

The Gender Gap in Healthcare
Piedmont Healthcare



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Women and Leadership

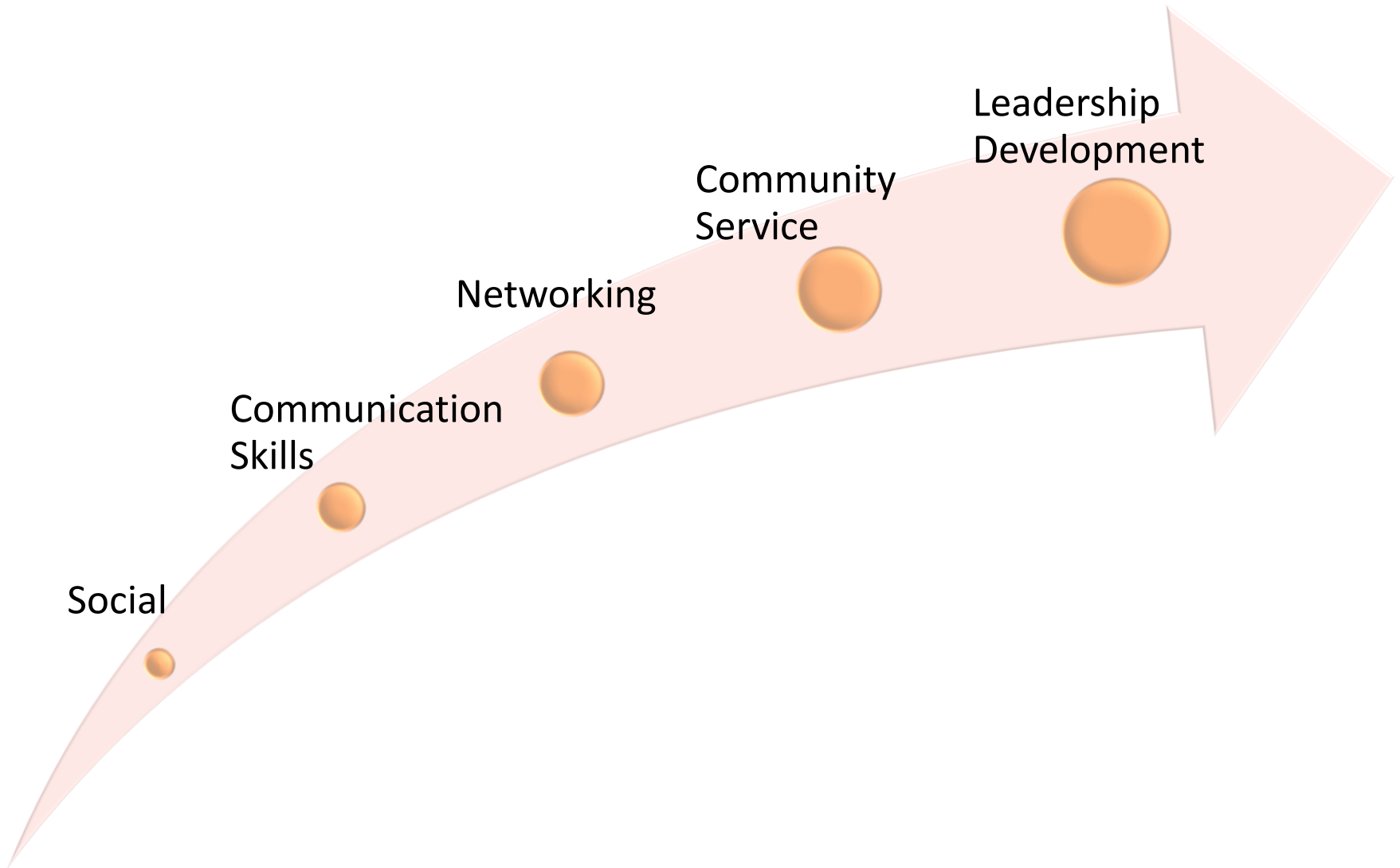
(WIN – Women in Network)

- Hope is not a viable method
- It is not a “program” ...it is How We Do Business
- Specifically....
 - Training must be effective and recurring
 - Attributes and goals must be defined and linked to organizational values
 - Group must be well structured and have a charter
 - Feedback must be clear, honest and frequent

WLA - Women's Leadership Alliance: Six years of growth

- 1,700+ members
- > 20% growth in FY12
- 3 Toastmasters clubs
- 3 classes of mentoring program graduates

