



Women in Leadership

HOW SKILLS-BASED HIRING CAN
CHANGE THE WORKPLACE

#womenintheworkplace



Today's panel



Bailey Showalter

Credly



Vidya Krishnan

Ericsson



Kelly Palmer

Degreed



Susan Manning

Credly

Sadly, gender bias
still exists.

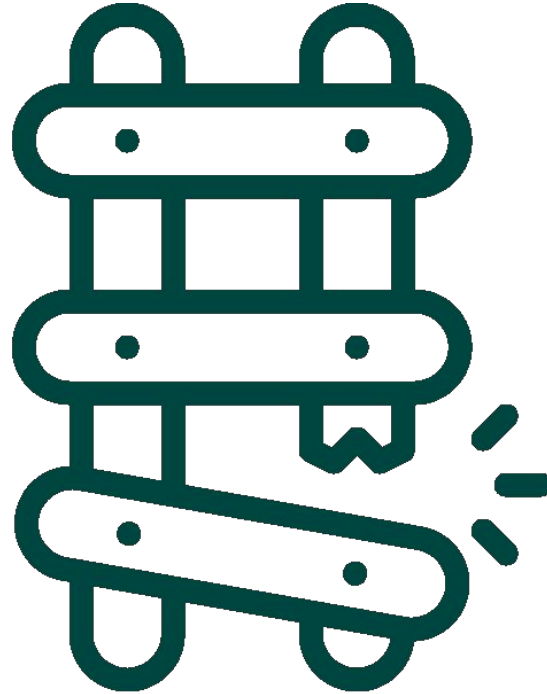
82 cents on the dollar



7:1 in the C-Suite



Losing ground on management



And then there is COVID-19

Center for American Progress

ISSUES EXPERTS EVENTS PRESS ABOUT

TRENDING: AMERICAN RESCUE PLAN CORONAVIRUS BIDEN ADMINISTRATION CLIMATE

[WOMEN](#)

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

By [Diana Boesch](#) and Shilpa Phadke | February 1, 2021, 9:02 am

USNews NEWS » News Best Countries Best States Healthiest Communities Cities Elections The Racial Divide Photos

Home / News / Economy

In One Year, Coronavirus Pandemic Has Wreaked Havoc on Working Women

Whether losing their jobs or leaving the workforce to care for children, women have been hit hard by the economic devastation wrought by the coronavirus.

By [Tim Smart](#) | March 8, 2021, at 12:25 p.m.

Share

INVEST IN YOU: READY. SET. GROW.

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**
@MFOXCNBC

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Bailey Showalter

VP of Talent Solutions at Credly

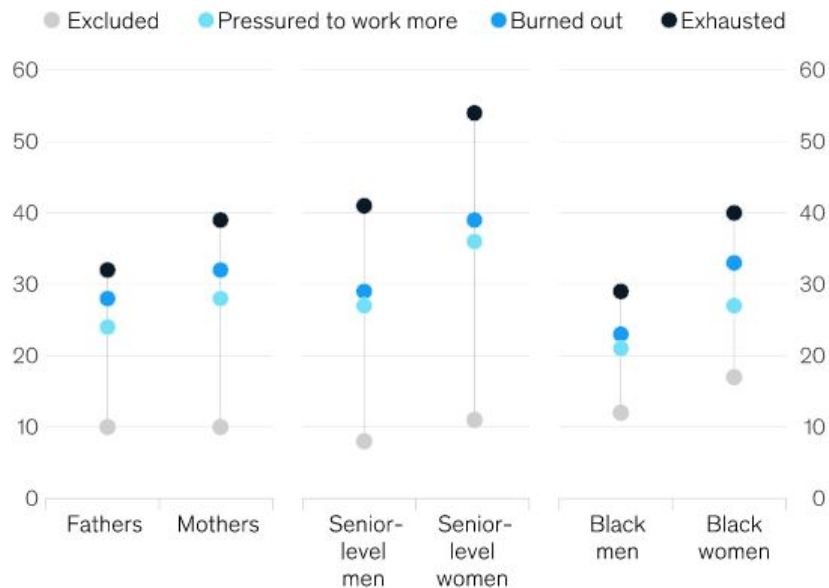


Work should work
for all of us.



