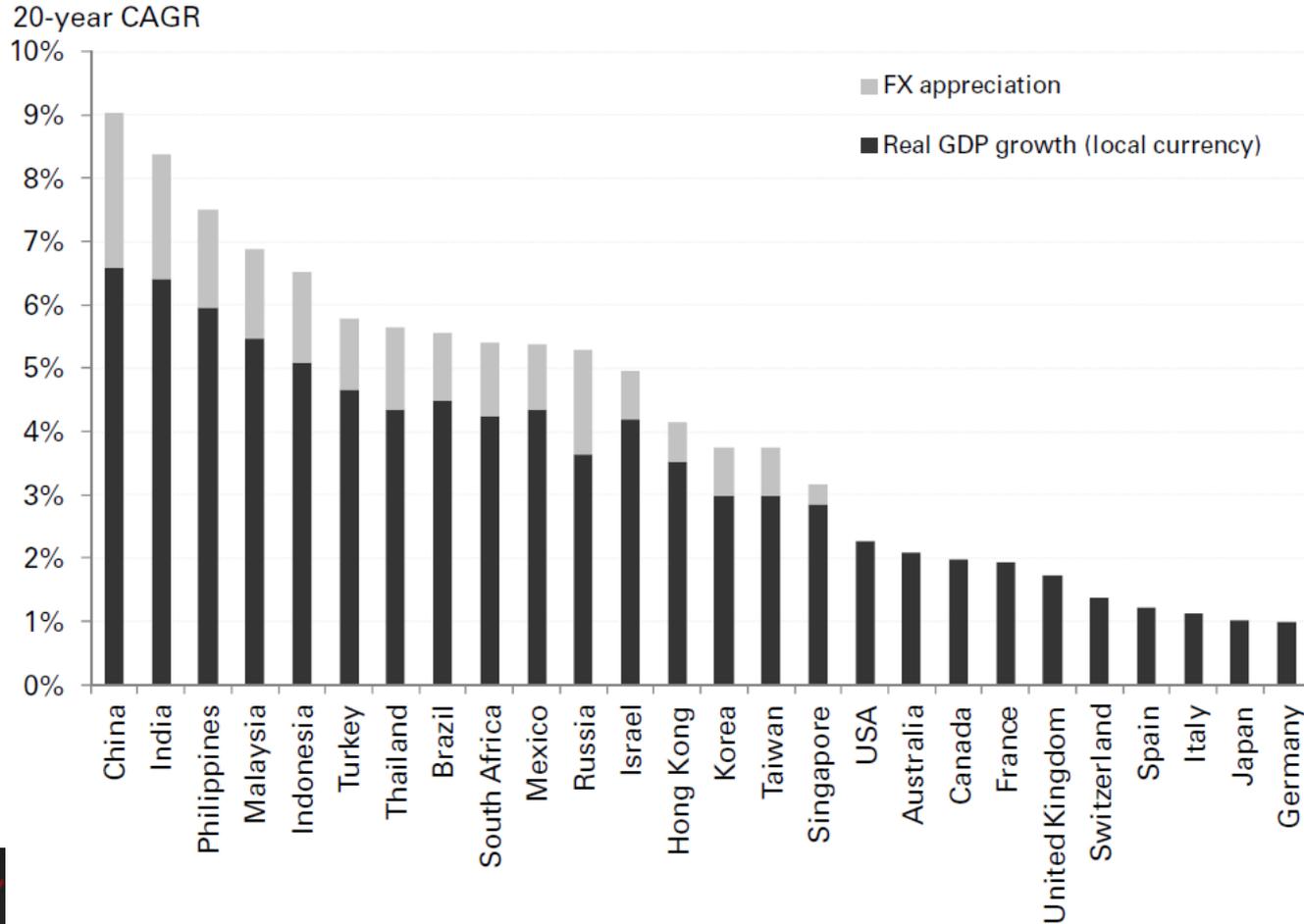


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ECONOMIC POWERS ARE SHIFTING

