

Advancing Women in Aviation Roundtable – Asia Pacific Luncheon

1 November 2016
Conrad Hong Kong



Sponsored by

pillsbury

In association with

American Airlines 

MOURANT OZANNES

Advancing Women in Aviation Roundtable Luncheon

Hong Kong

Tuesday, November 1, 2016

Amelia Anderson

*Managing Director, Assistant Treasurer
American Airlines*

Danielle Roman

*Partner
Mourant Ozannes*

Sponsored by 

In association with

American Airlines 

MOURANT OZANNES

Advancing Women in Aviation Roundtable Luncheon

Hong Kong

Tuesday, November 1, 2016

Agenda

- I. Welcome and Opening Remarks*
- II. Session Objectives*
- III. The Facts and The “Leaky Pipeline” to Leadership*
- IV. Lunch and Table-top Exercises*
- V. Table Reports and Putting It All Together*
- VI. Adjourn*

Advancing Women in Aviation Roundtable Luncheon

Hong Kong

Tuesday, November 1, 2016

Session Objectives

- *Provide information – some of the facts may surprise you*
- *Discuss common challenges – working together, each table will share experiences, perceptions, expectations and concerns*
- *Inspire each other – with new insights and understanding*
- *Learn new tools – take away actionable strategies and the confidence to drive change*