We're tired.

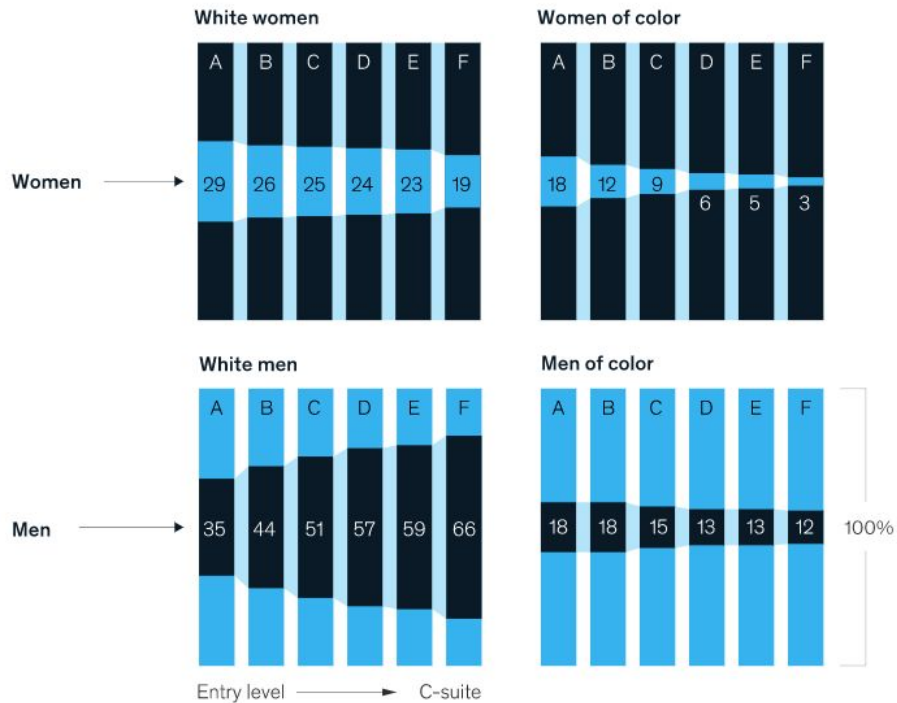
Consistent feelings at work in past few months, % of employees¹



¹Question: In the last few months, which of the following have you consistently felt at work?
Source: *Women in the Workplace 2020*, LeanIn.Org and McKinsey, 2020

We're stuck.

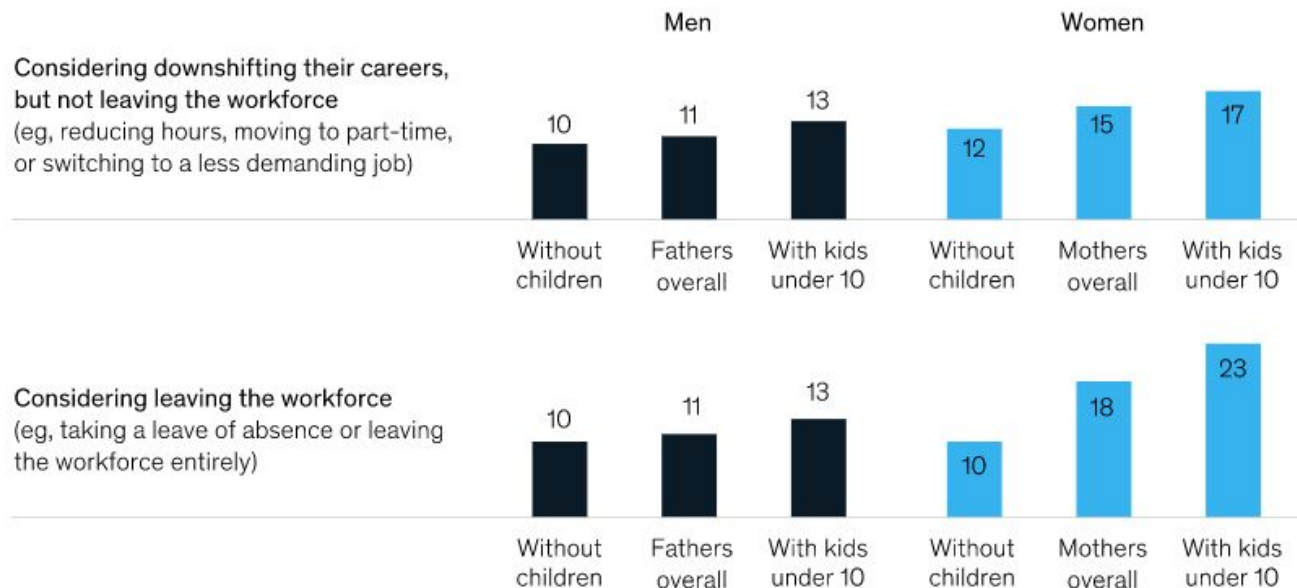
A = entry level B = manager C = senior manager/director D = vice president E = senior vice president F = C-suite



