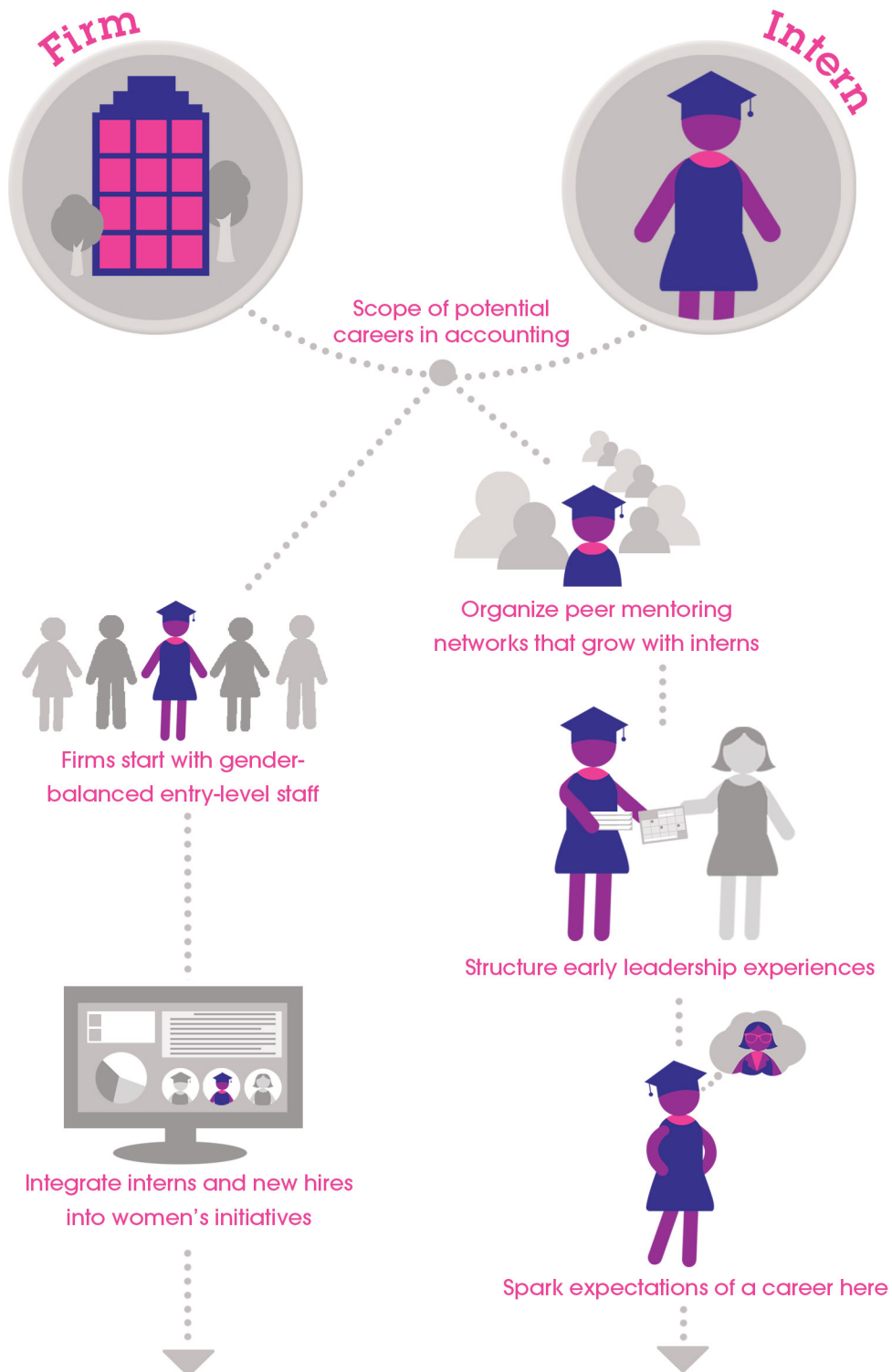


ROI^{x3} Internships Initiatives Influence

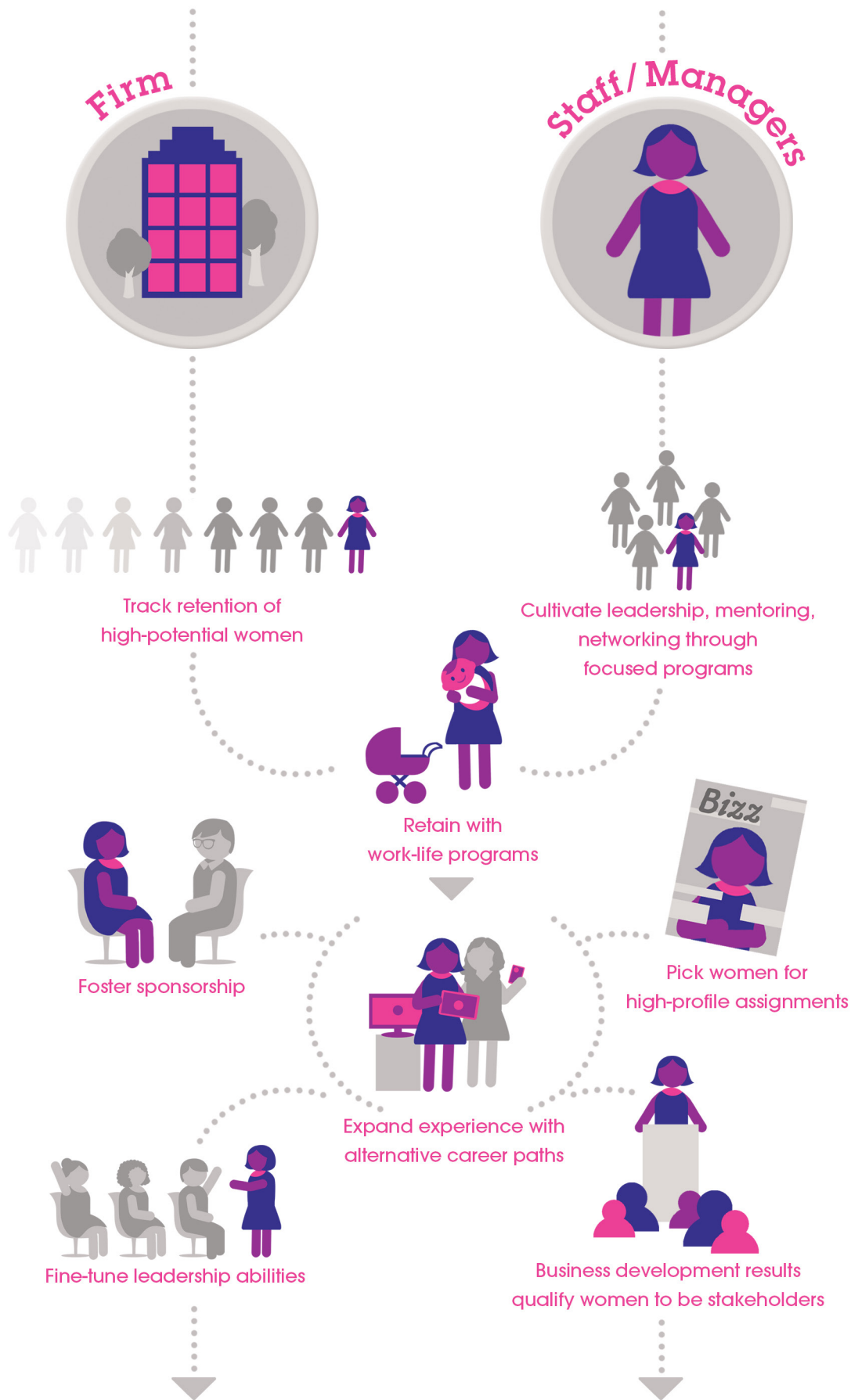
Return on Internships

Practically at parity from the start: women comprise 48% of counting graduates, so firms' challenge is to tee up retention. Early success helps interns envision career satisfaction and advancement.



Return on Initiatives

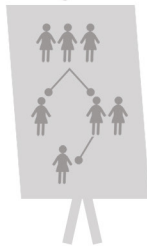
Braid succession planning with programs that equip women with key business development, leadership and confidence-building skills.



Return on Influence

Senior women have authority with clients and the community - and the power to shift firm culture to open more opportunities for rising women.

Firm



Demonstrate multiple styles and paths to partnership



Mentor and sponsor rising women



Advocate for next crop of female leaders

Partner/Principal



Win and keep clients that share firm's values



Demonstrate transparency in advancing women



Grow reputation and authority, polishing firm image

