



50 MOST POWERFUL WOMEN TECHNOLOGY

WOMEN IN TECH:
INVENTORS, INNOVATORS, AND ENTREPRENEURS

OCTOBER 13, 2016

6:00PM – 9:00PM

Hyatt Regency Santa Clara
Santa Clara, CA

THE
Power
TO INSPIRE

Congratulations to all of tonight's honorees
and a special **yodel** to our own
Marissa Mayer, CEO.

YAHOO!

WELCOME FROM THE NATIONAL DIVERSITY COUNCIL



DENNIS KENNEDY
Founder & Chair
National Diversity Council



ANGELES VALENCIANO
Chief Executive Officer
National Diversity Council

Good Evening,

Welcome to the 2016 Top 50 Most Powerful Women in Technology Awards Dinner. Through this event and selection, we hope to specifically recognize the achievements of women who are breaking barriers and setting high standards for themselves and others. Women in the technology industry face unique challenges and we hope to inspire young women to face such hurdles with confidence and careers in this vital field.

Every year, the National Diversity Council compiles a list of the Top 50 Most Powerful Women in Technology to feature the highest caliber of executive female leaders within the technology industry. These women have reached the top of their profession by driving change, innovating, and inspiring others to succeed while contributing to business growth.

The Top 50 Most Powerful Women in Technology meet the following criteria:

- Top leader in her organization and profession
- Directly contributes to business growth or strategic direction of the organization
- Maintains a record of accomplishments in areas of expertise
- Effective role model who inspires other women and is active in mentoring the next generation of female professionals in the industry
- Operates with the highest integrity and ethical behavior
- Demonstrates a commitment to corporate citizenship

We are honored to feature such a powerful group of inspirational women reaching new heights of achievement in business.

Sincerely,



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Contact

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cecilia.orellana-rojas@nationaldiversitycouncil.org
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October 17-21, 2016
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Contact:

Jim Penny, jim.penny@nationaldiversitycouncil.org
or Cecilia Orellana-Rojas,
cecilia.orellana-rojas@nationaldiversitycouncil.org

December 5-9, 2016
Tampa, FL 33606

MASTER OF CEREMONY



MEGAN CLEGHORN, JD, MBA
President
Cleghorn Performance Elevation, LLC

Megan Cleghorn, JD, MBA is the President of Cleghorn Performance Elevation LLC, an elite private-client executive coaching, leadership empowerment and executive communication company. As a coach and consultant, Megan marries her many years of operational and financial expertise with her passion for empowering current and future senior executives with the tools to graduate from Excellent to Superior.

Megan was previously the CEO of Request For Relief LLC, a national organizational-wellness consultancy servicing clients facing high-stress business and workplace challenges, including restructurings and post-M&A integration.

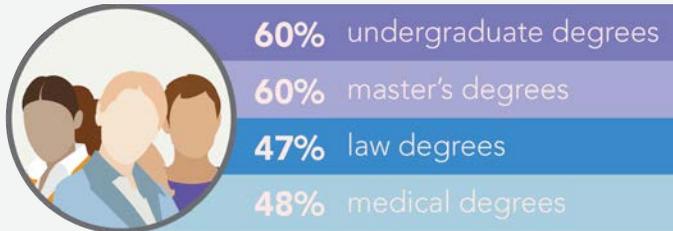
Prior to leading Cleghorn Performance Elevation and RFR, Megan spent more than a decade at the premier global law firm as a corporate restructuring professional, advising companies in distressed situations on operational and financial reorganizations as they underwent transformational change.

In addition, Megan is currently an instructor in, and advisor to The Wharton School of Business MBA Program on topics of Executive Communication and Advanced Persuasion. Megan regularly presents nationally on topics of Transformational Change, Leadership Empowerment, Advancement of Women, Organizational Wellness, and Entrepreneurship. Megan obtained her B.S. and her J.D. at Duquesne University and her M.B.A. at The Wharton School of Business at the University of Pennsylvania.

