

# WHY DO WE NEED MORE WOMEN LEADERS IN UTAH?

For decades, hundreds of studies have clearly demonstrated the enormous value in having women in top leadership positions within organizations. The "business case" for women in leadership isn't limited to businesses only. These advantages extend across all sectors, including religious, nonprofit, political, government, K-12 and higher education, and community. For our state to truly thrive, we must work to increase the number of top women leaders in all our organizations.



## ENHANCING INNOVATION & COLLECTIVE INTELLIGENCE

- Increased innovation
- Improved creativity
- Better team decision making
- Greater team problem solving
- Better team performance on highly complex tasks
- Increased knowledge formation and patents
- Higher collective intelligence
- Higher social sensitivity



## INCREASING CSR & ORGANIZATIONAL REPUTATION

- Increased CSR
- Higher-quality CSR initiatives
- Greater social responsiveness
- Better engagement with society
- Greater philanthropic responses
- Improved corporate reputation
- Better corporate social performance
- Increased social performance indicators



## LEVERAGING TALENT

- Think more holistically
- Seek win-win solutions
- More process-oriented
- Ask different questions
- Bring different experiences
- Sensitive to nonverbal cues
- Comfortable with ambiguity
- Use different leadership styles
- Focus on inclusiveness
- Focus on teams and cooperation
- More nurturing
- Focus on developing others
- Make more ethical decisions
- Have higher integrity/honesty
- Focus on self-development



## STRENGTHENING ORGANIZATIONAL CLIMATE

- Decreased turnover intentions
- Higher employee satisfaction
- More women hired for pipeline
- Smaller gender pay gap
- Increased employee engagement
- Increased productivity
- Higher customer satisfaction
- Lower corporate fraud
- Reduced groupthink
- Higher team performance
- More considerate team members
- More ethical decisions
- Improved monitoring
- Increased board independence



## IMPROVING FINANCIAL PERFORMANCE

- Better financial results
- Increased profitability
- Higher operating result
- Better economic growth
- Faster debt reduction
- Lower risk of insolvency
- Better business deals
- Less risky bids
- Better stock growth
- Higher market-to-book value
- Better corporate governance
- Better corporate oversight
- Improved organizational sustainability