

INPO

Institute of Nuclear Power Operations

Retaining Talented Women

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Gender is a business issue, not a
women's issue

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Why women leave senior-level positions

- Lack of broad networks relationships that male colleagues enjoy
- Lack of operational experience
- Inadequate informal feedback
- Over-reliance on a single boss

Let's explore

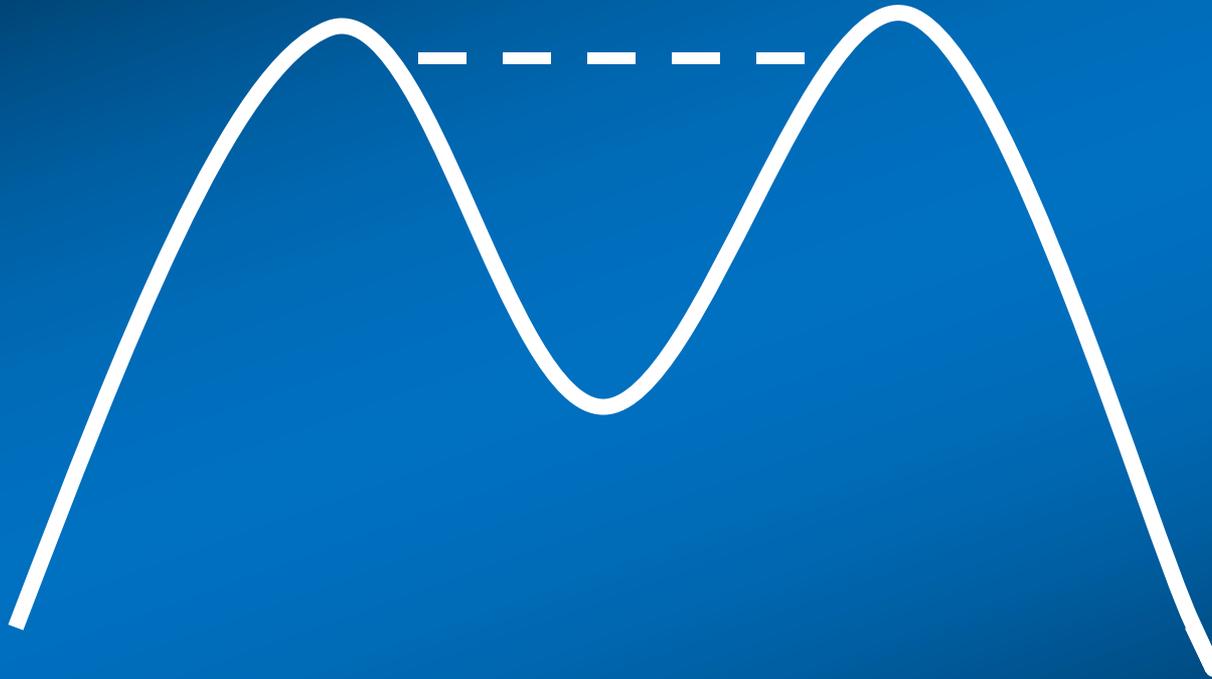
- Sponsorship
- Career life cycles

Sponsor Actions:

- Expands the perception of what the protégé can do
- Makes connection to senior leaders; promotes protégé's visibility
- Opens up career opportunities
- Offers advice on appearance and executive presence
- Makes connections outside the company



Career Life Cycles



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Questions to Consider

- Do you have a sponsor?
- Are you taking control of your career?
- Are your long-term goals known?