

## Advancing Women in Aviation Roundtable (AWAR)

Wednesday 18<sup>th</sup> October, 2017

Park Lane Hotel, New York

2.30pm – 5pm

### From Portfolio Managers to Corporates: What's YOUR Role in Changing the Game for Diverse Leadership?



2:30

#### Welcome and Introduction

**AWAR Founders**

**Amelia Anderson**, Managing Director and Assistant Treasurer, **American Airlines**

**Dana Barta**, Managing Director, **Morgan Stanley**

2:35

#### Spotlight on the “Rooney Rule” and Promoters vs. Mentors

**Emily DiStefano**, Partner, **Clifford Chance**

2:55

#### Panel Session: Gender Diversity In The Field of Portfolio Management

Panelists

**Amelia Anderson**, Managing Director and Assistant Treasurer, **American Airlines**

**Dana Barta**, Managing Director, **Morgan Stanley**

**Emily DiStefano**, Partner, **Clifford Chance**

**Paul Sheridan**, CEO, **Accipiter**



3.30

### **AWAR Think Tank: Addressing The Gender Gap At Senior Levels: Engaging Women And Men Across Aviation Finance**

Audience and panellists break into discussion groups to debate key issues

**1.** Studies have found that men and women often demonstrate different sets of leadership behaviours, and that organizations can benefit from these diverse, yet complementary behaviours.

Discuss with your group what some of these leadership behaviours are. How might such diverse behaviours benefit corporates? How about in an investment fund complex?

**2.** Organizations often find that real progress in hiring and promoting diverse talent requires broad commitment and well-defined intent. U.S. pro-football's "Rooney Rule" is an example of such intent.

How might you implement "Rooney Rules" in your company to produce measurable improvement in hiring and promoting diverse candidates? Think of 3-4 specific examples.

**3.** Working women with MBAs may be more likely to drop out of the workforce after having children if:

- a) they have low expectations of a level playing field when it comes to their career advancement
- b) they are married to high-earning MBA husbands
- c) they work in a high-pressure, 24/7 availability environment.

What strategies might professional firms implement to allow female talent to "ramp down" during these years, from an HR policy perspective? How about from a team structure perspective? What strategies might be effective for identifying and helping women when they're ready to "ramp back up?"

4:00

### **AWAR Think Tank Feedback**

4:25

### **Round-Up And Networking Drinks**

5pm

Close of session

#### **RSVP**

By Friday, 13<sup>th</sup> October to:  
Fiona Benharoosh  
Marketing Director, Ishka  
[Fiona@ishkaglobal.com](mailto:Fiona@ishkaglobal.com)

+44 (0)20 3176 6393