Source: Women in the Workplace 2020, LeanIn.Org and McKinsey, 2020

We're downshifting or leaving the workforce.

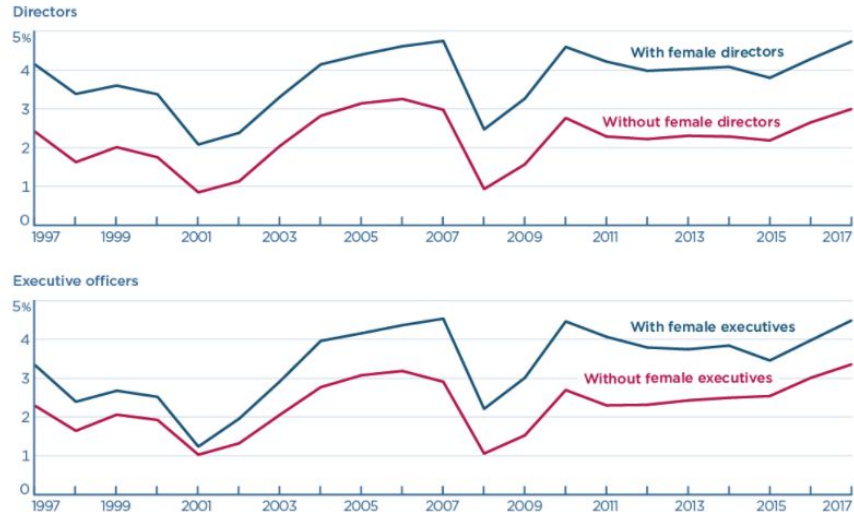
Employees considering career changes since the start of the COVID-19 crisis, % of employees



Source: *Women in the Workplace 2020*, LeanIn.Org and McKinsey, 2020

And as a rule, our unique combinations of skills make women excellent leaders.

Median annual net profit margins for firms, 1997–2017



#PIIECharts

Learn more at piie.com/research/piie-charts



Sources: Refinitiv and authors' calculations.



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.