WOMEN & THE GENDER GAP

HIGHER EDUCATION

% of Degrees Earned by Women



PAY INEQUALITY BY AGE GROUPS

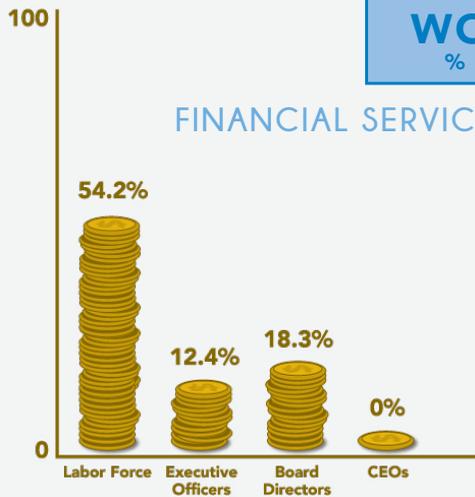
Women's % of Men's Earnings



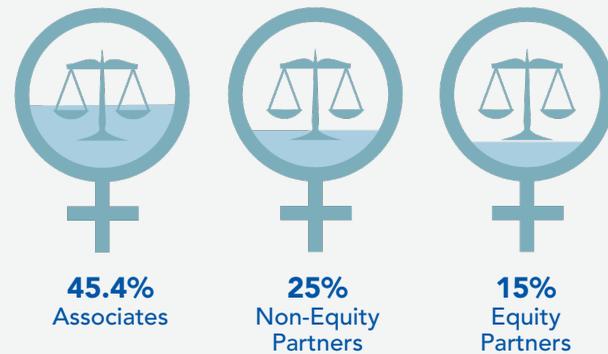
WOMEN IN BUSINESS

% OF WOMEN IN THE WORKFORCE

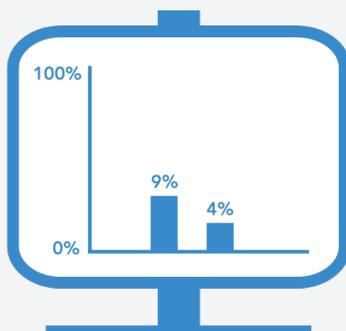
FINANCIAL SERVICES



LEGAL POSITIONS

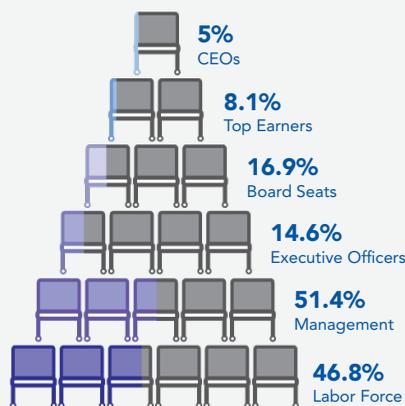


INFORMATION TECHNOLOGY



9% Management
4% Senior Management

FORTUNE 1000 COMPANIES



HEALTHCARE



Sources: Catalyst Quick Take: Women's Earnings and Income. New York: Catalyst, 2014; Center for American Progress, The Women's Leadership Gap, Women's Leadership by the Numbers. Catalyst, Women CEOs of the Fortune 1000 (January 2, 2015) and additional Catalyst research and analysis.

TOP 50 MOST POWERFUL WOMEN IN TECHNOLOGY



ERICA GALOS ALIOTO
Senior Vice President of Local Sales
Yelp

Erica Galos Alioto finds inspiration through reading, especially about great business leaders who built companies or political leaders who led through change. These true stories make her feel more inspired and well equipped to do the same in her own career. She also thinks women today are fortunate to have so many honest female writers who aren't afraid to talk about how gender plays into the workplace. Not too long ago, that topic was taboo.

"Writers like Sheryl Sandberg, Amy Poehler and Tina Fey have helped normalize some of the things women experience in a male-dominated environment and even bring humor to otherwise uncomfortable situations," Alioto says.

After reading Sandberg's *Lean In*, Alioto became more comfortable calling women out when she felt they were selling themselves short. When a qualified young woman didn't apply for a new role, Alioto asked why. She was sure other candidates were more qualified, the young woman told her. "When I dug in, she didn't really have a reason why she believed that. She just didn't have confidence in her own abilities. She ended up interviewing for a management role and was one of the best candidates I have ever seen. To this day, she is one of the top managers in the organization," Alioto says.

