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I speak from experience: Performance improves with diversity.

Video Transcript:

Marge Wagner, Lead Director, Accenture Board of Directors

I believe companies perform better when there is diversity. In my experience, when there are women in senior positions in the company—as senior as a CEO—the performance is excellent. Now, not every single woman CEO is going to be the best CEO in the world. Well, not every man CEO is the best CEO in the world, so it's OK. But those companies that have thought through how to provide the opportunities to have women in those senior roles says a lot about the company.

Women, when they lead, have a tendency or inclination to be more inclusive. So, leading allows for more input and more variability of what's going on in the discussion.

I've had a very successful career in terms of the things that I've been able to achieve professionally. My reputation, I think, has more to do with the way I've done it. Women have to step up and step out. You have a responsibility to make the way, to clear the path, to create the opportunity.

Women need to be in line assignments, not just in the support functions. The support functions are fabulous and if that's your passion, go ahead and be in marketing, go ahead and be a lawyer, go ahead and be in HR. But if you want to run the business, then you'd better get into the business side and do it. Women need to have a place at the table because having people who have different experiences and think differently creates a better result. I speak with authority because I've lived it and seen it.

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