

Women's Leadership Forum of Greater Philadelphia

Quarterly Newsletter – Q2 2017



What's new at the WLF?

We have recently elected the following new Board Members at the WLF.

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|---------------------------------------|--|
| Executive Board, VP | Stephanie Eggert, PES |
| Executive Board, Treasurer | Debra Romer, Campbell Soup Company |
| Membership: | Perri Brendzel, KPMG |
| External Affairs: | Amaris Hernandez Padgett, PES |
| Programming: | Allegra Ketterman, PNC |
| | Allison Reichert, PNC |
| Communication & Marketing: | Kate Collareda, Campbell Soup Company |
| | Francesca Picascia, KPMG |

Here is some background information on the new Board Members to learn more about them! The remaining new Board Member bios will be featured in the Q3 Newsletter.

Membership: Perri Brendzel, KPMG

Perri Brendzel is a Senior Associate in the KPMG Advisory practice in Philadelphia with four years of auditing and advisory experience. She currently provides internal audit services to clients in various industries with a focus in the insurance industry. Perri is excited to get more deeply involved with the women in the Greater Philadelphia area to allow them to further develop in their careers and seize new opportunities.

External Affairs: Amaris Hernandez Padgett, PES

Amaris Hernandez is an Information Systems professional, working out of the Delaware Valley for over 13 years. Amaris is a Philadelphia native and attended Central High School, then earned a Bachelor's of Science in Information Systems and Technology from Drexel University.

For the last nine years, Amaris has been an active participant of the National Conference of Puerto Rican Women, a national organization that serves the community through workshops, mentoring, scholarships and leadership development. Through NACOPRW Amaris has been able to work with the local Latino community and partner with great organizations throughout the city. One of her goals is to raise awareness for women in STEAM (Science, Technology, Engineering, Arts and Mathematics) fields. Amaris is currently the President of the Philadelphia chapter.

In January 2013, Amaris joined Philadelphia Energy Solutions as a Senior Systems Analyst, responsible for Security and Contractor Management systems.



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In August 2015, Amaris was sworn into the Governor's Advisory Commission on Latino Affairs, where she currently sits as the Commission Vice-Chair. Through the commission, Amaris is able to bring the issues of the local Latino community and recommendations for policy to the attention of the Governor.

Amaris continues to advocate for young women to enter STEAM fields. In 2010, she was nominated by Impacto Newspaper as one of the "40 Most Influential Leaders in the Delaware Valley".

Marketing & Communications: Francesca Picascia, KPMG

Francesca Picascia is a Senior Associate in the KPMG Advisory practice with four years of IT auditing and advisory experience. She currently provides external audit services to clients in various industries with a focus on the financial services industry. Francesca holds a B.S. in Business Information Systems from Lehigh University and is a Certified Information System Auditor as well as a member of ISACA.



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Membership Feature: Deloitte



This month's membership feature company is Deloitte. Thank you to Deanna Drnevich for providing this overview!

1. Tell us a little about your company

In the U.S., Deloitte provides industry-leading audit, consulting, tax and advisory services to many of the world's most admired brands, including 80 percent of the Fortune 500 and more than 6,000 private and middle market companies. Our people work across more than 20

industry sectors to deliver measurable and lasting results that help reinforce public trust in our capital markets, inspire clients to make their most challenging business decisions with confidence, and help lead the way toward a stronger economy and a healthy society.

As part of the DTTL network of member firms, we are proud to be associated with the largest global professional services network, serving our clients in the markets that are most important to them. With more than 150 years of hard work and commitment to making a real difference, the DTTL network of member firms has grown in scale and diversity—approximately 245,000 people in 150 countries and territories, providing audit, tax, legal, financial advisory, risk advisory, and consulting services—yet our shared culture remains the same.

