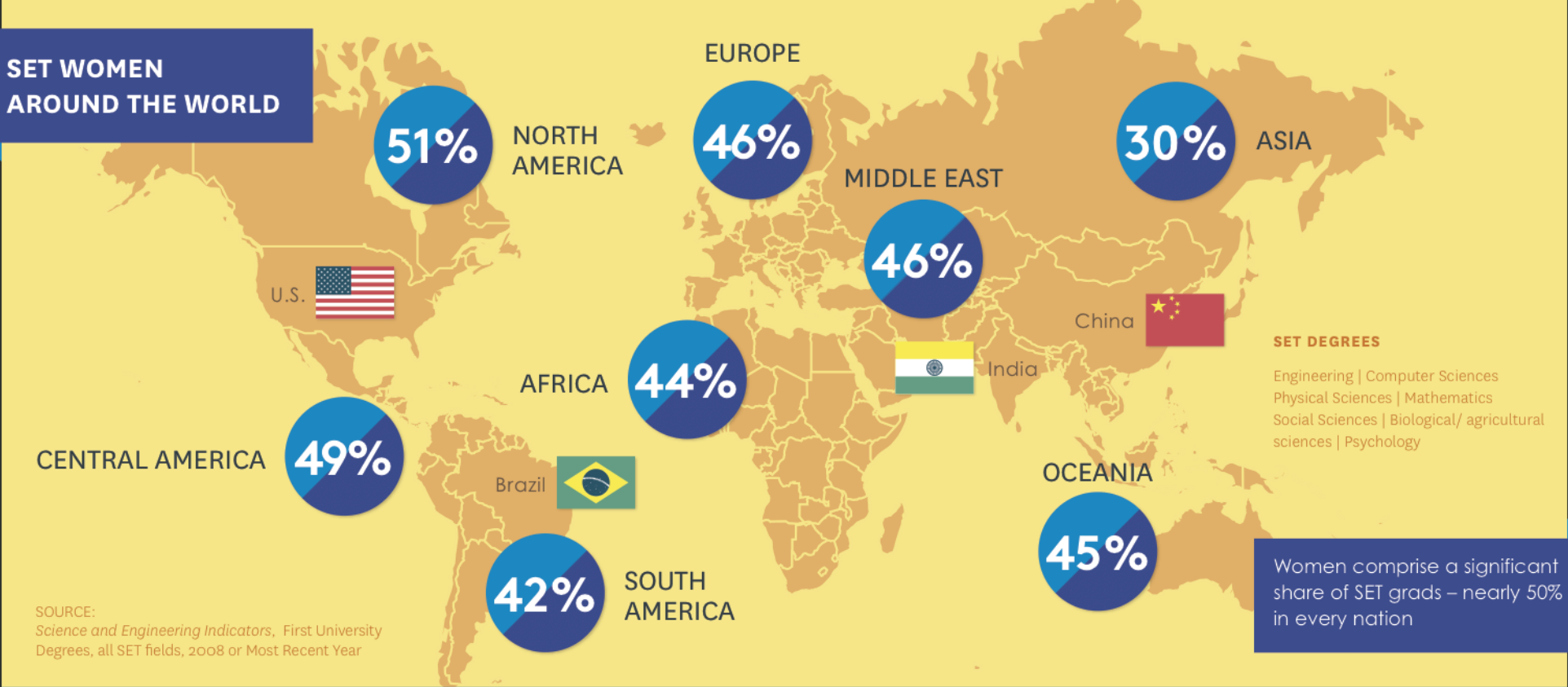


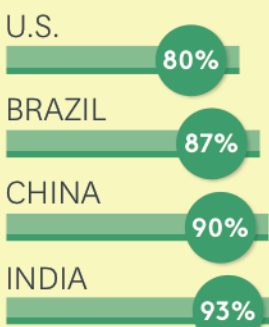
# ATHENA 2.0

Women make up nearly 50% of the **Science, Engineering, & Technology** (SET) industry across key geographies. Yet, despite high ambition and a love for their work, women across geographies are languishing in the middle-rungs of SET organizations and planning to leave the industry within a year.

## SET WOMEN AROUND THE WORLD



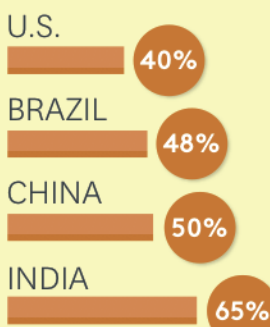
## SET WOMEN LOVE THEIR WORK



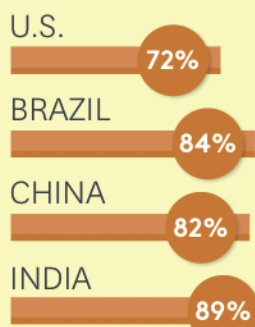
## BUT

### THEY STRUGGLE WITH EXERTING THEMSELVES AS “EXECUTIVE MATERIAL”

“Women are forced to conform to a more specific or narrower set of standards around executive presence (EP) than men.”

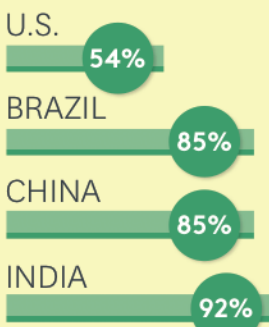


### ... AND THEY DON'T GET USEFUL FEEDBACK TO CORRECT ON EP



Too edgy  
Lacks impact  
Too emotional

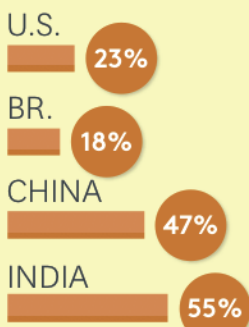
## SET WOMEN ARE EAGER TO GET TO THE TOP



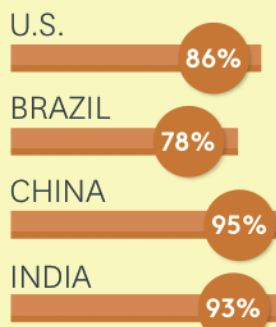
## BUT

### FEEL A FEMALE WOULD NEVER GET A TOP POSITION AT THEIR COMPANY

“A female would never get a top position at my company, no matter how able or high performing.”



### ... AND TEND NOT TO HAVE SPONSORS TO HELP PROPEL THEM INTO TOP POSITIONS



% OF WOMEN WITHOUT A SPONSOR

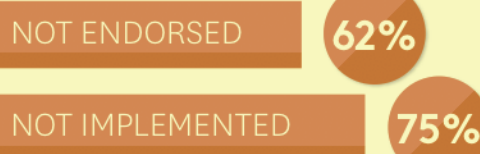


#Athena2

## LEADERSHIP ALSO DOES NOT ENDORSE, DEVELOP OR IMPLEMENT IDEAS FROM WOMEN IN SET IN THE U.S.



IDEAS FROM AMERICAN SET WOMEN ARE



Remarkably consistent across all four geographies

SPONSORED BY