Sponsored by  pillsbury

In association with

American Airlines 

MOURANT OZANNES



Women Matter

Unlocking the full potential of women
in the economy

Sandrine Devillard

McKinsey & Company

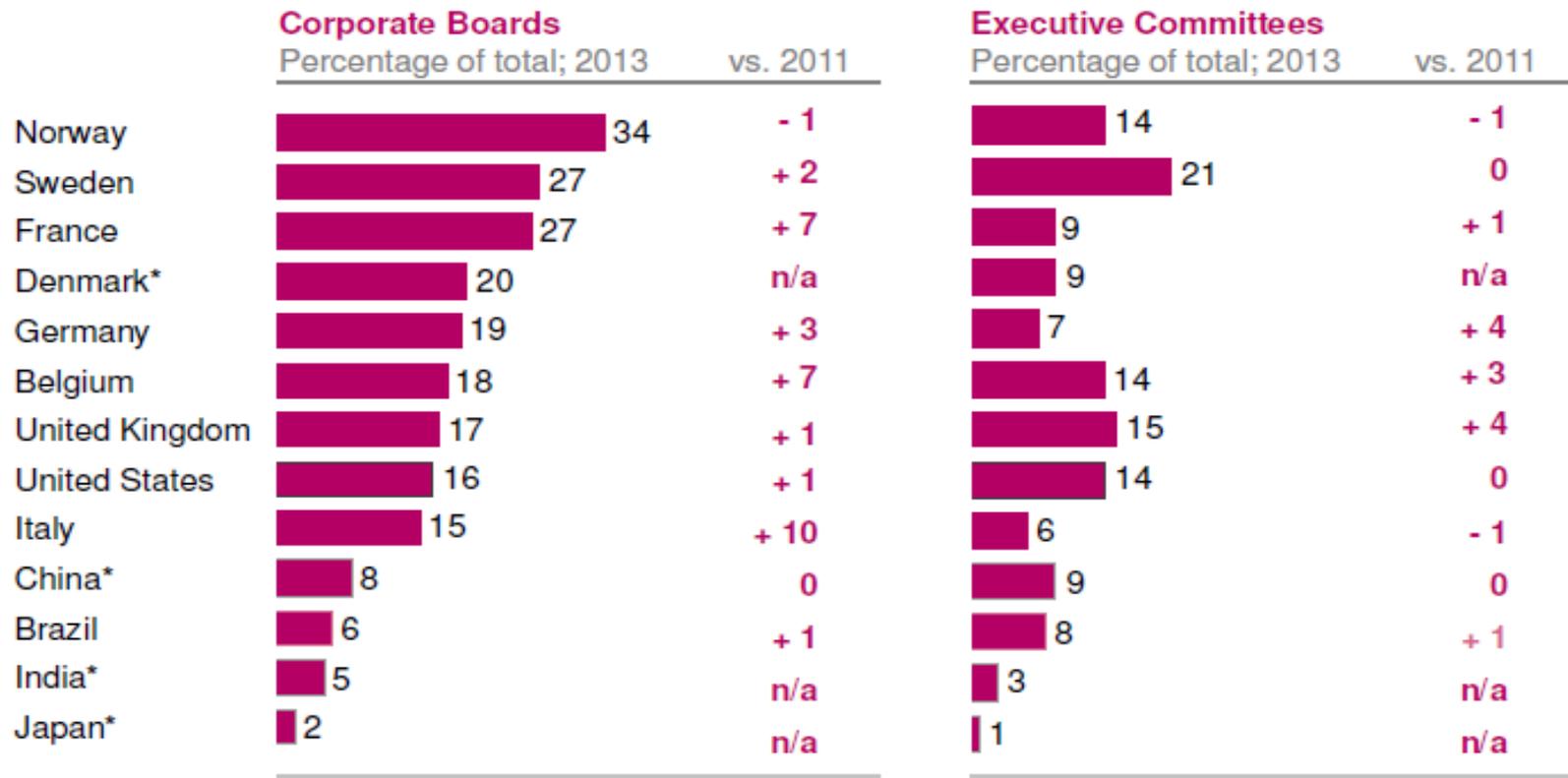
Sponsored by **pillsbury**

In association with

American Airlines 

MOURANT OZANNES

Today, women are still underrepresented at the top of corporations



* The numbers for Denmark, India and Japan reflect the situation in 2011, and for China 2012

