Women in Leadership

HOW SKILLS-BASED HIRING CAN CHANGE THE WORKPLACE

#womeninthe workplace
Today’s panel

Bailey Showalter  
Credly

Vidya Krishnan  
Ericsson

Kelly Palmer  
Degreed

Susan Manning  
Credly
Sadly, gender bias still exists.
82 cents on the dollar
7:1 in the C-Suite
Losing ground on management
And then there is COVID-19

When Women Lose All the Jobs, Essential Actions for a Gender-Neutral Equitable Recovery

By Diana Boescht and Shilpa Phadke | February 1, 2021, 9:02 am

Lost jobs, less pay, no childcare: A year into the pandemic, women are not OK

PUBLISHED MON, MAR 1 2021-9:00 AM EST | UPDATED MON, MAR 1 2021-10:40 AM EST

Michelle Fox @MichelleFoxCNBC
Bailey Showalter

VP of Talent Solutions at Credly
Work should work for all of us.
We’re tired.

Consistent feelings at work in past few months, % of employees

- Excluded
- Pressured to work more
- Burned out
- Exhausted

Fathers  Mothers  Senior-level men  Senior-level women  Black men  Black women

1Question: In the last few months, which of the following have you consistently felt at work?
We’re stuck.

We’re downshifting or leaving the workforce.

<table>
<thead>
<tr>
<th>Employees considering career changes since the start of the COVID-19 crisis, % of employees</th>
<th>Men</th>
<th>Women</th>
</tr>
</thead>
<tbody>
<tr>
<td>Considering downshifting their careers, but not leaving the workforce (eg, reducing hours, moving to part-time, or switching to a less demanding job)</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Without children</td>
<td>10</td>
<td>12</td>
</tr>
<tr>
<td>Fathers overall</td>
<td>11</td>
<td>15</td>
</tr>
<tr>
<td>With kids under 10</td>
<td>13</td>
<td>17</td>
</tr>
<tr>
<td>Considering leaving the workforce (eg, taking a leave of absence or leaving the workforce entirely)</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Without children</td>
<td>10</td>
<td>18</td>
</tr>
<tr>
<td>Fathers overall</td>
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</tr>
<tr>
<td>With kids under 10</td>
<td>13</td>
<td>23</td>
</tr>
</tbody>
</table>

And as a rule, our unique combinations of skills make women excellent leaders.
The old way of working isn’t working for women.
So let’s change it.
Resumes don’t tell your whole story.
Skills-based hiring focuses on what matters most.

What you know, not who you know.

1. Represent the skills learned in a consistent, durable, portable way.
2. Facilitate a common understanding around how those skills apply to jobs at every level.
3. Help employers make better human capital decisions by leveraging verified skills to reduce bias in hiring and promotion decisions.
What you know -- your skills -- are a big part of what make your contributions unique in your role.
Using verified skills in hiring and promotion decisions democratizes access to the top of the hiring funnel, (finally) giving women our seats at the table.
Our highest calling is to help people find theirs, at the intersection of talent, opportunity, and purpose.
The next normal is characterized by shattered norms

Data big and small, the new ‘natural’ resource

From: MIT Sloan Management Review, based on “The 100 Year Life” by Andrew Scott and Lynda Gratton

https://www.progressiveae.com/creating-multigenerational-spaces/
Digital equity is a prerequisite for true digital empowerment.
How do we make the future of work, work for all?

<table>
<thead>
<tr>
<th>Past</th>
<th>Present</th>
<th>Future</th>
</tr>
</thead>
<tbody>
<tr>
<td>Reimagine recruiting, roles, CVs, onboarding</td>
<td>Mobilize people on the move</td>
<td>Boldly benefit everyone</td>
</tr>
<tr>
<td>Zero tolerance for zero learning</td>
<td>Artificial + human intelligence join forces</td>
<td>Instigate INtrapreneurship</td>
</tr>
</tbody>
</table>
Kelly Palmer

Chief Learning & Talent Officer of Degreed
Work and Jobs are Changing

FROM:
Routine tasks and efficiency

TO:
Creating more value

The Future of Work
Careers are changing too
Opportunities based on Your Skills

“GPS for Your Career”
“If You Aren’t Ready
and willing to learn every day and keep up with a rapidly changing world, you can’t and won’t stay competitive.”

Source: The Expertise Economy
COVID has accelerated changes in work

Digital Transformation, remote work, learning new skills, Inclusion/Diversity
Women left the workforce in record numbers

COVID-19 has driven millions of women out of the workforce. Here’s how to help them come back

Related Articles

Could ‘mom雷达’ for moms who’ve left the workforce make a dent in the women’s economic crisis?
February 22, 2023
By Naria Aspin

LinkedIn is editing ‘mom at home’ and more-caretaker titles, as 2.3 million women leave the workforce
March 6, 2023
By Naria Aspin
Data shows the personal impact of balancing work and home in one place.
We Have to Re-Imagine Human Work

Source: Redefine Work – Deloitte Center for the Edge
Our Opportunity: SKILLS

Skills and credentials will drive external recruiting, internal mobility, and overall personal career growth.
## Skills for the Future of Work

<table>
<thead>
<tr>
<th>Power Skills</th>
<th>Technical Skills</th>
</tr>
</thead>
<tbody>
<tr>
<td>Creativity/Curiosity</td>
<td>Cloud Computing</td>
</tr>
<tr>
<td>Communication</td>
<td>Digital Literacy</td>
</tr>
<tr>
<td>Empathy</td>
<td>Machine Learning</td>
</tr>
<tr>
<td>Collaboration</td>
<td>Artificial Intelligence</td>
</tr>
<tr>
<td>Emotional Intelligence</td>
<td>Data Analytics/Visualization</td>
</tr>
<tr>
<td>Resilience</td>
<td>Robotics/Automation</td>
</tr>
</tbody>
</table>


The best predictor of success?
Power Skills
Empathy, Resilience, and Communication
Most valued skills in leaders in the past year
Women are Great Leaders

Research: Women Score Higher Than Men in Most Leadership Skills
by Jack Zenger and Joseph Folkman

June 25, 2019

Women Rate Themselves as Less Confident Than Men Until Their Mid-40s

Data on 3,876 men and 4,779 women since 2016 shows that women’s gains in confidence are more than three times that of men—but only because of a massive gap at the beginning of their careers.
How to help
Women get back into workforce

Child Care assistance & Paid Leave

Upskilling & Reskilling

Make work As flexible As possible

FLEXIBLE WORK ARRANGEMENTS
Telecommuting: Working away from the office, either at home or another venue.
Part Time Work: Staff work a reduced number of hours per week.
Flexible Hours: Staff work hours that are flexible or varied.
Compressed Work Week: Staff work a longer week but have more time off.
Job Sharing: Two or more employees share one full-time position.
Seasonal Work: Staff work during busy seasons.
Employee Sick Days Off: Staff have access to paid sick days.

Future-Proof Yourself

• Take Ownership of your learning
• Build skills for the future
• Ask for More; Ask for what you need

Flexible work, more opportunities, time to recharge, a focus on wellness & mental health
Questions and Discussion

Bailey Showalter  
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