"Too often, fear of others' perception can prevent us from making big leaps," she says. Alioto understands. In 2006, she changed career course and left the structure of a well-known law firm for a tiny start-up called Yelp no one had heard of. "It turned out to be a great move, and I couldn't be happier I made the change. I am personally much more fulfilled by the work I do and much happier as a result."

A thick skin and the ability to respond rationally, rather than emotionally, have helped Alioto throughout her career. So too has writing it all down. "One of the best ways to put things in perspective is to write it down on paper and then read it. It creates distance from the situation and helps me see it more objectively, and also helps me come up with potential solutions to the challenge I may be facing," she says.

"Whenever I see an opportunity to empower someone, I speak up and challenge people to get past their self-limiting beliefs because generally that's what holds people back from being their best," Alioto says. A tight group of go-to people at Yelp gives her a "creative boost or extra dose of mojo" when she needs it and keeps her thinking on track.

Championing diversity and inclusion efforts at Yelp and in the tech industry is a duty for which Alioto is passionate. Strong effort exists, but discussing race and gender and unconscious bias last year at an annual managers meeting made some people uncomfortable. "But it's a conversation we need to be having," she says.

Alioto is the executive sponsor of Yelp's women's group, which recently joined Twitter, Square, and LinkedIn among others to promote women in tech. "Working together has allowed us to attract some great speakers and share ideas about what each company is doing to promote diversity. It's been great to see the response of our members to these events, and I believe there's an even greater opportunity for this group to have an impact," she says.

TOP 50 MOST POWERFUL WOMEN IN TECHNOLOGY



RAJI ARASU

Senior Vice President of Platform and Services

Intuit

Raji Arasu is Intuit's senior vice president of Platform and Services. In this role, she leads the development of the company's platforms and core services to enable Intuit's product development teams to build innovative products and services. Prior to Intuit, she served as chief technology officer for eBay subsidiary StubHub, after holding a variety of leadership roles at eBay. Arasu is an advisory board member for Code.org® and serves on the board of directors at NIC Inc.

TOP 50 MOST POWERFUL WOMEN IN TECHNOLOGY



JOANN COVINGTON

Senior Vice President, General Counsel, & Chief Privacy Officer
Rocketfuel

As a woman working in male-dominated fields like technology and law, JoAnn Covington is very aware of unspoken bias. Early in her career, she was nearly refused a case assignment because of her name. A woman, her superior thought, might not be able to handle the case. “Fortunately,” Covington recalls, “he recognized and overcame that bias.”

“We all need to be conscious of unspoken biases that we may have that influence our expectations of others, irrespective of their actual abilities, skills and experiences,” she says.

Covington is a strong proponent of objective measures for performance and delineating specific criteria for promotion and advancement, as well as encouraging thoughtful communication and conversations around unconscious bias in the workplace. She shares her personal experiences when mentoring her team and others, as a way of contributing to that effort at Rocket Fuel.

Being a part of a diverse workforce and a diverse community enriches Covington’s daily life. She says, “The varied experiences that we all bring to the table ensure that we explore ideas from a variety of perspectives and as a result, I believe that we are able to drive better outcomes and create a positive, creative, innovative environment.”

Covington is energized and inspired by great teams working together to further diversity and inclusion and then reaping the rewards of a vibrant and productive workplace. Her favorite effort on behalf of promoting diversity is Rocket Fuel Gives Back, a corporate giving program that sponsors a STEM program for young girls, grades three through six, in the local community.

Rocket Fuel employees and others in the broader community interact with the students, introduce them to important concepts in science, engineering, math and technology, and inspire them to reach for goals that perhaps they never thought possible. “We are doing our part to ensure that students, regardless of their skin color or gender, believe that they can reach their true potential without artificial constraints on their futures,” Covington says.

TOP 50 MOST POWERFUL WOMEN IN TECHNOLOGY



COLETTE KRESS

Executive Vice President & Chief Financial Officer

NVIDIA

Colette Kress is executive vice president and chief financial officer of NVIDIA. She joined the company in September 2013, after serving nearly 25 years in a range of finance roles at major technology companies.

She previously served for three years as senior vice president and chief financial officer at Cisco's Business Technology and Operations Finance organization, where she was responsible for financial strategy, planning, reporting and business development for all business segments, engineering and operations.

