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Context to the nugget

Zia talks about the leaky pipeline of women leaders and talks about the key inflection points where the leakage is maximum. She talks about the false glass-ceilings that women often have in their heads.

Transcription

Deepak Jayaraman (DJ): Talking about women and leadership, in your head specifically in law, what's your take on the glass ceilings in people's heads? One is really there's been enough commentary around what's there in the system but in your head if you had to talk to the young women aspiring leaders, where do you think there are the glass ceilings in their head?

Zia Mody (ZM): I think 80% of them have glass ceilings in their head still I think it's a function of like in every profession, women think they really have to out piss the men just to be on the same scale they have to work at least 25% harder to get noticed, they have a huge bunch of work life, adversarial challenges that men don't have in terms of baby bearing etc. and the system still doesn't get it that they need safety landings at certain points in their lives so they just fade away and that is I think the real problem, if you look at the stats one of the stats that I read was that India's women over their life cycle 48% of them ultimately leave their jobs, that is our leaky pipe lines.

DJ: And do you have the sense of how that 48% happens? Through the journey?

ZM: Article didn't say when but I can guess, post marriage, post first baby those are the critical times when a woman just finds it too difficult and therefor unless the ecosystem and organization and more importantly her husband support her, she is gone.

Reflections from Deepak Jayaraman

DJ: I am reminded of the key insight from the book ALLIANCE - co-authored by Reid Hoffman, one of the Founders of LinkedIn. In his book, he talks about the notion of people who identify with the values of the company but are interested in doing something else for the short-term either because of a personal context or because of their interest in a different adjacency. In those cases, he suggests that the organization and the individual concerned should proactively examine the solution-space where they could find something of mutual interest. He uses the metaphor of tours of duty (almost like the 6 month rotation program that large organizations like GE, J&J have). He says, pick a project for 6 months that makes sense for the organization and the individual, see if there is mutual value then move forward, a few months at a time. Quite often, I have noticed, companies and individuals

Podcast Transcript [17.03 Zia Mody - Women Leaders - a leaky pipeline](#)

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look at this transition (let's say after a child is born) as a binary option (get back to the track I was on, or quit). With a little bit of effort on both sides, one can often land at a point that makes mutual sense in the short term and then move from there.

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End of nugget transcription

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Zia Mody - Nuggets

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- 17.07 Zia Mody - Building good judgment
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About Deepak Jayaraman

Deepak seeks to unlock human potential of senior executive's / leadership teams by working with them as an Executive Coach / Sounding Board / Transition Advisor. You can know more about his work [here](#).

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