SOURCE: Company websites, McKinsey analysis

McKinsey & Company | 5

Sponsored by 

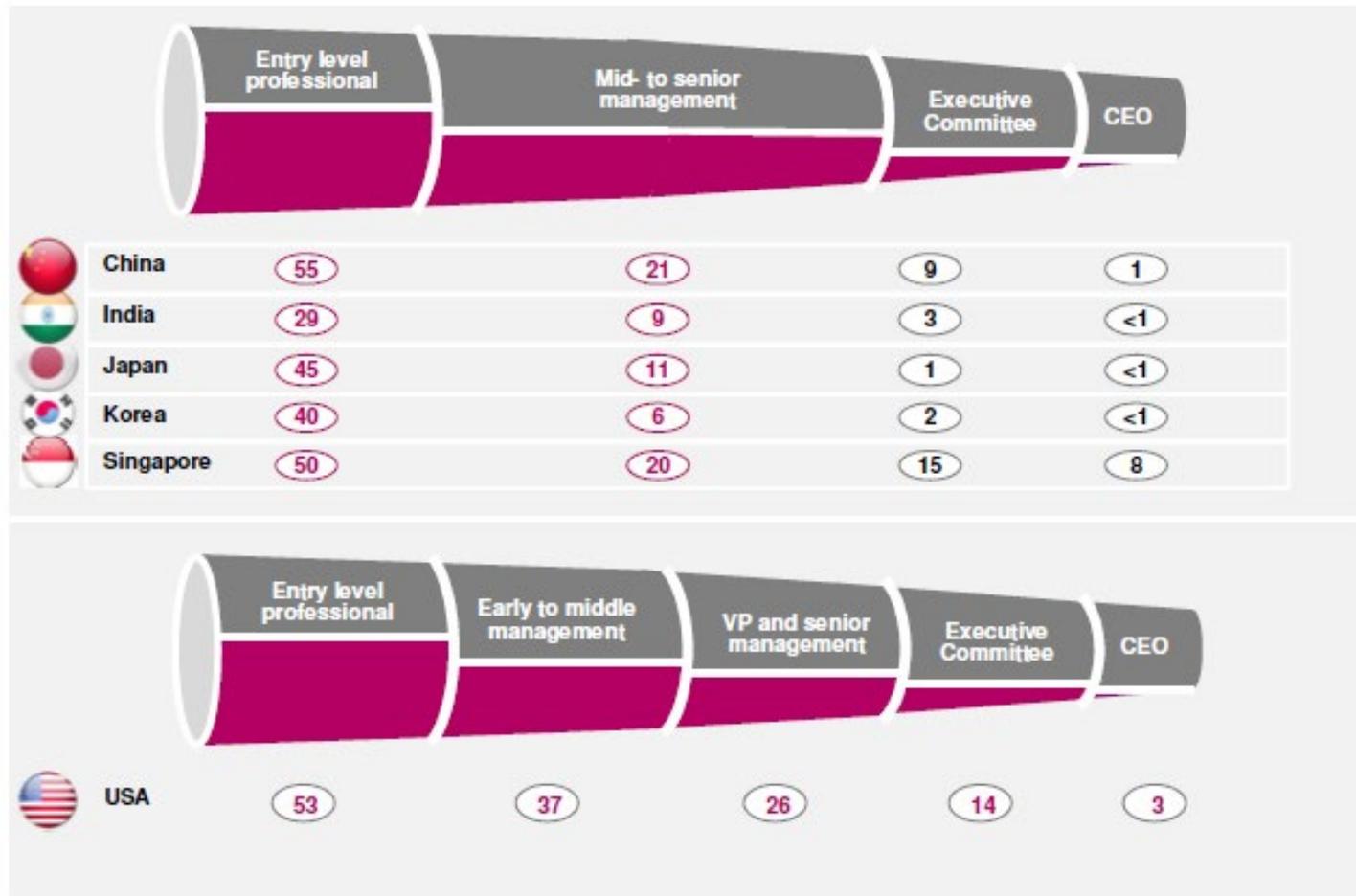
In association with

American Airlines 

MOURANT OZANNES

In the USA and in Asia as well, the talents loss happens all along the pipeline

% of women



SOURCE: McKinsey, Women Matter

McKinsey & Company | 9

Sponsored by **pillsbury**

In association with

American Airlines

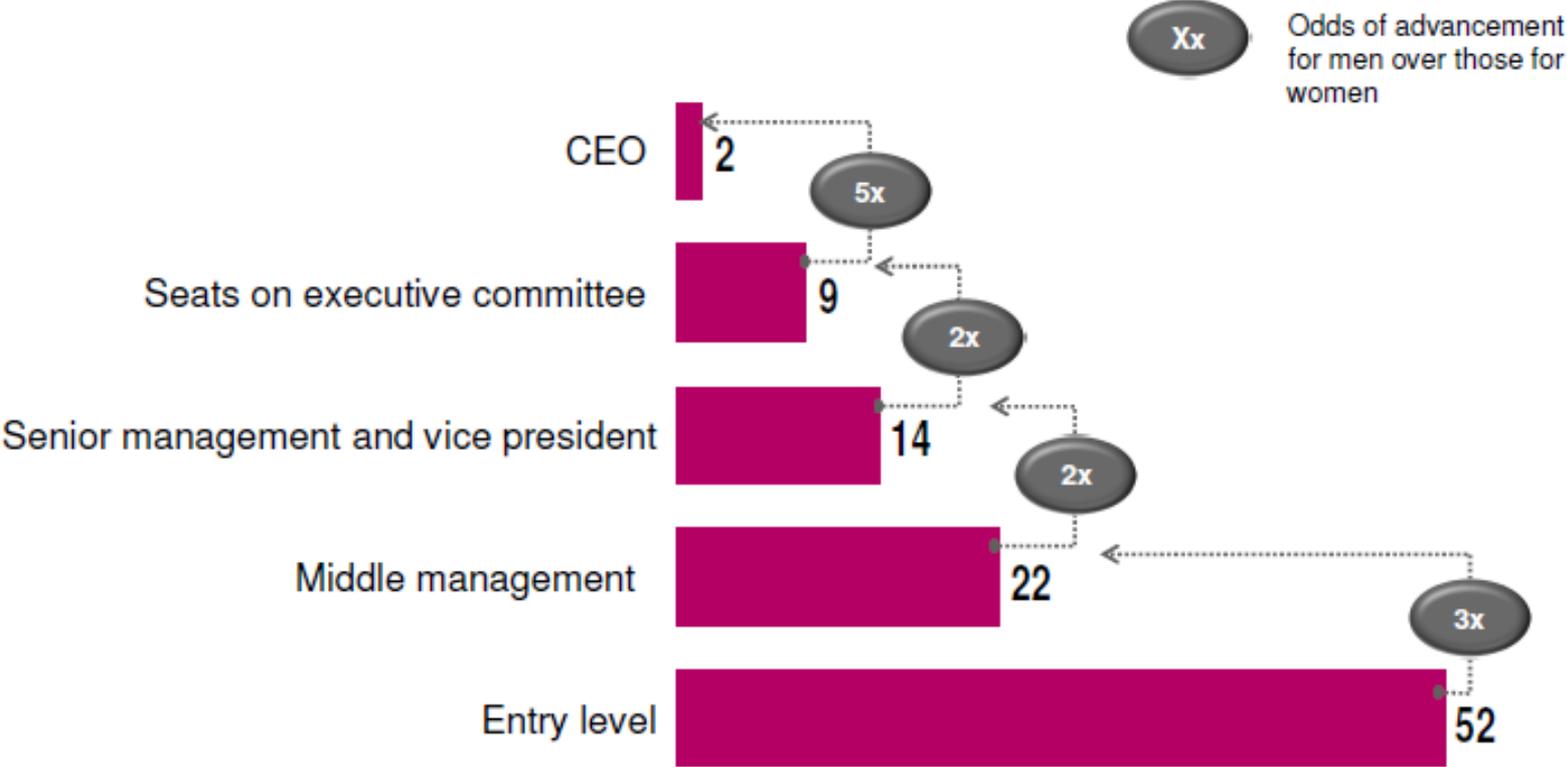
MOURANT OZANNES



Leaky pipelines everywhere: not "one" glass ceiling