Previously, she spent 13 years at Microsoft, including four years as chief financial officer of the Server and Tools division, and held senior roles in corporate planning and finance. Prior to that, she served at Texas Instruments in a variety of finance positions.

Kress holds a B.S. degree in finance from University of Arizona and an MBA from Southern Methodist University.

TOP 50 MOST POWERFUL WOMEN IN TECHNOLOGY



CYNTHIA LAROSE

Chair of Privacy and Security Practice Group

Mintz, Levin, Cohn, Ferris, Glovsky & Popeo, P.C.

At the age of 40, Cynthia Larose's mother was diagnosed with breast cancer. She had two small children at home. Despite a radical mastectomy and months of grueling radiation treatment, her daughter remembers, "She never gave in, never gave up, and lived a long and wonderful life." And it's from her example that Larose draws constant inspiration.

"Adversities, looked at through a different lens, can be opportunities. Those opportunities may require an uphill progression, but with some work and perseverance, the opportunities can

open doors," Larose says.

Larose recognized opportunity for both herself and Mintz Levin, when personal information, health information and technology arose as larger factors in the legal transactional matters of her clients' businesses. In due course, Larose founded the firm's Privacy and Security practice. Today, she says, "I am a go-to resource for persons within my firm and for our clients. That is gratifying."

"I count myself lucky that I work within a firm that places high priority on inclusion through various initiatives and encourages entrepreneurship in development of skill sets. This was important to me on the first day I stepped foot through Mintz Levin's doors and remains true to this day," Larose says.

Throughout her career, Larose has empowered others by creating opportunities and developing their skill sets. "I try to move women to the forefront of projects and encourage them to understand the technical issues behind our legal advice," Larose says. "Lawyers advising technology companies must be more than lawyers in order to become trusted advisors. In order to become a trusted advisor, we need to understand and not be intimidated by our clients' technology."

This recognition as one of the National Diversity Council's Women in Technology, Larose says, "is another rock added to the foundation of my firm's devotion to inclusion and diversity, and I am proud to be honored."

TOP 50 MOST POWERFUL WOMEN IN TECHNOLOGY



SHERRIE LITTLEJOHN
Executive Vice President &
Head of Internal Innovation Strategies
Wells Fargo

Sherrie Littlejohn is a firm believer in what she calls, “each one, teach one.” She actively mentors, coaches and advocates for internal and external colleagues of all cultures and embraces the opportunity to sponsor team members and leaders across Wells Fargo.

Early in her career, Littlejohn remembers receiving a promotion into management at a time when she was not actively seeking a new position. With that advancement came some adversity for Littlejohn, who found she had to earn acceptance amongst the ranks. “This knowledge caused me to get more engaged with management leadership and diversity as well as constantly push to be better than most. I truly learned to appreciate, value, trust, and nurture my expanded mentoring and coach relationships, which helped me to grow and strengthen my core,” she says.

Today, she relishes mentoring opportunities, for they are a mutual learning experience. “Engaging with young talent continues to motivate me. I learn a lot from their thinking and it provides an opportunity to share insight and perspective,” Littlejohn says. These invaluable relationships also give her the opportunity to make a difference, which is inspiring and energizing.

As executive vice president of internal innovation strategies for Wells Fargo’s Innovation Group, Littlejohn also actively speaks to groups, executes team engagement programs and meets one-on-one with team members to promote leadership and diversity. She prides herself in being accessible and approachable, making time for team members to communicate concerns and issues, and for offering a different approach. “Recently, the exploration of diverse technology women’s issues and opportunities for seeking to understand self, and that self in context of the environment, culture, and making a plan to move forward has been most rewarding,” Littlejohn says.

Her involvement in diversity and inclusion efforts offers Littlejohn an opportunity to make a positive difference in the lives of others and oftentimes gives voice to those who may feel invisible or un-empowered to tell their story. Littlejohn says, “I am honored by this recognition and can only imagine that this accolade will give additional credibility to the continued need to keep pushing the agenda for equality, bring greater awareness to unconscious bias and, while progress is happening, there is more work to be done.”