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



Source: Goldman Sachs



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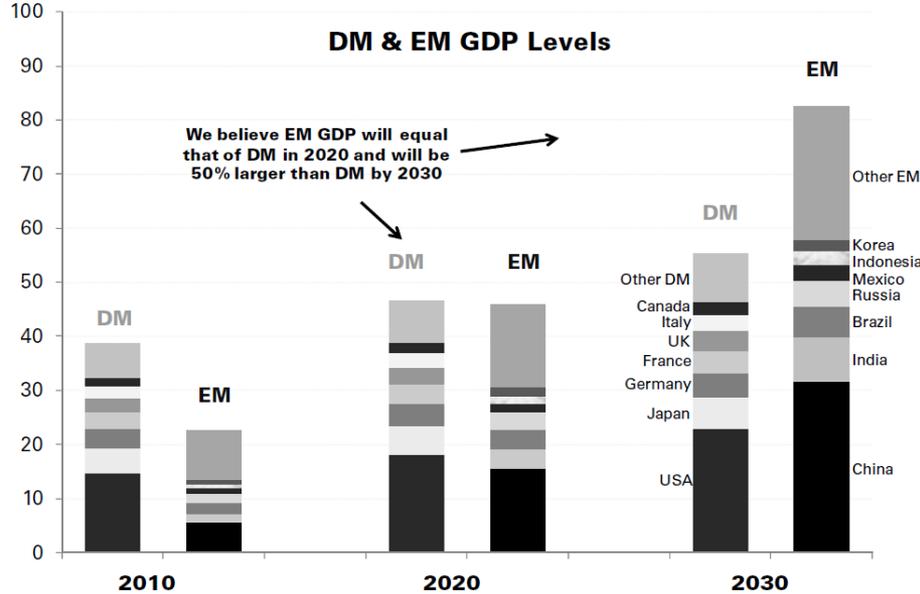


EMERGING MARKETS CATCHING UP



Comparison of DM and EM's GDP Levels (current, 2020, 2030)

GDP Level (US\$tn)