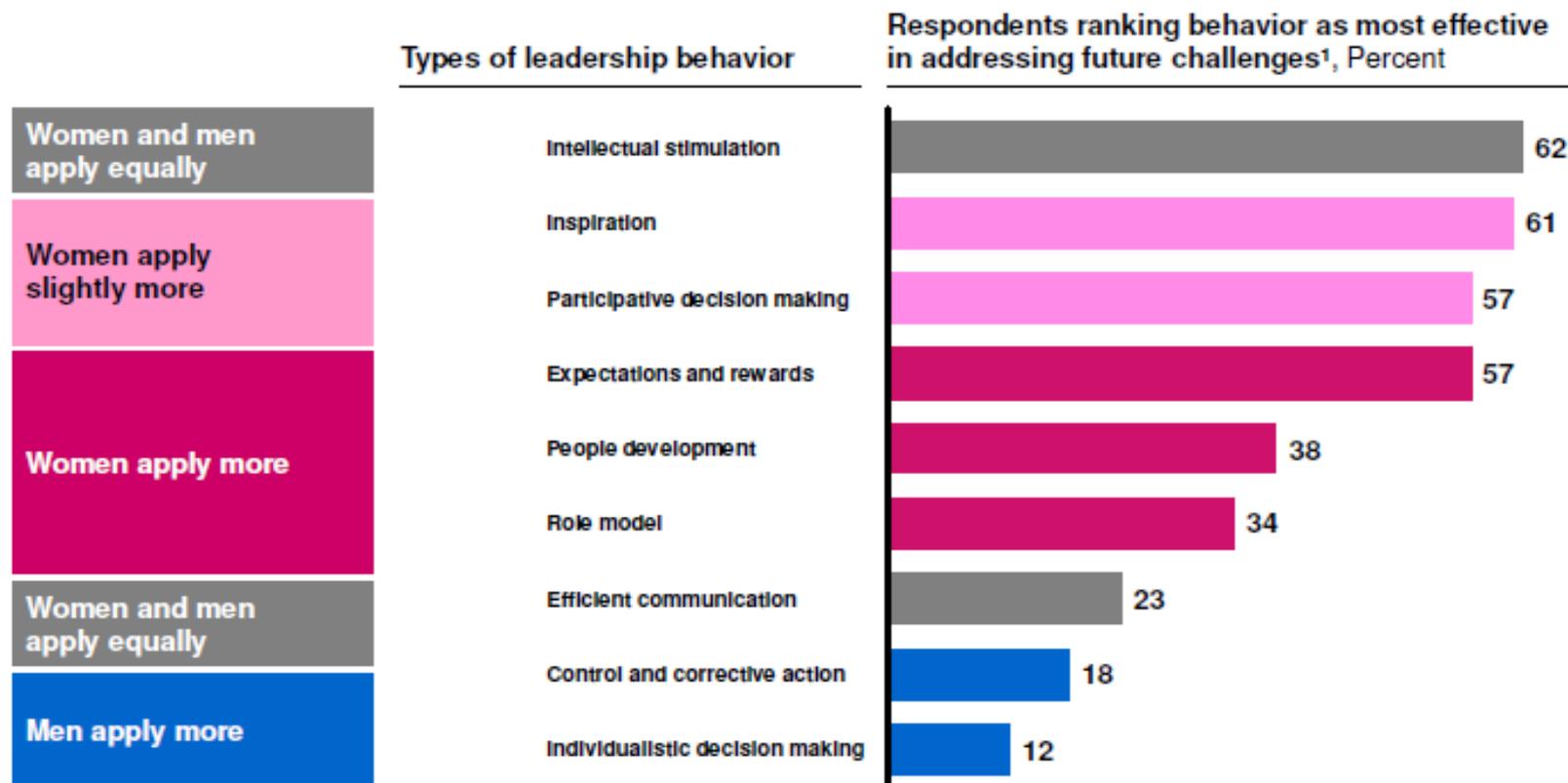
EMEA industries

Number of companies= 130*, percent women



* Companies with more than 10,000 employees and/or revenues greater than €1 billion, and that provided data

Women apply more frequently three of the four types of behavior seen as most effective in addressing the global challenges of the future



¹ Respondents could choose up to 4 types of behavior

Causes of the “Leaky Pipeline”

I want every little girl who is told she is **bossy** to be told she has **leadership skills.** ~Sheryl Sandberg



WomenWorking.com

Sponsored by **pillsbury**

In association with

American Airlines 

MOURANT OZANNES

The Merit Trap: merit is in the eye of the beholder

We make small changes to the system because no one believes it's broken. But if we only tweak, we never get change.

To move 180 degrees we have to have someone holding up the mirror at every stage of the process asking 'why do we think that?'