For FY16, fiscal year ended on May 28, 2016, Deloitte US had:

- \$17.5 billion in US revenue
- Over 80,000 total professional headcount
- 5,170 partners, principals, and directors
- 10,020 Certified Public Accountants
- 113 national and regional offices in 94 cities

2. When did you/the company join WLF?

Deloitte is one of the founding members of the Women's Leadership Forum ("WLF"). For those that are not familiar with the origin of the Women's Leadership Forum, it began with a few very passionate business women from the Philadelphia area who got together and had an idea - wouldn't it be great to connect local business women in the Philadelphia area for networking and professional development. One of our partners was one of those very passionate business women! It may not surprise those familiar with Deloitte's history as being one of the first professional services organizations to establish women's and diversity initiatives in the early 1990s. The Women's Leadership aligns well with Deloitte's women and diversity initiatives.



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3. How many women at your organization?

As of FY16:

- More than 2/3 of our professionals are women and minorities
- For the past three years, more than 50% of new partners, principals and managing directors have been women and/or minorities
- 50% of our Board of Directors are women and/or minorities

4. What drove you to become involved with the WLF?

I became involved with the WLF over 10 years ago as one of our partners invited me to attend the WLF's annual event. I left that event energized and feeling like I could take on the world. I haven't missed an annual event since. Each year I leave the annual event feeling rejuvenated and with a reminder of what I need to do to further develop myself. If you haven't had the opportunity to attend one of the annual events, I hope that you will be able to do so in the near future.

After several years of attending WLF annual events, I became involved with the programming. I wanted to help create the programming that got me so inspired. I then served as the Secretary and Vice President. I am now serving my second term as the WLF President.

As you can hopefully tell, I am quite passionate about this organization. It is hard not to be passionate about an organization whose vision is to lift female talent to their full potential through strategic communication, collaboration, and innovation! My passion for the WLF was further solidified when my husband and I had our daughter 12 years ago. I wanted to help pave the way for her to see her full potential as a woman in the workforce. Then we had our son 8 years ago. My husband and I are in pursuit to raise a gentleman that will only see equality between men and women.

5. Do you currently have a women's group at your company? If so, what are your goals with this program?

Deloitte has been helping shape corporate America's inclusion landscape since 1993 when it became the first professional services organization to establish women's and diversity initiatives. With a deep sense of pride for all that has been accomplished over the past 25 years, Deloitte continues to transform its approach to meet the ever-changing needs and expectations of its workforce.

6. Are there any important initiatives for your company's women's group for 2017?

We offer a variety of opportunities for our people to develop, form relationships, and expand their networks. Through our newly launched Inclusion Councils, we are fostering a sense of community by engaging our people around common passions and interests. They bring together individuals from different functions, backgrounds, and experiences to engage in conversations and events related to community impact, well-being, development, and inclusion. In addition to our community-building opportunities, Deloitte hosts many Women's Leadership Programs designed to help support high-talent women for the next phase of their careers. Customized by level, the programs focus on areas of leadership, business development, executive presence, negotiation, individual strengths, and career management. Sponsorship is also incorporated throughout our development culture, both formally and informally. In addition to facilitating the building of sponsorship relationships, we have developed sponsorship training to help our people be the best sponsors they can be.



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7. What makes your company a great place for women to build a career? Or a fun fact about a key woman leader?

- We are an organization of firsts:
 - 2003: First female chairman of the board of a Big Four organization (Sharon Allen, Deloitte)
 - 2015: First female CEO of a Big Four organization (Cathy Engelbert, Deloitte)
 - 2016: First female CEO of a Big Four consulting practice (Janet Foutty – 2016, Deloitte Consulting LLP)
- Recognition – Leadership commitment and innovative thinking has landed Deloitte on several best-places-to-work lists:
 - Fortune's 100 Best Companies to Work For (18 years)
 - DiversityInc Top 50 (14 years)
 - Working Mother 100 Best Companies for Working Mothers (23 years)
 - Working Mother Best Companies for Multicultural Women (11 years)
 - Human Rights Campaign Corporate Equality Index (100% score for 11 years)
 - CivilianJobs.com Most Valuable Employer (4 years)
 - GI Jobs Military-Friendly Employers (7 years)
 - Flexjobs 100 Top Companies with Remote Jobs
 - Best for Vets Award
- Industry-leading practices:
 - Paid Family Leave: Recognizing the evolving social roles and shifting family structures in our country, Deloitte's new Paid Family Leave Program gives people up to 16 weeks of paid leave, which can be used for happy occasions—to bond with a child after birth or placement for adoption—or for challenging ones, like caring for a spouse, domestic partner, sibling, parent, or child with a serious health condition. It's gender-neutral, relieving some of the often-seen cultural pressure on women to be the default caregiver. And it's flexible. The time can be taken all at once or incrementally depending upon the circumstances.