Developing female leaders



Opportunities for members: programs

Leadership Development

- Mentoring program
- Fashion show
- Goal setting workshops

Community Service

- Dress for success
- Girls on the run

Networking

- Mentoring mixer
- Speaker events

Communication Skills

- Toastmasters chapters
- Book clubs

Social

- Holiday gatherings
- Kick off and year end events

Proud of our accomplishments

Leadership Development

- 25 mentoring program graduates
- 50+ attendees at goal setting workshops

Community Service

- 100+ suits to Dress for Success
- 654 pairs of sneakers for charity

Networking

- 1,700+ members system-wide
- 200 recruited after new hospital acquired

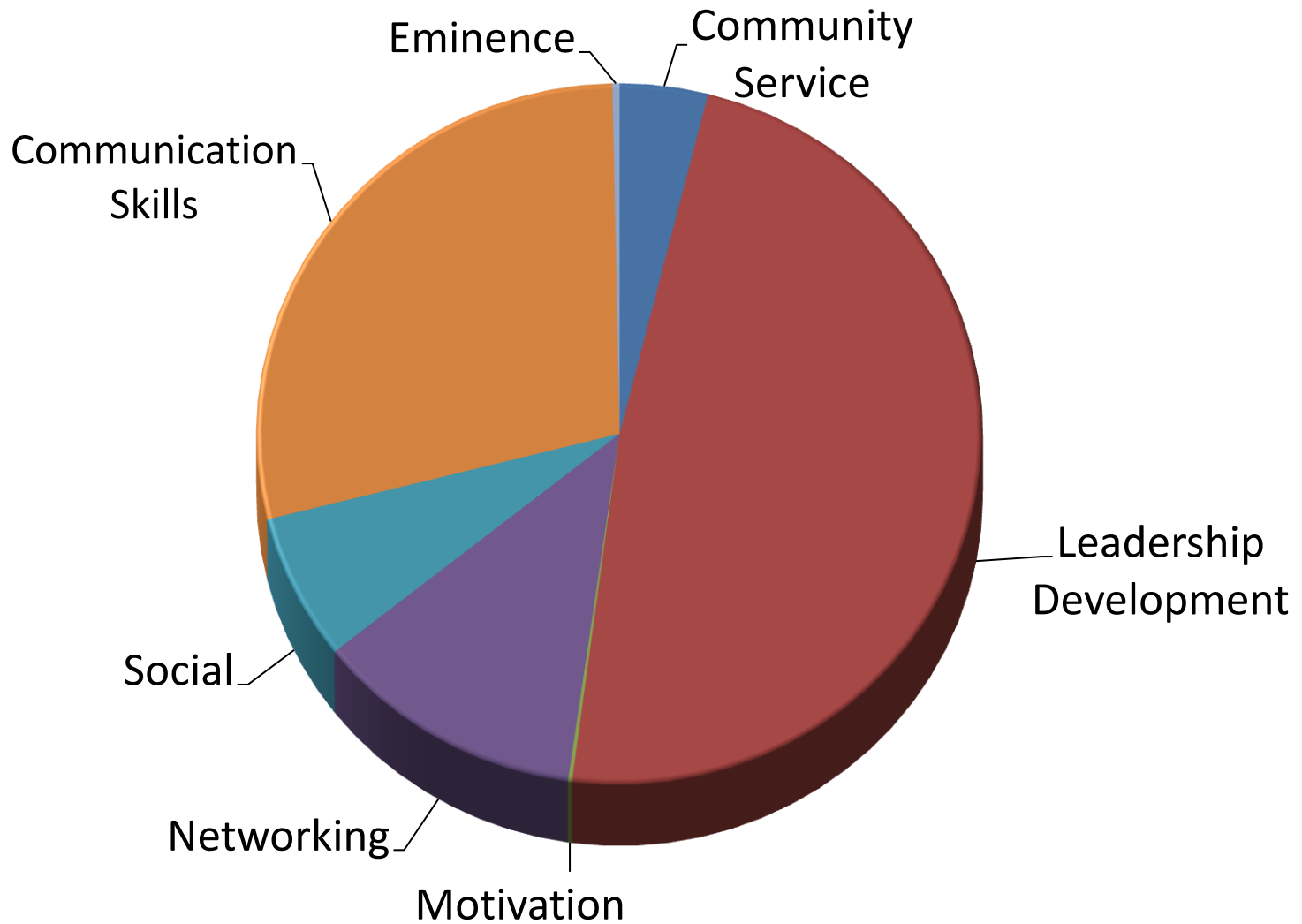
Communication Skills

- 800 hours of Toastmasters in 2012

Social

- Events featuring women leaders
- 200+ participants in 2012

How we spend our time



Success Story: Omega Finney



- Staff nurse, struggling with career
- Flourished in mentoring program
- Promoted to informatics coordinator
- WLA vice president

Omega at the WLA fashion show in FY12

Success Story: Laura Kavanagh



- Graduate of mentoring program and goal setting workshop
- Promoted to project manager for EMR implementation
- WLA board member

Laura at the mentoring program graduation in 2011