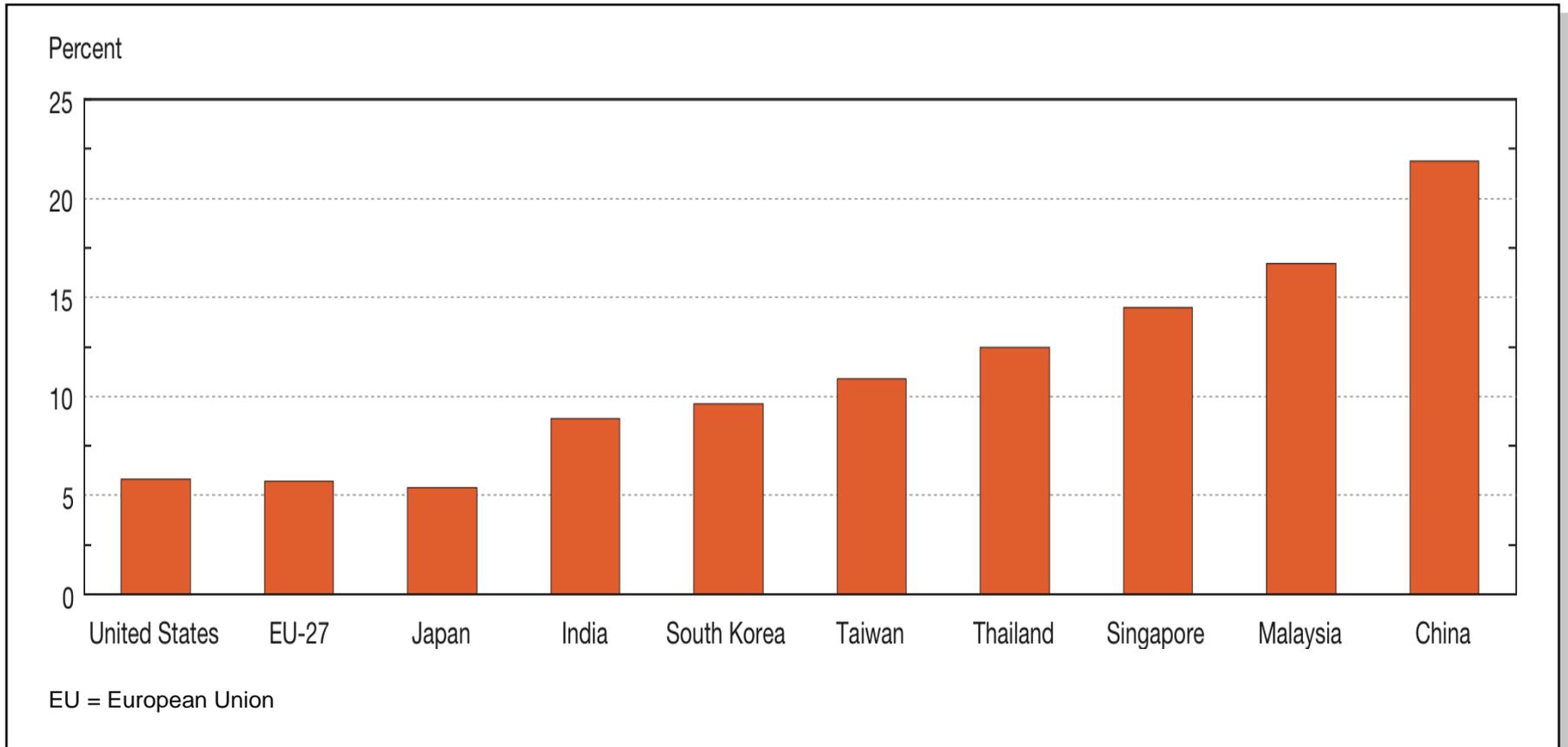


	2010	2020	2030
DM	39	47	56
USA	15	18	23
Japan	5	5	6
Germany	4	4	4
France	3	3	4
UK	3	3	4
Italy	2	3	3
Canada	2	2	2
Other DM	7	8	10
EM	22	45	82
China	6	16	32
India	2	4	8
Brazil	2	3	6
Russia	2	3	5
Mexico	1	2	3
Indonesia	1	1	2
Korea	1	2	2
Other EM	9	15	24

Source: IMF, Goldman Sachs Global ECS Research estimates.

Source: Goldman Sachs

INNOVATION IN OTHER COUNTRIES



Average annual growth of R&D expenditures for United States, EU-27, and selected Asia-8 economies: 1996–2007

