Greater IBM
Women’s International Network for Leadership

proudly presents...

LEADERSHIP and DIVERSITY
in a CHANGING ECONOMY

a personal conversation with Ron Glover
IBM Vice President of Diversity & Workforce Programs

Executive Welcome
Your Hosts
Greater IBM Women’s International Network for Leadership

Cecile Kennedy
IBM 1970-1991
California
US

Debbie Kennedy
IBM 1974-2006
Virginia
US

Linda Griffin
IBM 1995-2006
New York
US

Jane Scandurra
IBM 1995-2006
New York
US

Shara Sokol
IBM 1999-2005
New York
US

Cécile Demailly
IBM 1985-1999
Paris
FRANCE

Nuria Carretero
IBM 1996-2007
Madrid
SPAIN

AGENDA
Leadership and Diversity in a Changing Economy

During our time together
Ron Glover
IBM Vice President, Diversity & Workforce Programs

• Setting the Stage for our conversation
  • What YOU told us about yourselves?
• Keynote Executive Interview and Conversation
• Your Reflections | Insights | Comments
• Informal Virtual Break follows...
How YOU described yourselves... (partial list)

Director Delivery Excellence Canada
Director
Develop Engineer
Demand Programs Manager
Delivery Project Executive
Dedicated Resolution Owner
Contracts Administrator
Contract Management Lead
Consultant | Project Manager
Complex Bid Manager
Communications Manager
Co-founder | Founder | Owner
Client Manager
Client Executive
Citrix Delivery Center of Competency
CEO | CPO
Characterization Engineer
Channel Marketing Manager
Certified Senior IT Specialist
Candidate for Virginia House of Delegates
Business Transformation Consultant
Business Operations Manager
Business Development Executive
Business Analyst
BT/IT Canada - Business Information Executive
BT&IT IMT France
AVP - Vendor Mgmt
Associate Project Manager
Associate Partner
AIX System Admin
Advisory Software Engineer
Advisory Project Manager
Advisory Circuit Design Engineer
Administration Manager
Administrative Assistant | Assistant
Account Transition Mgr.

What one QUALITY do you believe distinguishes you as a LEADER or INNOVATOR?

• Ability to change
• Good Listener
• Risk-taker
• Collaborative
• Confidence
• Energy
• Integrity
• Collaborator
• Lead by Example
• Objectivity
• Integrity
• Driven
• Honesty
• Creativity
• Open-mindedness
• Empathy
• Patience
• Flexibility
• Enthusiasm
• Resourcefulness
• Tenacity
• Curiosity
• Vision
• Character
• Objectivity.
• Problem solver
• Goal driven
• Insight
• Focus thinking
• Listen to learn.
• 37 years with IBM
• Creativity
• Enthusiasm
• Trustworthiness
• Motivation to learn.
• Quality, trusted work.
• Knowing when to listen
• Forward-thinking
• Risk taker, persistence, optimist
• Diverse skill set
• Intellect
• Intuition
• Being an agent of change
• Initiative to own and react to issues or changes in department decisions.
• Financial for people and life in general.
• The ability to remain calm in high stress situations and bring innovation to our business in all aspects.
• My ability to take the lead and accomplish goals working with folks from multiple organizations.
• My persistence helps me to inspire others to be authentic and respectful as they focus in achieve their own goals.
• My flexibility helps me to inspire others to be authentic and respectful as they focus in achieve their own goals.
• Ability to listen to others who have more information or ability to change
• An ability to focus on and leverage people's strengths to build capability vs. weaknesses
• Respect for people and life in general.
• Having the ability to understand people's strengths to build capability, not focus on their weaknesses.
• Initiative to own and react to issues or changes in department decisions.
• Financial for people and life in general.
• The ability to remain calm in high stress situations and bring innovation to our business in all aspects.
• My ability to take the lead and accomplish goals working with folks from multiple organizations.
• My persistence helps me to inspire others to be authentic and respectful as they focus in achieve their own goals.
• An ability to focus on and leverage people's strengths to build capability vs. weaknesses.
• My flexibility helps me to inspire others to be authentic and respectful as they focus in achieve their own goals.
• Having the ability to understand people's strengths to build capability, not focus on their weaknesses.
• Showing passion about my work.
• Curiosity: an unwillingness to take everything as is, but instead to question "Why?"
• Initiative to own and react to issues or changes in department decisions.
• Financial for people and life in general.
• The ability to remain calm in high stress situations and bring innovation to our business in all aspects.
• My ability to take the lead and accomplish goals working with folks from multiple organizations.
A personal conversation with Ron Glover
IBM Vice President, Diversity & Workforce Programs

Executive Introduction by...

Shara Sokol
president
s² creative communications
co-founder, GIBM WNXL
IBM 1999-2005
New York
PERSPECTIVES

Ron Glover

Your Journey
influences, milestones, lessons

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Ron Glover

Being a Leader
in a diverse workforce
creating a SMARTER PLANET

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Diversity at IBM
how we stack up
significant initiatives
Greater IBM role?
IMPORTANT NOTE:
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