

GSJBW Women's Network - Leading for Talent and Diversity

The GSJBW Women's Network aims to develop, retain, recruit and raise the profile of women at all levels of the firm, in both their professional and community roles. The Network provides women with a forum to network and learn from colleagues, industry peers and clients. It also raises awareness of issues specific to professional women and advocates policy changes and initiatives to further the outcomes for women within the firm.

In 2008, membership increased by more than 50% compared to 2007. The GSJBW Women's Network is in regular contact with the broader Goldman Sachs Women's Network about past and future initiatives.

Key Events for GSJBW Women's Network

Leadership Week 2008

Leadership Week, an annual GSJBW event, was co-sponsored by the Women's Network in 2008. Conducted over four days in October, Leadership Week was led by Laura Liswood, Secretary General Council of Women World Leaders and Senior Advisor to Goldman Sachs.

Laura is an experienced and inspiring facilitator with a highly impressive background which includes, co-founding the Council of Women World Leaders, co-founding The White House Project, an organisation dedicated to electing a women president of the United States. In addition, she has acted as CEO and President of the American Society for Training and Development. Laura has authored two books *Women World Leaders*, which she interviewed fifteen current and former women Presidents for, and Prime Ministers, and *Serving Them Right*.

The majority of Laura's her time was spent delivering *Can You Hear Me Now?* sessions, attended by more than 200 people. These sessions provided practical strategies to demystify a variety of communication styles whilst also offering insight on how to acknowledge and leverage diverse perspectives in the workplace.

Other Women's network initiatives as part of Leadership included:

Ascend: A forum to provide senior female clients and prospective clients with content aligned with market and business trends. This year's session was based on the role of business in strengthening relations between Australia and China from an economic context. Laura shared lessons from women world leaders and a reflection on the highlights of political leaders in 2008.

Top 50 in the City: This initiative is part of a Goldman Sachs global series, with events held in major financial centres around the world and is specifically aimed at senior women in their respective markets across the financial services industry. This session provided participants with a unique opportunity to foster relationships with senior women professionals and hear direct and collective feedback.

Community Stars: For this session Laura facilitated a discussion around initiatives with which she has been involved, particularly surrounding community activities. In addition, she highlighted the Goldman Sachs 10,000 Women program, its focus, process and what we can learn from the concept.

Chief Executive Women Talent Development: This was a best practice exchange forum with our CEW Talent & Development group and industry peers who lead the diversity agenda in their respective organisations to explore how to support women.

Viewpoint and IBD Conference: Laura discussed the lessons learnt from women world leaders and reflected on the highlights of political leaders in 2008.

Testimonials from attendees include:

"Laura made me consider the ways in which 'what Grandma has told me' has shaped my current perceptions and way of behaving/communicating with others. I found this one of the most beneficial seminars I have attended all year. Well done and thanks."

"Outstanding event. The calibre of clients and industry peers was excellent and feedback on the event from guests was very positive. This has been a great initiative and we should look at ways we can continue to engage with this group. I think we can say best WN event yet!"

"Laura has provided much food for thought as we all look at better ways of interacting with others in our daily working lives. I was able to identify many applications in both my working and personal life that I can put into immediate action. Some other concepts were more long term and she has inspired me to delve deeper into issues, communication strategies and ways of providing leadership opportunities for other staff, especially women"

Other Women's network initiatives include:

Best Practice Exchange

A forum with Chief Executive Women talent & development group and industry peers who lead the diversity agenda in their respective organisations to explore how to support women; what are the best practices from women world leaders.

Women's Lunches with Management Committee

Management Committee members host a series of lunches for the women in their divisions in 2008. Female team members received an invitation to join a group lunch with their Divisional Managing Director to discuss the progress of the firm and the particular opportunities and challenges for women in each division throughout the firm.

Cross Divisional lunches for Associates and Directors

Women's Network host a series of cross-divisional lunches targeting female Associates and Directors. The aim was to identify ways to better foster career progression for women at the Director and Associate level. Topics covered included: career progression and planning, cross divisional awareness, gender issues and networking.

Investment Series for Women

The Melbourne office held an interactive workshop in April 2008 titled 'Investment Habits of Women'. The workshop addressed the importance of investment planning through a woman's life cycle and discussed some real life case studies. Participants took away strategies to help them manage their finances. The second Women and Investing series, "Preparing for the end of Financial Year" was held in Melbourne and Sydney. Topics included strategies to minimise tax leakage, superannuation, government entitlements, philanthropy and what to consider in the new financial year.

Cocktail Function hosted by Chairman of Goldman Sachs Asia

J. Michael Evans, Vice Chairman of Goldman Sachs and Chairman of Goldman Sachs Asia, hosted a number of senior women of the firm at a cocktail function in Melbourne in May 2008. Attended by around 30 women, Mike Evans shared his views on gender diversity, the importance of mentoring women and the role of senior management support in the professional development of women. A Co-CEO, the senior Chairman and Division Heads attended this event.

“Gender Facts – all you wanted to know but were afraid to ask”

Informal briefing session in Sydney and Melbourne “Gender Facts – all you wanted to know but were afraid to ask” was hosted by Robyn Worthington, Group Head of Human Capital Management. The sessions covered a range of issues including the policies, practices and benefits available to support women in their careers and with their responsibilities and interests outside work; discussion about the Talent & Diversity Council’s priorities and what progress has been made; discussion about any gender differences in the firm-wide employee survey; and discussion about the criteria for the Employer of Choice for Women citation.

“Leadership for the Disillusioned”.

In July 2008, Professor Amanda Sinclair tackled fundamental questions about leadership in her session “Leadership for the Disillusioned”. In this workshop, Professor Sinclair drew on a wide set of social ideas, including Eastern philosophies, as well as personal encounters with exceptional leaders to challenge leadership assumptions and myths, and explore an innovative approach to leading. Professor Sinclair also held the session for the Future Leaders Program.

Speed Networking

In July 2008, the Women's Network held very successful Speed Networking Events in Melbourne and Sydney. Like 'Speed dating for businesses', this fast paced networking event is structured so that each person has an opportunity to meet at least six new colleagues from across the firm.

Life Choices Luncheon

In September 2008, the Women’s Network hosted a panel event in Melbourne “Life Choices luncheon” with a number of team members at different stages in their life and career progression. The panellists included Stephen Fitzgerald (Co-CEO), Terry Campbell (Senior Chairman), Kate Temby (Equity Owner, Asset Management) and other senior women of the firm. In a relaxed format, the panellists discussed their life choices and experiences, along with the rewards and challenges experienced throughout their career. There was a significant emphasis on work-life balance and the firm’s support for flexible working arrangements.