Source: National Science Board, Science and Engineering Indicators 2010

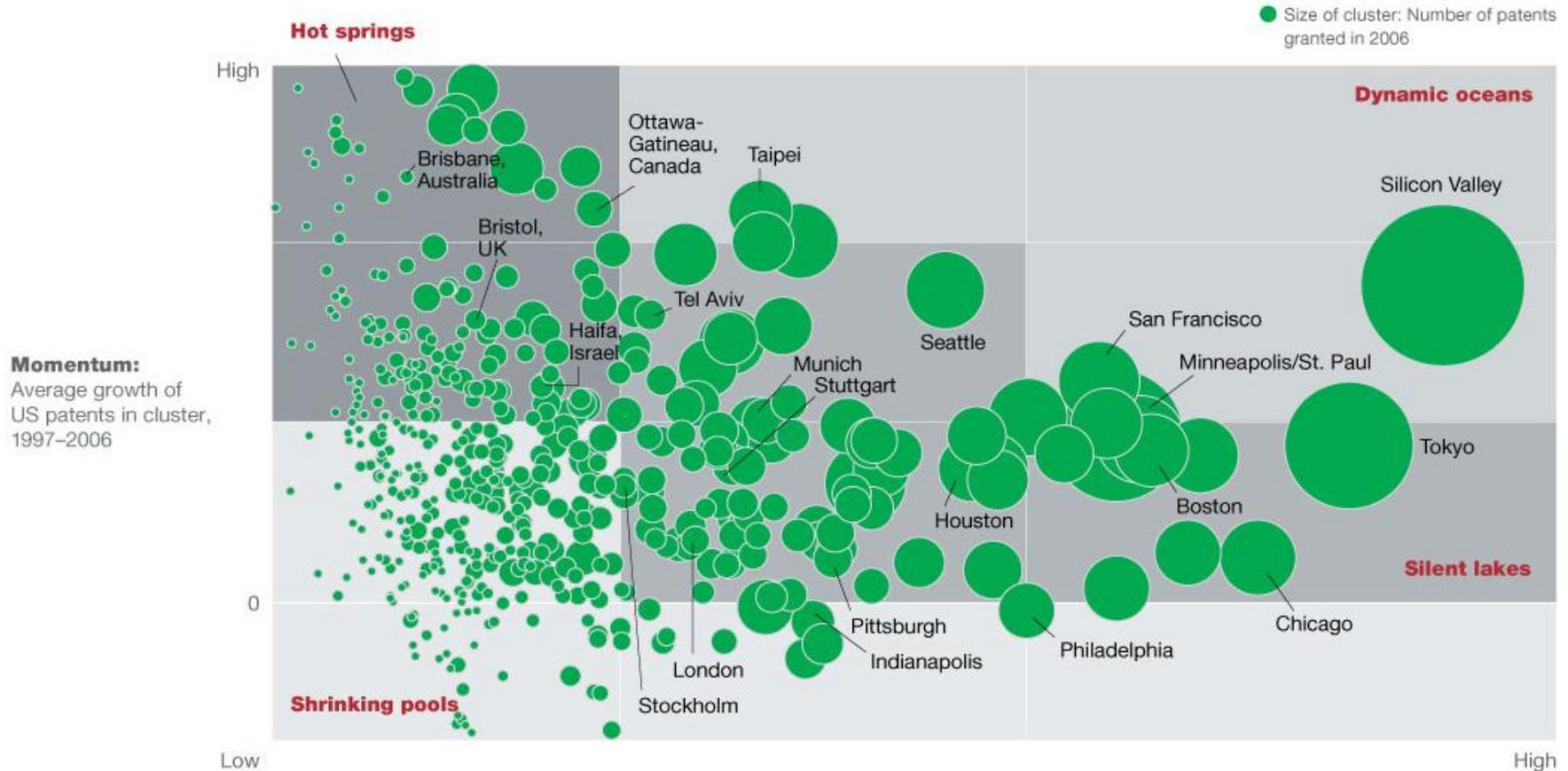


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PROLIFERATION OF INNOVATION

Innovation clusters abound worldwide.



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Source: McKinsey

THE WORKFORCE IS CHANGING.



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

U.S. Population, by Race and Ethnicity, 2010 and 2000

(thousands)

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

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

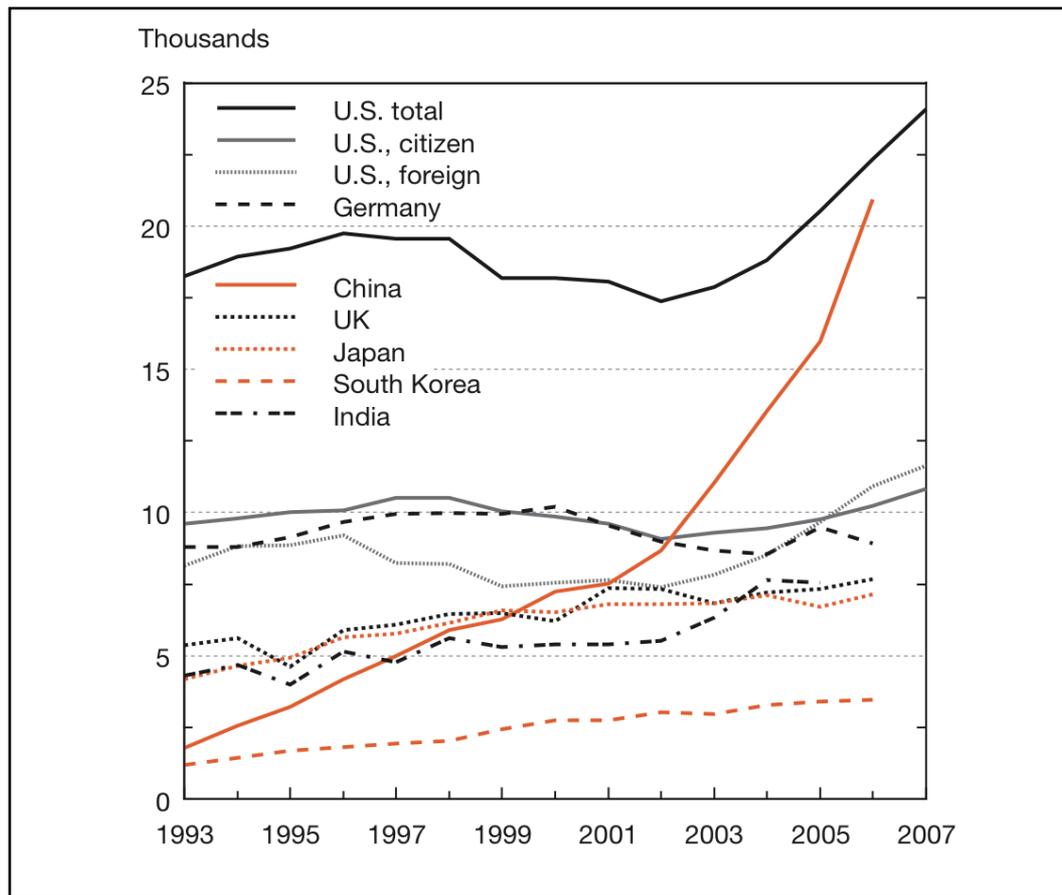
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GLOBAL: DEMOGRAPHIC SHIFTS