About Deloitte

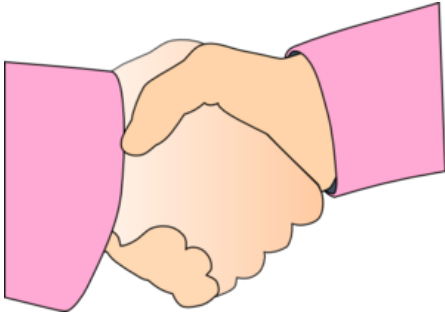
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Cross Company Mentoring Program Update



- The Committee will be hosting its third Breakfast Networking Meeting of our series with the mentors and mentees. The meetings have pre-selected topics, discussion questions, articles and a book for each topic. During each program, the group spends 30 minutes discussing their experiences with their mentor/mentee, the next hour in small group discussion and the last 30 minutes reviewing take-aways from the group discussions.
 - July 18, 2017: *Lifting up the Next Generation of Women Leaders*
 - April 2017: *Collective vs Competitive Threat: Managing Bullying in the Workplace*
 - January 2017: *The Power of No*
- The **end of the year wrap up program** will be held the morning of **September 28th**. We will utilize our saved budget dollars on a breakfast offering of Omelet King and Smoothies (donated by Smoothie King).
- The week of the wrap up program, an electronic survey will be sent to the 2016-2017 program participants to reflect on their experiences. The group will also discuss experiences and suggestions for the following year's program at our wrap up program.
- **Spreadsheets will be sent to WLF member organizations to submit names for the 2017-2018 year on August 1st and they will be due no later than August 31.** We are looking for women who feel that they will benefit from this program who are committed to attend the quarterly meetings as well as to meet with their mentor/mentee partner on a regular basis. Space will be limited, so be sure to submit your names early!



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What are we reading at WLF?



[“The Confidence Code: The Science and Art of Self-Assurance - What Women Should Know”](#)

Katty Kay, Claire Shipman

Following the success of *Lean In* and *Why Women Should Rule the World*, the authors of the best-selling *Womenomics* provide an informative and practical guide to understanding the importance of confidence - and learning how to achieve it - for women of all ages and at all stages of their career.

Working women today are better educated and more qualified than ever before. Yet men still predominate in the corporate world. In *The Confidence Code*, Claire Shipman and Katty Kay argue that the key reason for this is confidence.

Combining cutting-edge research in genetics, gender, behavior, and cognition - with examples from their own lives and those of other successful women in politics, media, and business - Kay and Shipman go beyond admonishing women to "lean in". Instead, they offer the inspiration and practical advice women need to close the gap and achieve the careers they want and deserve.

What articles do we want to share with our WLF community?



- [Women in Leadership: Your Success is in Your Attitude](#)
- [Becoming An Authentic Leader: A Toolbox For Professionals Of Color](#)
- [Catalyst – Women In Leadership Training Opportunities](#)
- [Building a Strong Network for Women in Your Workplace](#)



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What's next for WLF?



Curious about the WLF?

Would you like to get more involved?

Join us for a casual happy hour at the Gaslight in Old City. Bring a colleague or two and get to know what the WLF is all about!

Date: Wednesday, July 26, 2017

Time: 5 PM – 7 PM

Place: The Gaslight

120 Market Street

Philadelphia, PA 19106

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thegaslightphilly.com