Jayne Hrdlicka, CEO
Jetstar Group

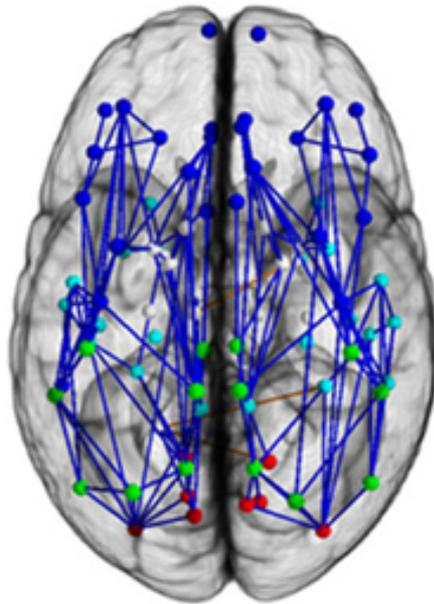
Leadership Styles

Male

Excel in performance of a single task

Motor skills

Spatial awareness



Female

Memory

Emotional intelligence

Intuition

Verbal skills

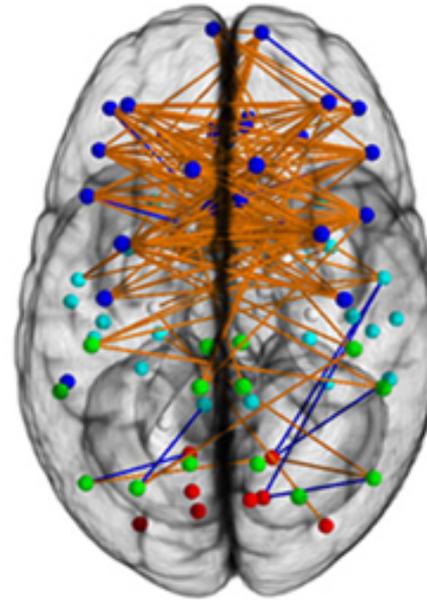


Photo: National Academy of Sciences
University of Pennsylvania

Culture

Careers website of a major Asian based airline

“Pilots”



“Flights Attendants”



Learn new skills for life
We'll give you the skills to make every flight a success ▶

Sponsored by **pillsbury**

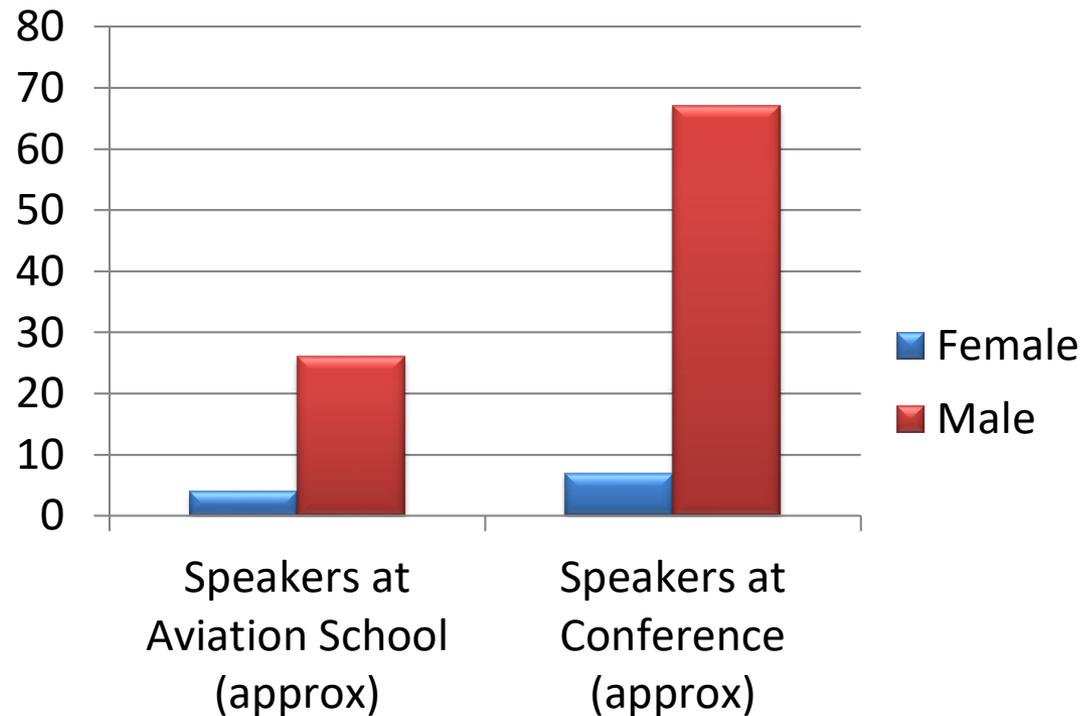
In association with

American Airlines 

MOURANT OZANNES

Aviation Industry Culture

- Women pilots represent only **6%** of the total pilot population globally
- This conference's speaker statistics (based on Euromoney's website):