TOP 50 MOST POWERFUL WOMEN IN TECHNOLOGY



MARIA MARTINEZ

President of Global Customer Success and
Salesforce Latin America
Salesforce

Adversities, Maria Martinez believes, are actually just opportunities to look at things differently. “Whether it was an actual setback or just a stagnation, challenges have given me pause to reflect and recalibrate. Had my career been a straight shot to the top, I would not have learned as much about myself and I’m not sure I would have landed in the best role for me,” she says.

Instead, Martinez tried new things, took risks, and acted collaboratively. She learned what she was and wasn’t good at and in the meantime became a much more authentic leader. And her last six years at Salesforce serves as validation that a winding career path was the best one for her.

Always drawn to careers centered on the customer, Martinez says it’s amazing to be part of a company whose entire philosophy is aligned to the notion of customer-centricity. “I’ve been given the latitude to build a world-class team, who thrives on making a difference for our customers. Seeing our employees and our customers accomplish things they never imagined they could is extremely rewarding for me and satisfies a personal goal that I have to always show people what’s possible,” Martinez says.

She does so as the executive sponsor of two programs inside Salesforce that celebrate and support diversity and inclusion—Women in Leadership and LatinoForce. Additionally, Martinez sits on the board of Genesys Works Bay Area, a non-profit that is changing the trajectory of underprivileged high school students by giving them access to the training and meaningful work that will shape their future professional success. “Through these things, it is my goal to encourage a more balanced, diverse workforce and set of leaders,” she says.

This Women In Tech honor, Martinez says, is another brick laid in paving a path forward for both women and minorities. “I intend to continue highlighting possibility for people of all backgrounds through my work as a leader, a mentor, and a mother.”

TOP 50 MOST POWERFUL WOMEN IN TECHNOLOGY



GINA MASTANTUONO
Executive Vice President of Finance
Ingram Micro

From a young age, Gina Mastantuono recognized to achieve her career objectives she needed the self-confidence to raise her hand and step up to take on more responsibility. That self-confidence started at home, where she watched her mother re-enter the workforce after years of staying home with four young children.

“She did not have a college degree,” Mastantuono says. “But she worked tirelessly to help provide the best for us, and she did, in every way.” Mastantuono knows her mother taught her a valuable lesson: Have confidence in your ability to do anything, even if you’re uncertain of the outcome.

Self-confidence underpins Mastantuono’s success and she believes it’s the foundation of any rewarding career. “If you don’t have the confidence in yourself—in what you can achieve—no one else will, either,” she says.

She remembers stepping away from the “expert” status earned during her tenure in one role to test herself in a new way, in a new company with broader financial responsibilities. “I embraced the challenge. A successful outcome was not guaranteed and I wasn’t at all sure it would work out. But it did. That was a very positive lesson for me,” she says.

Moving to Ingram Micro significantly increased her responsibility at a much larger company and involved a cross-country relocation for her entire family. But, Mastantuono says, “I had the confidence in my abilities—I knew I could step up and embrace the challenge, both from a work perspective and ensuring that my family was comfortable in a new environment. My family has adapted wonderfully and their love and commitment are my greatest source of daily inspiration, encouraging me to do better every day.”

As the highest-ranking woman, Mastantuono helps others build self-confidence to reach for more. “I tell young associates that I haven’t waited for opportunities; I’ve seized chances and trusted in myself to make them work. It’s important to take risks, even when the reward is unclear or indefinite. Why not you? Why not now? Even if you’re not selected for a position, the action of stepping up raises your profile, and improves your future prospects,” she says.

But self-confidence has to be backed up by talent and skills. “I’ve achieved success because I’ve worked hard and have earned it, and that has nothing to do with my gender. I view myself—and I expect others to view me—as equal in every way to my peers, and I’ve operated that way every day of my career,” she says.

Mastantuono is personally and professionally committed to raising the profile of women in leadership roles in the workplace and believes a more diverse workplace is common sense. It lends itself to greater strength and better performance for a company overall and is fundamental to sustainable competitive advantage. Today, thirty percent of the company’s board of directors is women and females are increasingly earning crucial roles, such as country chief executives. The company also recently completed a series of large-scale Aspiring Women Conferences as part of the Women’s Leadership Forum initiative, and is planning a series of workshops focused on personal development, career positioning, relationship capital and leadership skills.

TOP 50 MOST POWERFUL WOMEN IN TECHNOLOGY



MARISSA MAYER

President & Chief Executive Officer

Yahoo!

