

Women's Leadership Pipeline

CWCC Capstone Project

Mallika Gorukanti; Lead Engineer Quality for Empower

Savannah Henthorne; Lead Compensation Strategist for Denver Health

Jennifer Mays -Krimmer; Impact Engagement Director for the DPS Foundation

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Introduction to the Problem

Underrepresentation

Women remain significantly underrepresented in leadership roles across the corporate landscape. Currently, only 87 women are promoted for every 100 men, a phenomenon known as the **"Broken Rung."**

Structural Barriers

The gap is driven by systemic hurdles including unconscious bias, limited access to mentors/sponsors, opaque promotion processes, and cultures that lack inclusive flexibility.

What is the Leadership Gap?



Missing Advocacy

Sponsorship (active advocacy) is often informal or missing entirely, preventing high - potential women from gaining visibility.



Disconnected Training

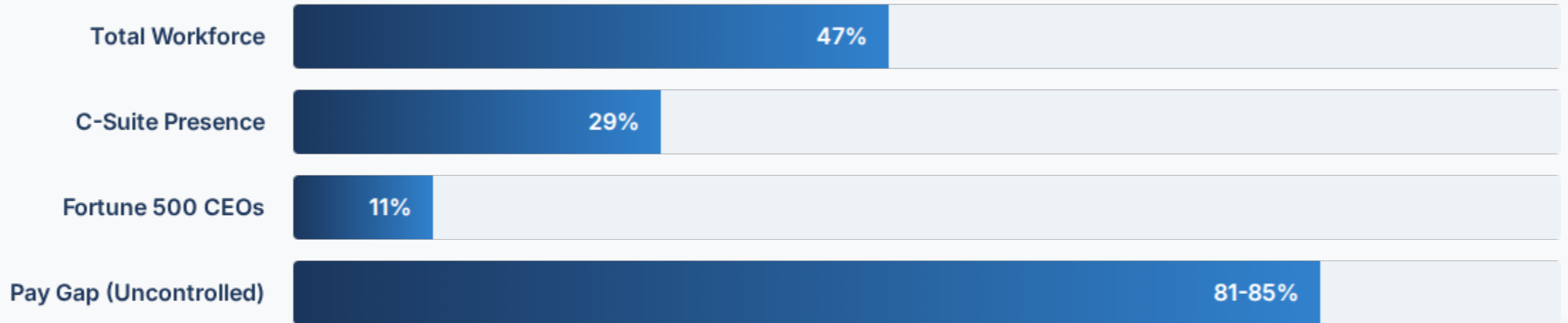
Leadership training is frequently not linked to actual advancement opportunities or promotion pipelines.



Lack of Accountability




Gender equity data is not consistently tracked or tied to executive incentives and accountability metrics.

By the Numbers: The Reality Check



Note: Women experience 27% more frequent PTO requests than men, contributing to a "flexibility stigma."

The Economic Landscape

-  **Growth Driver:** Labor force participation for women aged 25 - 54 will drive growth, with 3.2M joining by 2033.
-  **Economic Power:** Women own 10M businesses, accounting for \$1.4 Trillion in receipts.
-  **Primary Earners:** Mothers are the primary or sole earners for 40% of households today.



Why Does This Matter?

Organizational Risks

The absence of a deliberate pipeline results in lost talent, reduced organizational effectiveness, and teams that fail to reflect the diversity of the customer base.

Strategic Benefits

Gender-diverse executive teams are associated with greater innovation, higher collective intelligence, and significantly improved productivity.

"At every leadership level, more women were rated by their peers, their bosses, and their direct reports as better overall leaders than their male counterparts. The higher the career level, the wider that gap grows."

— Zenger and Folkman

Best Practices for Organizations



Partner with HR

Identify high -potential employees through structured performance assessments like the Nine -Box talent review.



Career Pathways

Develop and socialize attainable career pathways supported by transparent promotional criteria.



C- Suite Buy- In

Secure executive sponsors to ensure accountability, advocacy, and sustained program success.

The Proposed Pipeline Strategy



Ph 1: Assessment

Promotion audits & executive commitment.

Ph 2: Talent ID

High-potential identification & manager training.

Ph 3: Development

Targeted training & stretch assignments.

Ph 4: Advocacy

Formal mentorship & sponsorship pairings.

Ph 5: Alignment

Bias training & policy equity review.

Ph 6: Sustainability

Metrics integration & annual reviews.

How We Measure Success

Focus Area	Quantitative Metrics	Qualitative Feedback
Representation	% of women by leadership level	Inclusion survey results
Advancement	Promotion rates per cohort	Leadership readiness assessments
Retention	Retention rates (participants vs. others)	Exit interview analysis
Equity	Annual pay equity analysis	Mentorship/Sponsorship feedback

Call to Action

*"We need to stop fixing women and start fixing the systems
that are broken."*

— Tara Jaye Frank

Transforming Mentorship into Sponsorship.
building the next generation of leaders.

| **Questions?**