“Having it all”



Sponsored by **pillsbury**

In association with

American Airlines 

MOURANT OZANNES

Institutional Issues



Sponsored by **pillsbury**

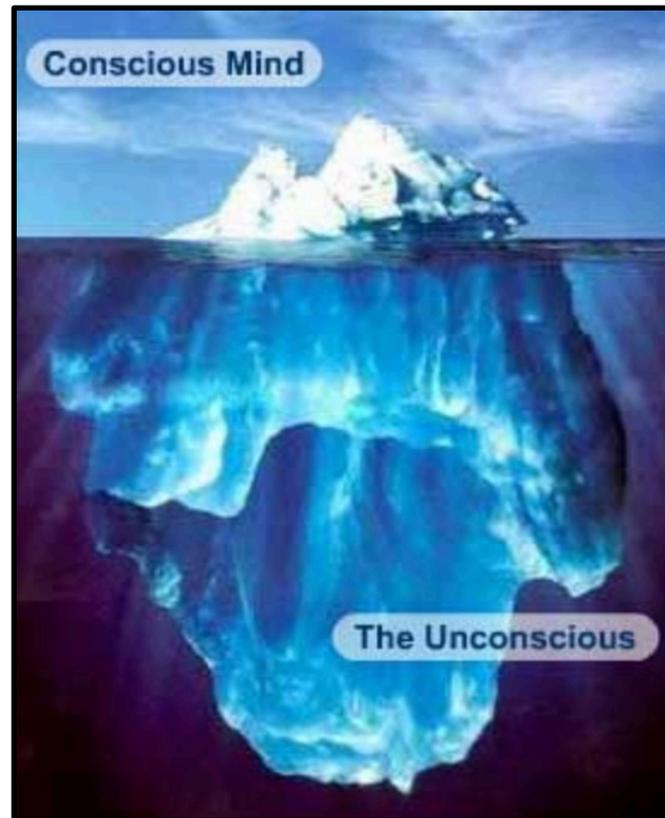
In association with

American Airlines 

MOURANT OZANNES

Unconscious Bias

When I say “pilot” what do you visualise?