Marissa Mayer is President & CEO of Yahoo. Since joining Yahoo in 2012, Marissa has led Yahoo's focus as a guide to digital information discovery by informing, connecting, and entertaining users through search, communications, and digital content products. Marissa also helmed Yahoo's efforts across mobile, video, native, and social to transform Yahoo's digital advertising strategy. Under her leadership, Yahoo has grown to serve over 1 billion users worldwide, with over 600 million users now on mobile.

Prior to Yahoo, Marissa was at Google for 13 years and held numerous positions including engineer, designer, product manager, and executive. She played an instrumental role in Google Search, leading the product management effort for more than a decade during which the product grew to over a billion searches per day. Marissa led the development of some of Google's most successful services including image, book and product search, Google Maps, Street View, Google Local and Zagat, Google Toolbar and iGoogle, and she defined such pivotal products as Google News, Gmail and Chrome. She holds a dozen patents across the areas of artificial intelligence and interface design.

Marissa graduated with honors from Stanford University with a B.S. in Symbolic Systems and a M.S. in Computer Science. For both degrees, she specialized in artificial intelligence. As she completed her graduate degree at Stanford, Marissa worked at various research laboratories including UBS in Zurich, Switzerland, and SRI International in Menlo Park, California. Also during her graduate work, Marissa taught computer programming to more than 3000 students, earning numerous distinctions such as the Centennial Teaching and Forsythe Awards for her contributions to undergraduate education. Marissa has also been recognized as a Young Global Leader by the World Economic Forum, 'Woman of the Year' by Glamour magazine, a recipient of the Whitney American Art Award, and the youngest woman to be named to Fortune's list of the 50 Most Powerful Women in Business.

Marissa serves on the board of directors for Walmart and has since 2012. She is also active in her community and serves on the boards of the San Francisco Museum of Modern Art and the San Francisco Ballet.

TOP 50 MOST POWERFUL WOMEN IN TECHNOLOGY



HAIYAN SONG

Senior Vice President of Security Markets

Splunk

As a woman in the male-dominated tech industry—even more so in security—stereotypes and the adversities that go with them persist, but Haiyan Song has found diversity brings immense value into a product and a team. Furthermore, being different brings a unique perspective and becomes a tremendous strength and asset to females, who are focused on collaboration, constant learning and personal challenges.

A memorable morning meeting in Japan, many years ago, turned into an opportunity for Song to showcase her understanding of the business partnership from both perspectives and dispel any stereotype put upon her by others at the table. “Every time I face a challenge or am doubted because of my gender, I am motivated to challenge that status quo. It’s an empowering feeling in itself,” Song says.

“We need more women who are confident in themselves to shed light on the fact that there is no specific gender based attribute that makes an engineer, a programmer, an analyst or a leader good at his or her job. Keeping this in mind will empower all women and allow people to focus on the merits of our contributions, rather than our gender,” she says.

Song believes it critical that women leaders establish a culture of collaboration and constant learning, a culture of support for one another and commitment to each other’s success. Song had an incredible opportunity to work closely with HPE CEO Meg Whitman. She remains inspired by Whitman to this date. “She exuded confidence and could command a room with her interpersonal and leadership skills. More importantly, her ability to connect with customers amazed me—she always knew the ins and outs of their relationship with HP, communicating and guiding them along the way, as all strong leaders should. This is something I draw from and try to emulate at Splunk,” Song says.

Whitman invested time in developing key leaders in the organization. “She was very accessible and took time to sit down with me one-on-one to offer career guidance, especially providing tips on how she succeeds in a man dominated field. One of my philosophies in business is ‘always let the team know that you’re in the trenches with them.’ Meg taught me how to do that,” Song remembers.

But sometimes those trenches are less than familiar, and Song says unknown, daunting territory with grounds for potential disaster contain obstacles but can become pivotal moments in a career. Looking back, those moments totally changed the way she thought about leadership and management. “Now, I always look for opportunities to move outside of my comfort zone and I encourage my team to do the same, as I believe it’s fundamental to career growth. With every risk I take, even when the outcome isn’t exactly what I expect, the experience itself is incredibly valuable and bridges itself to new opportunities,” Song says. “This is especially critical to keep in mind when working with growing organizations, such as Splunk’s Security Markets team.”

