For decades, hundreds of studies have clearly demonstrated the enormous value in having women in top leadership positions within organizations.

**IMPROVING FINANCIAL PERFORMANCE**
- Better financial results
- Increased profitability
- Higher operating result
- Better economic growth
- Faster debt reduction
- Lower risk of insolvency
- Better business deals
- Less risky bids
- Better stock growth
- Higher market-to-book value
- Better corporate governance
- Better corporate oversight
- Improved organizational sustainability

**STRENGTHENING ORGANIZATIONAL CLIMATE**
- Decreased turnover intentions
- Higher employee satisfaction
- More women hired for pipeline
- Smaller gender pay gap
- Increased employee engagement
- Increased productivity
- Higher customer satisfaction
- Lower corporate fraud
- Reduced groupthink
- Higher team performance
- More considerate team members
- More ethical decisions
- Improved monitoring
- Increased board independence

**ENHANCING INNOVATION & COLLECTIVE INTELLIGENCE**
- Increased innovation
- Improved creativity
- Better team decision making
- Greater team problem solving
- Better team performance on highly complex tasks
- Increased knowledge formation and patents
- Higher collective intelligence
- Higher social sensitivity

**INCREASING CSR & ORGANIZATIONAL REPUTATION**
- Increased CSR
- Higher-quality CSR initiatives
- Greater social responsiveness
- Better engagement with society
- Greater philanthropic responses
- Improved corporate reputation
- Better corporate social performance
- Increased social performance indicators

**LEVERAGING TALENT**
- Think more holistically
- Seek win-win solutions
- More process-oriented
- Ask different questions
- Bring different experiences
- Sensitive to nonverbal cues
- Comfortable with ambiguity
- Use different leadership styles
- Focus on inclusiveness
- Focus on teams and cooperation
- More nurturing
- Focus on developing others
- Make more ethical decisions
- Have higher integrity/honesty
- Focus on self-development

The “business case” for women in leadership isn’t limited to businesses only. These advantages extend across all sectors, including religious, nonprofit, political, government, K-12 and higher education, and community. For our state to truly thrive, we must work to increase the number of top women leaders in all our organizations.