hacking the talent pipeline
The “Talent Pipeline”

Where are the leaks for women in STEM?

- Age 11: Science/Maths is not for me
- Age 18: Tech/engineering careers are for boys
- Age 14-16: Science subjects too hard
- Tech/engineering jobs are too isolating
- Senior leadership role
- This job isn’t flexible enough for me to come back after my family

@medickinson
Why change?

McKinsey, Google, your favourite sports team
Band-aid vs Systemic Change
Retaining

oracle vs teaminess
Growing

YOU ARE THE MOST TALENTED
MOST INTERESTING MOST
EXTRAORDINARY PERSON IN THE
UNIVERSE. YOU ARE CAPABLE OF
AMAZING THINGS.

<18mths RoI pair/mob
Attracting cultural “add” not fit @summeroftech
Future-proofing

time, $, attention
Actions

so what?

Find & unlock potential
go forth & be the change!