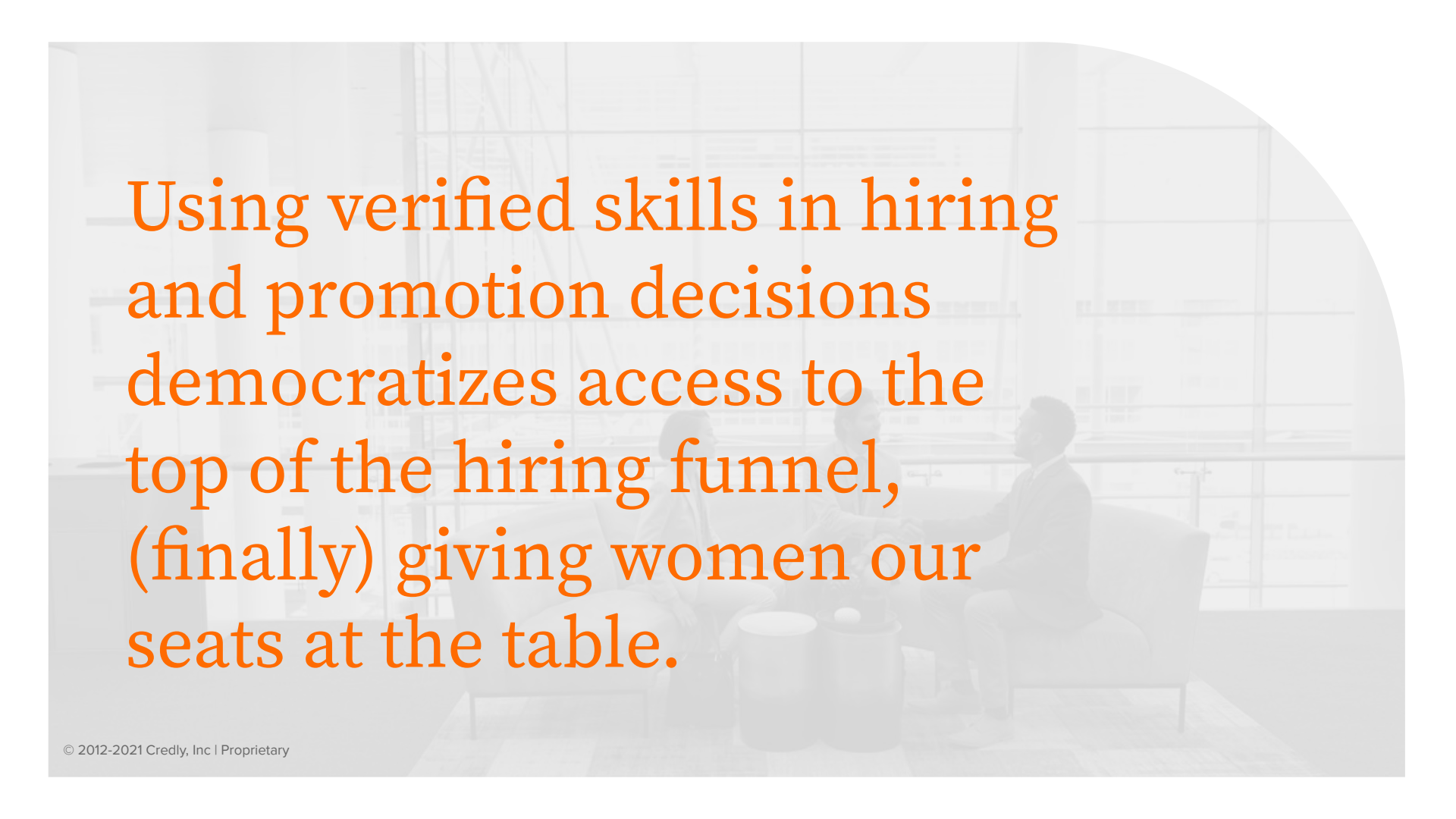


3. Help employers make better human capital decisions by leveraging verified skills to reduce bias in hiring and promotion decisions.



What you know -- your skills -- are a big part of what make your contributions unique in your role.