“Merit and contributions should always outweigh everything as you advance your career. Just because you are a woman, or Asian, none of that matters if you are constantly challenging yourself to take risks and succeed. I’m a firm believer that diversity brings immense value into a product and a team, so be yourself, work hard, achieve success based on merit, and you will go very far,” she says.

TOP 50 MOST POWERFUL WOMEN IN TECHNOLOGY



KAMAKSHI SIVARAMAKRISHNAN
Chief Executive Officer & Founder
Drawbridge

Being an entrepreneur is about creating impact and Kamakshi Sivaramakrishnan's self-competitive nature keeps her striving to be better today than she was yesterday. "Every week, every month, every year. Exponential growth," she says.

As one of so few women in her field, she is cognizant that her actions stand out. "I don't look like, sound like, or act like a typical CEO," Sivaramakrishnan says. "I'm always aware of the extra scrutiny. My goal and response to this is to be as researched and convicted as I can be in my beliefs, so the logic of my arguments holds up."

Math and science drew Sivaramakrishnan in at an early age. "I'm a firm believer in the applied nature of science and math. In other words, while pure mathematics and science are certainly elegant, I've always seen the development of real-world applications using those foundations as the more productive endeavor," she says.

"Whether it's medicine from biology or financial analysis from mathematics—there are many examples of industries being created from a scientific and mathematical foundation," Sivaramakrishnan says. "I ended up choosing a career in engineering, and continue to derive elegant applications of scientific concepts to solve new problems. The space that Drawbridge is in—digital identity has very tough problems to solve and I find a sense of adventure in the quest for solutions to these problems!"

Inspiring women and entrepreneurs with her story fulfills Sivaramakrishnan. "There is no guaranteed success in life, and entrepreneurship is a path rife with uncertainty. Successful people mitigate risk by investing in product and technology, making the right decisions on go-to-market and surrounding themselves with the right team," she says. But dealing with risk is a genuine hurdle, for which coping skills must be learned and practiced. "To entrepreneurs I say, 'Get comfortable with being uncomfortable.'"

"In so far as women in technology and business is concerned, we still do have to fight societal stereotypes and expectations around the role of women, their natural inclinations, etc. We need to do a better job of empowering women through initiatives in science and technology starting as early as middle and high school curriculums," Sivaramakrishnan says. "An ultimately real, monumental shift from the current state will take time."

TOP 50 MOST POWERFUL WOMEN IN TECHNOLOGY



DR. LISA SU
President & Chief Executive Officer
AMD

As a child, Dr. Lisa Su was fascinated with her brother's remote controlled cars, but not just as a play toy. "I was curious enough to want to take them apart and put them back together. It was amazing to me how electronics worked," she remembers.

Math and science became her school focus at the urging of her parents and she found her passion in year one at MIT. "I fell in love with semiconductors. I loved the idea that we could make extremely complicated devices on a piece of silicon no bigger than a coin, and with that I started my lifelong journey of driving life-changing innovation with semiconductors," Su says.

As a young engineer, she solved difficult technical problems and got products to market. She worked 20 some years in various engineering and business roles before earning her "dream job" as CEO of AMD, where she has the opportunity to "truly make an impact on the industry."

As the first female CEO of a U.S. semiconductor company, Su recognizes her role as not only a major personal achievement, but also a huge responsibility. "I believe strongly that great leaders can be taught and nurtured. Each individual starts with a foundation of education, talent, and character but we can all benefit from mentoring, the right career experiences, and positive reinforcement," Su says.

Her early inspiration came from her entrepreneurial mom, who immigrated to the United States some 40 years ago and transformed from a shy, young mother into a woman who started her own business from scratch and grew it to a multi-million dollar company. "There was no challenge that was impossible to overcome, and that is something that has been instilled into my character," Su says.

"There's likely no executive, regardless of race or gender, who hasn't experienced adversity in one way or another. What's important is that we don't let challenges get us down. I have always tried to learn from difficult situations and use them to motivate myself to do more and do better the next time," she says.

Su counts herself lucky for mentors and bosses throughout her career who invested in her development and gave her the right opportunities to prove herself. She uses her role at AMD to create these same kinds of career development opportunities and leadership training for the next generation of leaders.