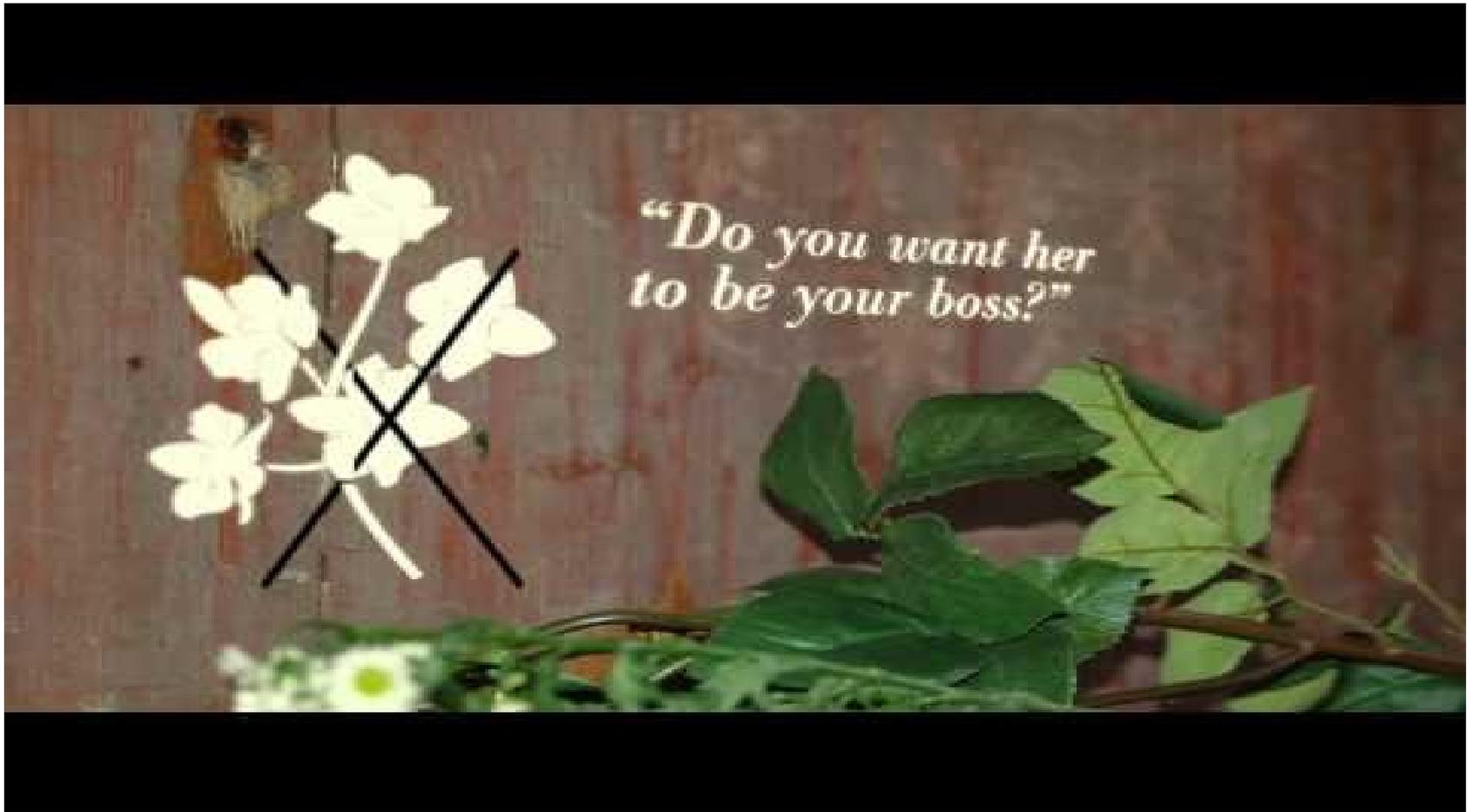


Sponsored by **pillsbury**

In association with

American Airlines 

MOURANT OZANNES



Sponsored by **pillsbury**

In association with

American Airlines 

MOURANT OZANNES

What is the Solution? Table-Top Exercise

1. Men often realize significant benefits from informal interaction with senior male colleagues, such as getting together for a casual drink, playing golf or attending other sporting events. Should male leaders make more of an effort to engage with female subordinates in this way? Name three potential pitfalls to this approach. How might these pitfalls be managed?
2. Can women who predominantly employ traditional female communication styles and leadership behaviors still be effective leaders? Name three things that supervisors can do differently to ensure that these women's ideas are heard. Name three things that women can do to enhance their impact and improve their effectiveness as leaders.
3. Discuss the importance of work/life balance for both working mothers and working fathers. Name five specific things leaders and organizations can do to better support this balance, and enable working parents to achieve balance without losing their place on the "leadership track."
4. Specific, critical feedback is a vital part of every employee's individual development, but male supervisors may be less comfortable giving critical feedback to women than they are to men. Why? Identify five things that male supervisors can do to better prepare for and manage the process of giving critical feedback to female subordinates.
5. As a leader, have you ever questioned your own unconscious biases? What three questions might you ask yourself today to test biases in your decision-making about hiring and promotion decisions and leadership development assignments?

Advancing Women in Aviation Luncheon

Hong Kong, 2016

**IF YOU
CHANGE
NOTHING,
NOTHING
WILL
CHANGE**

Sponsored by  pillsbury

In association with

American Airlines 

MOURANT OZANNES