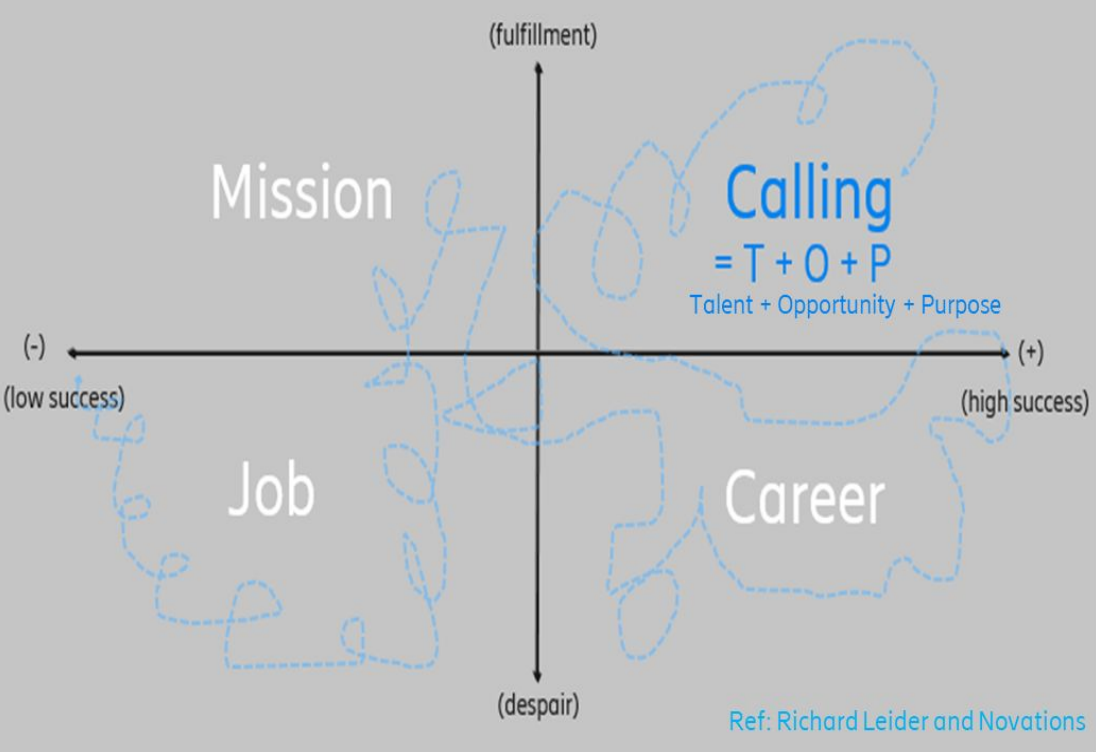


Using verified skills in hiring
and promotion decisions
democratizes access to the
top of the hiring funnel,
(finally) giving women our
seats at the table.

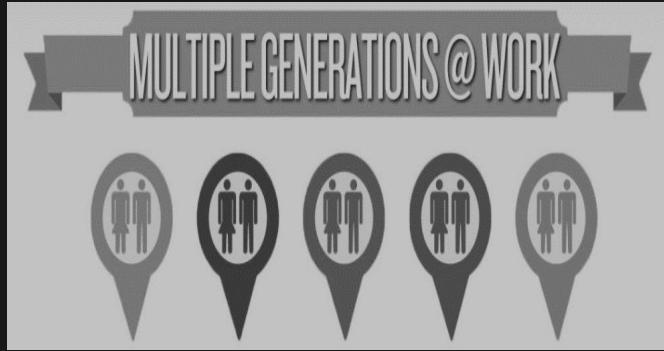
Vidya Krishnan

Chief Learning Officer and Global Head of
Learning & Development at Ericsson

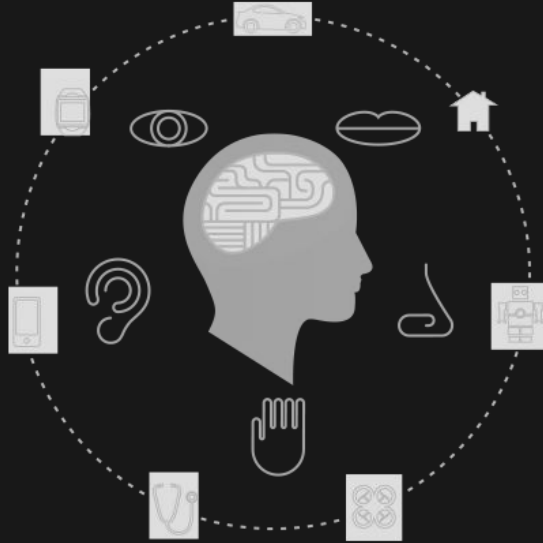
Our highest calling is to help people find theirs, at the intersection of talent,



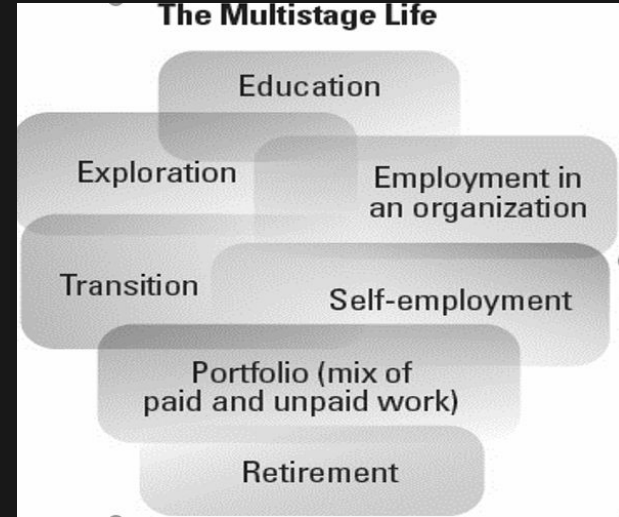
The next normal is characterized by shattered norms



