A Look Back: 10 Years of IWD Retrospective Video with Nellie Borrero

Video Transcript

Nellie Borrero: Hello! I’m Nellie Borrero, Accenture’s managing director of Global Inclusion & Diversity. I’m so glad that you are participating with us in Accenture’s 2010 International Women’s Day celebration.

Today, we’re exploring the theme of resilience—and, specifically, “resilience in the face of change” This (2010) is the tenth year that Accenture has set aside a special day for women. It’s an important demonstration of our commitment. Each year we’ve grown, as more and more of our colleagues around the world are able to participate.

Today, we are reflecting on the insights and ideas that have enabled us to create something truly unique.

Let’s take a moment … step back … and see how we got to this point. It began in 2001. We sponsored a program with Susan Bird and her organization called WF360. She had come up with an innovative way to do a global broadcast, and we said…wow, that’s a great idea. We had Joe Forehand, Pam Craig and Gill Ryder on the big broadcast, and locally we could have our own leaders, our women leaders, there to talk to the women in those particular offices.

That was Susan Butler…our company’s first woman partner. Susan was instrumental in providing a focus on the development of women in our organization, and her efforts set the stage for our current International Women’s Day event.

In 2005, Accenture sponsored its first global International Women’s Day. It was a truly innovative event focused on “Achieving and Sharing Success” and featured a 30-hour webcast and live reports from around the world. Let’s take a look…
My dream job…
My dream job…
My dream job…
Training in diversity, that would be a nice career
Being a top of executive of a big firm
Twenty Accenture offices hosted day-long events and many more people joined in via the Accenture Portal. Participants told us this event was tremendously valuable and relevant to their experience at Accenture. Where 2005’s events celebrated success, in 2006 we explored what success looks like, with the theme of “Success in Action.”
(Australia) It’s really important to hear how to incorporate work-life balance; how to get ahead in Accenture as a woman.

Gill Ryder: It’s up to you to decide what you want to do and then just go out and make it happen
Participants in 21 offices along with our portal viewers took part in two live webcasts from London and Manila. We also had live reports from Accenture events in Bangalore, Paris and New York.
Keynote speaker Marilyn Tam describe her rise from difficult circumstances to become vice president of Nike and a prominent speaker and author.
Astronaut Mae Jemison inspired all of us…

Text on screen: “It was accomplishing small difficult tasks when no one was looking…that allowed me to accomplish the big things when all eyes were upon me.”
Celebrating, inspiring and empowering women was our focus in 2007. We tackled some of the most pressing issues affecting women, while inspiring and empowering them to both achieve and contribute to success.
(unknown speaker, from Boston) Can you help those of us here in the room and those watching on the webcast, what can we do to help make things better for inclusion and diversity?
Some of Accenture’s most senior women shared their keys to success…
Bill Green and our keynote speaker, author Gail Evans, emphasized the importance of being authentic.
This was the year we began to see this program’s impact on women. Participation increased, resulting in more than 40 locations holding events.

In 2008, we explored the dynamics of the multi-polar world…and talked about the tough choices that each of us faces in defining our success.
In spite of our size, the ability of people to change our company is really profound.
I was excited to sit down with Bill Green and talk frankly about the importance of speaking up…stating your interests…and getting involved.
Working in this environment presents all of us with some challenges and choices. In workshops and presentations, participants discussed various types of tough choices, and how to address and resolve them.
Also in 2008, we announced the Accenture Women’s Network…Network…a permanent resource for women to connect and to continue the discussions we started on IWD. Last year, Accenture women came together to discuss making tough choices and capitalizing on opportunities—inspiring women to stretch themselves by having the confidence to try new things…

Pam Craig: As you know, we’re a company and a culture of high-performing people, and how can you be high performing if you’re not stretching

Roxanne Taylor: I learned how incredibly important it is when you’re approaching something new, to listen

Jill Smart: The advice I would have for someone taking on a stretch role, first of all, do it
Our leaders told us that stretching yourself is important, while reinforcing the point that in Accenture’s environment, stretching is not only safe, it is encouraged.
It is evident that International Women’s Day is a key part of our I&D commitment. 2009 saw record participation.
This year we find ourselves in a challenging and dynamic environment—one that demands resilience and the ability to adapt quickly to change. Resilience is about finding your strengths, being resourceful and being able to adapt. Take advantage of the discussions your teams have planned today.
Listen to…and share with…your colleagues. Capitalize on the information year hear today. It will help you develop skills and rise to the many challenges we all face.

Most of all, enjoy your day.