"Innovation thrives in an environment that encourages good ideas to come forward. People of different backgrounds and experiences tend to think differently and companies stand to benefit from that diversity of thought—it leads to a better company," Su says.

"My hope is that over the next 5-10 years, corporate leadership really starts to reflect our diverse and talented workforce with greater gender and ethnic diversity. I believe this happens one step at a time," Su says. "I know that the decisions I make today will make AMD a more diverse company going forward, and I believe with similar efforts by other leading CEOs in technology, we can make progress."

TOP 50 MOST POWERFUL WOMEN IN TECHNOLOGY



DEVON VALENCIA

Vice President of IT Program Delivery
Blue Shield of California

Everyone has rough patches in their personal lives and careers, but focusing on the fall does no good. Instead, Devon Valencia says it's deciding how to pick yourself up that counts. A boss once told her, "You either win or you learn," and with that same advice she empowers her team at Blue Cross Blue Shield today.

"I try to let people see the real me—the one that doesn't have all the answers, the one that makes mistakes. The people who work for me know that I don't expect perfection but I do expect their very best. I've learned that you can't win every time but when you fail, you have to learn," Valencia says.

Often, as a woman in technology, she finds herself the only female at the table. "As is human," Valencia says, "most people tend to label me before I've even opened my mouth to speak. Instead of focusing on what people are thinking, I remind myself that I've earned a seat at the table and then extend an open perspective to others."

It's amazing what people can learn from one another if they take a more open view of the person across the table from them. Often these types of bosses and leaders see potential before the employee recognizes it for himself or herself. "I'm thankful to have people in my career who challenged me to aspire for more and pushed me when I was unsure and needed to conquer my fears," Valencia says.

Her focus now is to create that for other people—to be a mentor, sponsor, supporter for others, especially women, who need a little support to make their career aspirations a reality. "We all need a chance. We all need people in our lives that support us and see something in us and to give us a boost up," Valencia says.

Beyond her activities in the diversity efforts of Blue Cross Blue Shield, Valencia is a member of the Board of Directors for the Center for Violence Free Relationships. With that group, she works to end the cycle of violence in families and communities by helping the organization create innovative ways to support victims and families of domestic and sexual violence. "The work they do helps lift up thousands of lives and has multi-generational impacts," she says.

TOP 50 MOST POWERFUL WOMEN IN TECHNOLOGY



PAT WADORS

Senior Vice President of Global Talent Organization

LinkedIn

Diversity and inclusion are a necessary aspect of an effective and productive workplace, but Pat Wadors believes these identifiers don't sufficiently describe all that is needed by employees to thrive and contribute to the success of a company. She believes the real magic happens when people also feel they belong. "Giving and getting 'belonging moments' along the way made me truly feel like I belonged. Those moments gave me confidence, gave me 'swag' and I raised my voice," Wadors says.

Wadors likes to say she's calling DIBs on diversity with a triple focus that includes diversity, inclusion and belonging (DIB). "Learning how to create those 'belonging moments' for others is magic. In return, the giver feels even more connected to that person. It's powerful," she says.

"We are all genetically wired to want to belong. This is a fundamental need and once you feel like you belong—the world is yours!" Wadors says.

There was a time when Wadors struggled with belonging. Interfacing with her peers was difficult and she was unsure how to improve communication. A 360 review brought clarity to the issue. "What I learned was they didn't know ME. Without me sharing who I was, what motivated me and that I was an introvert, they assumed I didn't care about them, that I just wanted to look after my own goals," she says.

"I learned to share who I was, how I re-energize, and I gave them insight into what motivated me. That changed our relationships forever—for the positive. Trust was built, friendships were made, and I found more joy at work," Wadors says.

Today, Wadors blogs and speaks publicly, sharing her stories and connecting others so they can also learn to be themselves, be authentic and be happy. "I've learned to be tenacious, self-motivated, persevere, find my confidence wherever I can to continue to be me—authentic. I share my stories so that others can learn. I listen to others' stories so that I may learn. I take risks," she says.

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Please contact Jacob Tadesse for more information about the council at jacob.tadesse@nationaldiversitycouncil.org