<https://www.progressiveae.com/creating-multiple-generational-spaces/>



Data big and small,
the new 'natural' resource

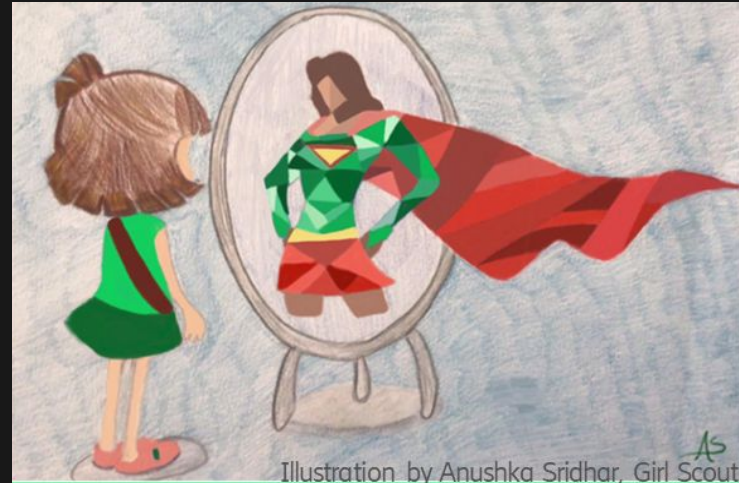


From: MIT Sloan Management Review, based on
"The 100 Year Life" by Andrew Scott and Lynda Gratton



Digital equity is a prerequisite for true digital empowerment

Ericsson - Girl Scouts Alliance

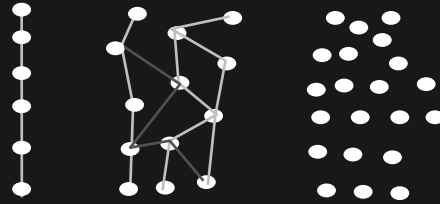


How do we make the future of work, work for all?



