ROIX3 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.



Scope of potential careers in accounting





Firms start with genderbalanced entry-level staff



Organize peer mentoring networks that grow with interns



Structure early leadership experiences



Integrate interns and new hires into women's initiatives



Spark expectations of a career here













Track retention of high-potential women





Retain with work-life programs



Foster sponsorship



high-profile assignments

Bizz



Fine-tune leadership abilities



Business development results qualify women to be stakeholders



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.





Demonstrate multiple styles and paths to partnership



Mentor and sponsor rising women



Advocate for next crop of female leaders





Win and keep clients that share firm's values



Demonstrate transparency in advancing women



Grow reputation and authority, polishing firm image