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



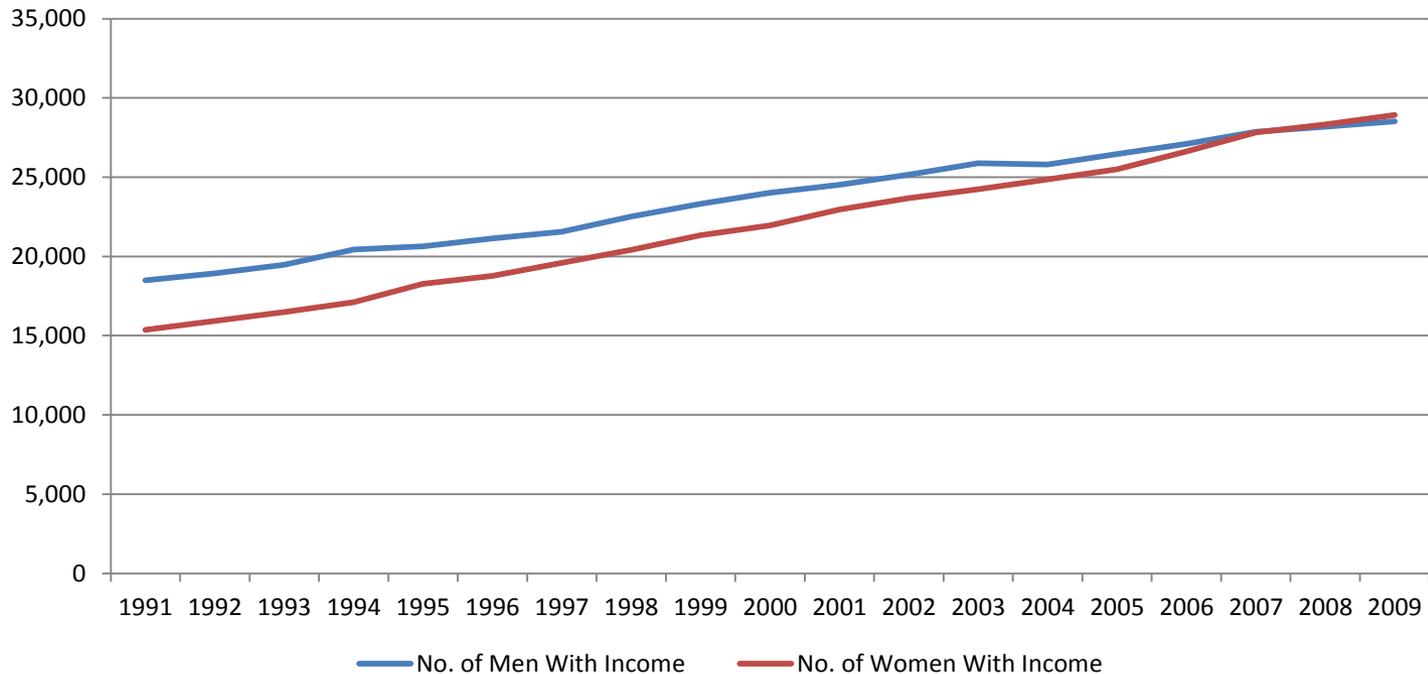
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Source: National Science Board
Science and Engineering Indicators 2010

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.



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Womenomics

The Time is Now

Japan is facing a demographic crisis and economic stagnation. Getting more women into the workforce can help boost the country's lagging productivity.

[LEARN MORE](#)



"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



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WHAT DOES THIS ALL MEAN FOR THE FUTURE OF ORGANIZATIONS AND LEADERSHIP?



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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



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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



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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:** PARTNERSHIP, COLLABORATION,



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THE FUTURE OF LEADERSHIP



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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'S ALL ABOUT PEOPLE.



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HOW ARE WE INVESTING IN OURSELVES AND THOSE AROUND US?



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