Reimagine recruiting,
roles, CVs, onboarding

past □ present □ future



Mobilize people
on the move



Boldly benefit
everyone



Zero tolerance
for zero learning



Artificial + human
intelligence join forces



Instigate
INtrapreneurship

Kelly Palmer

Chief Learning & Talent Officer of Degreed

Work and Jobs are Changing

Length of career



60 to 70 years

Average tenure in a job



4.5 years

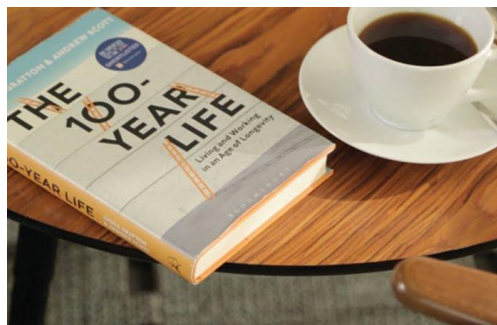
Half-life of a learned skill



5 years

The Future of Work

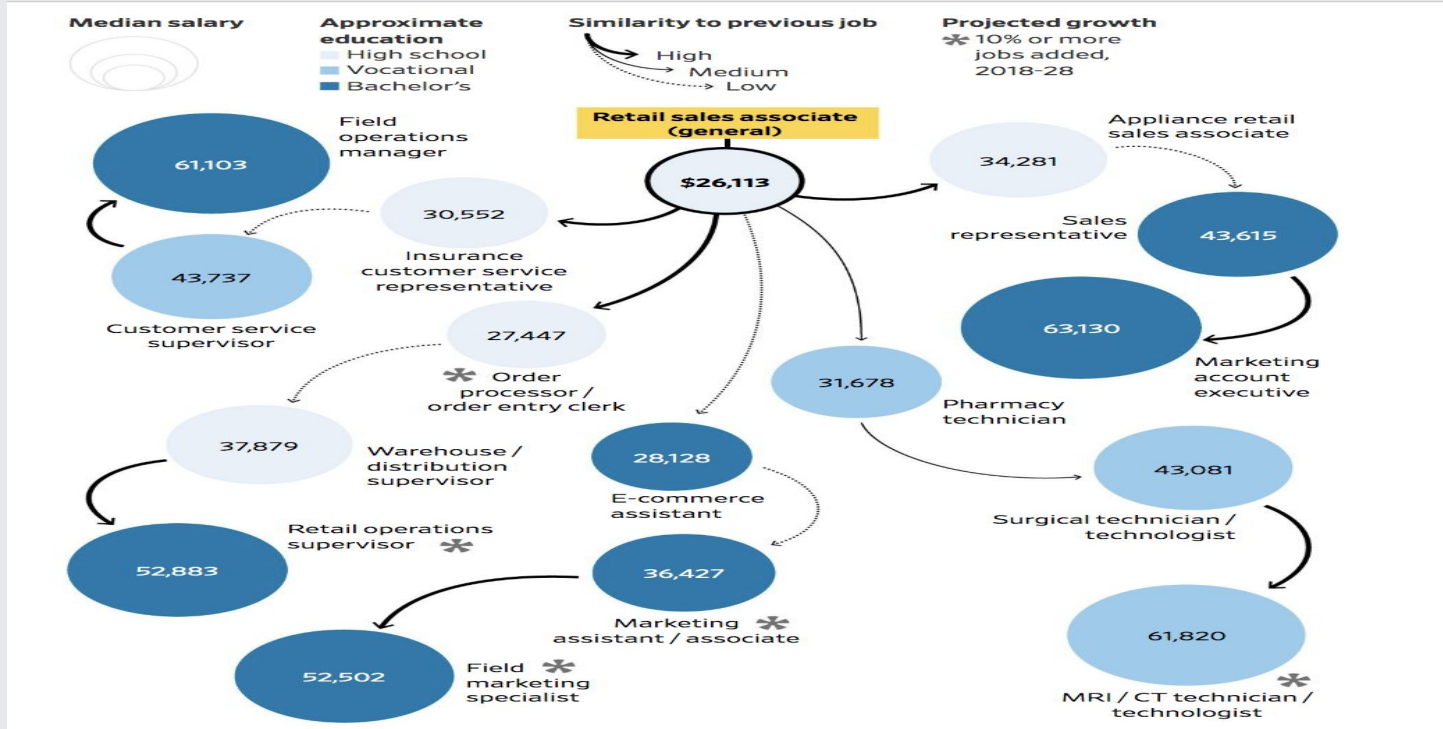
FROM:
Routine tasks and
efficiency



TO:
Creating more value

Careers are changing too

Opportunities based on Your Skills



“GPS for Your Career”

An aerial, top-down view of a modern office space. The floor is light-colored wood or stone. Several people are seated at tables, working on laptops. One person is in the foreground, another is to the right, and a third is further back. There are bags, a coffee cup, and other items on the tables. The lighting is bright and even.

“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.”

A person is shown from the chest up, wearing a light blue shirt, writing in a notebook with a pen. In the background, a laptop is open, and another person's hands are visible typing on the keyboard. The scene is dimly lit, with a dark overlay on the image.

COVID has accelerated changes in work

**Digital Transformation, remote work,
learning new skills, Inclusion/Diversity**

Women left the workforce in record numbers

COMMENTARY · WOMEN IN THE WORKFORCE

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

BY KWEILIN ELLINGRUUD AND LIZ HILTON SEGEL
February 13, 2021 8:00 AM MST



Related Articles

MPW

Could 'returnships' for moms who've left the workforce help solve women's economic crisis?

February 17, 2021
BY MARIA ASPAN



MPW

LinkedIn is adding 'stay-at-home mom' and more caretaker titles, as 2.3 million women leave the workforce

March 30, 2021
BY MARIA ASPAN



Nearly 3 million U.S. women have dropped out of the labor force in the past year

BY MEGAN CERULLO

UPDATED ON: FEBRUARY 5, 2021 / 10:24 AM / MONEYWATCH





1,083,804 Views Stress management

Add Recommend Like Share



Data shows the personal impact of balancing work and home in one place



Leading through crisis

We Have to Re-Imagine Human Work



Our Opportunity: SKILLS



**Skills and credentials will drive external recruiting,
internal mobility, and overall personal career growth**

Skills for the Future of Work

Power Skills

Creativity/Curiosit

Y
Communication

Empathy

Collaboration

Emotional
Intelligence
Resilience

Technical Skills

Cloud Computing

Digital Literacy

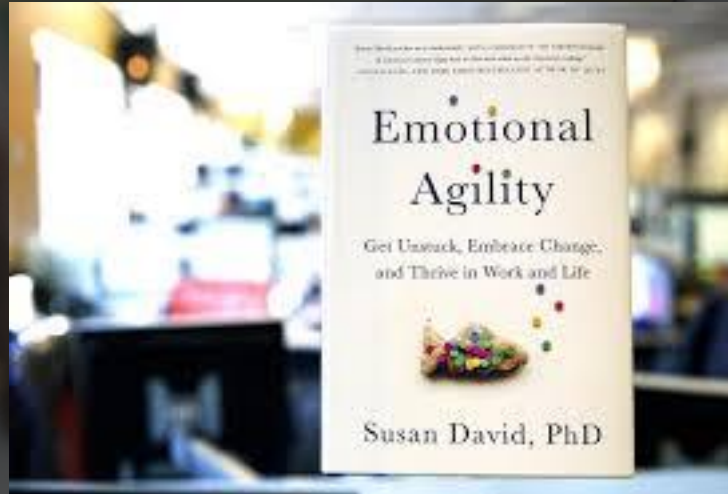
Machine Learning

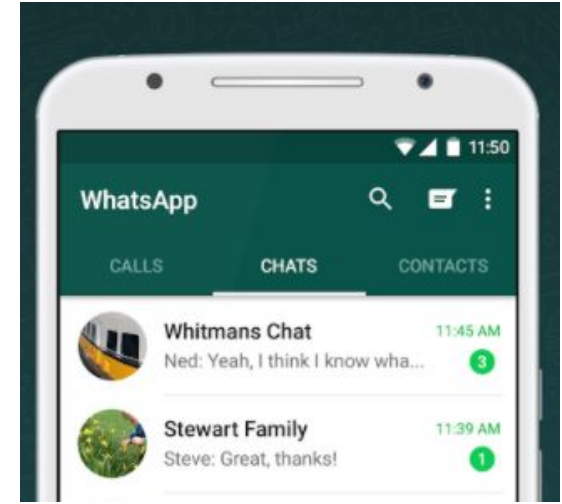
Artificial Intelligence

Data Analytics/Visualization

Robotics/Automation

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

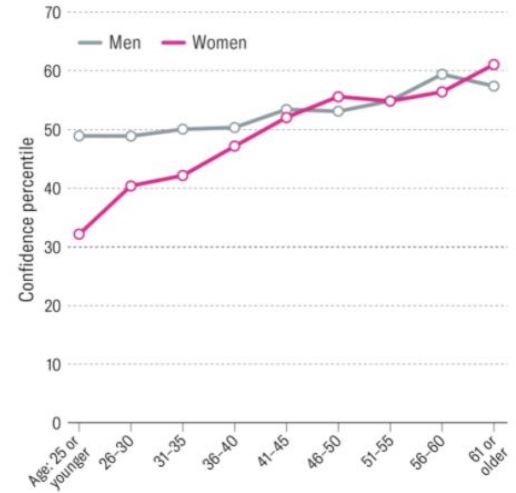


Alex and Laila/Getty Images

**Harvard
Business
Review**

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.



Source: Zenger Folkman 2019

HBR

How to help

Women get back into workforce



**Child Care
assistance &
Paid Leave**

**Upskilling &
Reskilling**



**Make work
As flexible
As possible**

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



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