

# Leading into the Future, and the impact of diversity

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Zane Zumbahlen

Vice President of Human Resources, IBM Japan

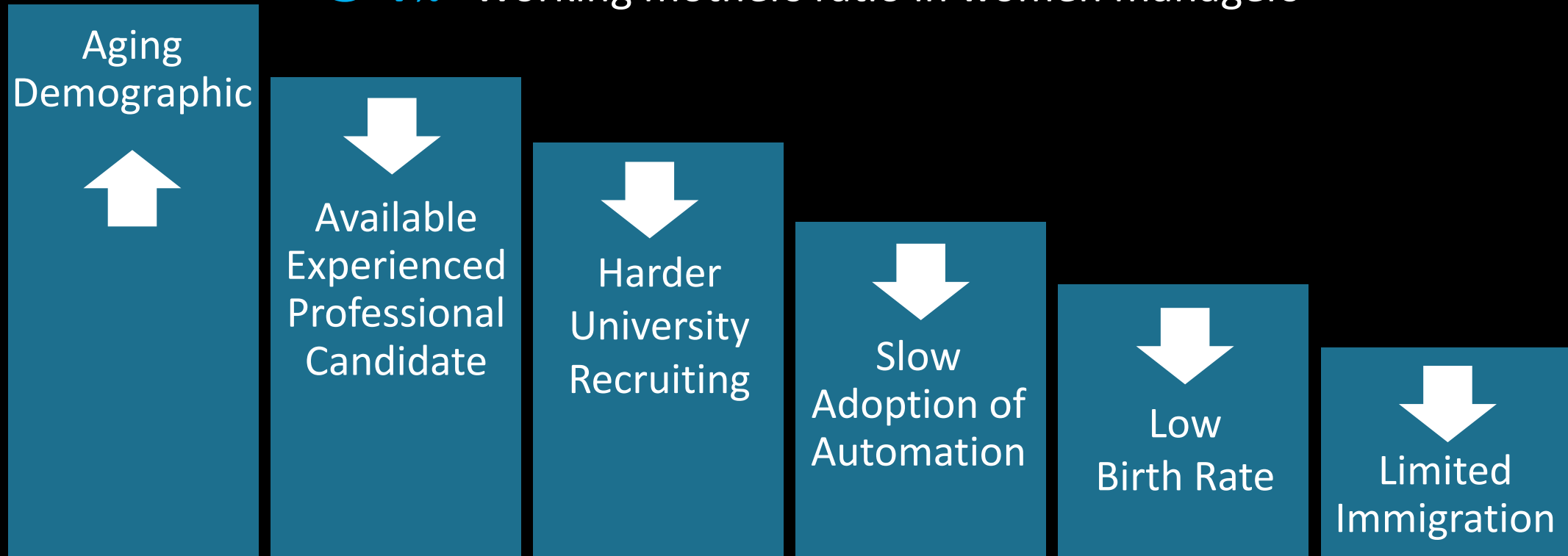
# Challenge & Opportunities for Women

IBM Japan Women Representation in 2016

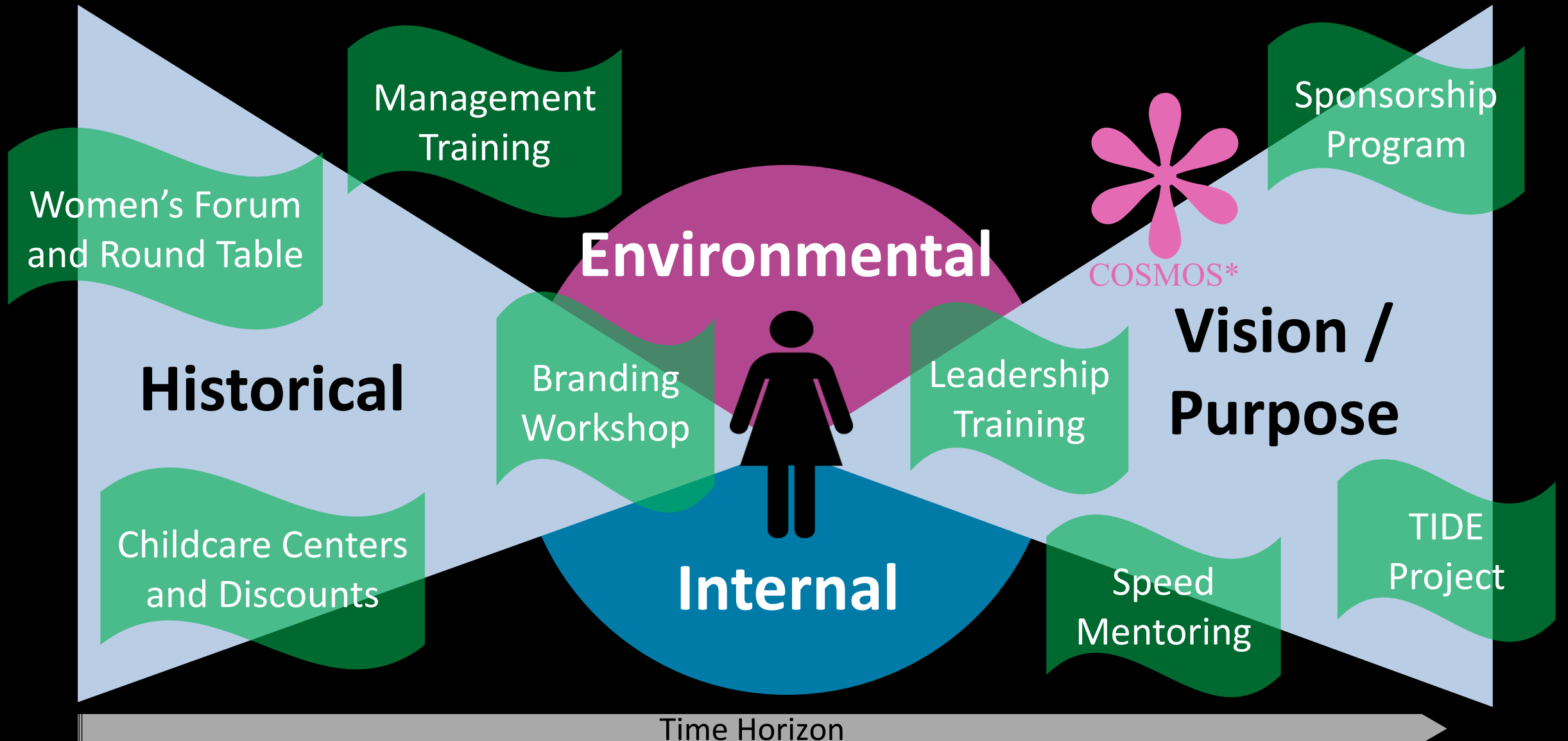
**22%** Women's ratio in total population

**14%** Women's ratio in people managers

**34%** Working mothers ratio in women managers



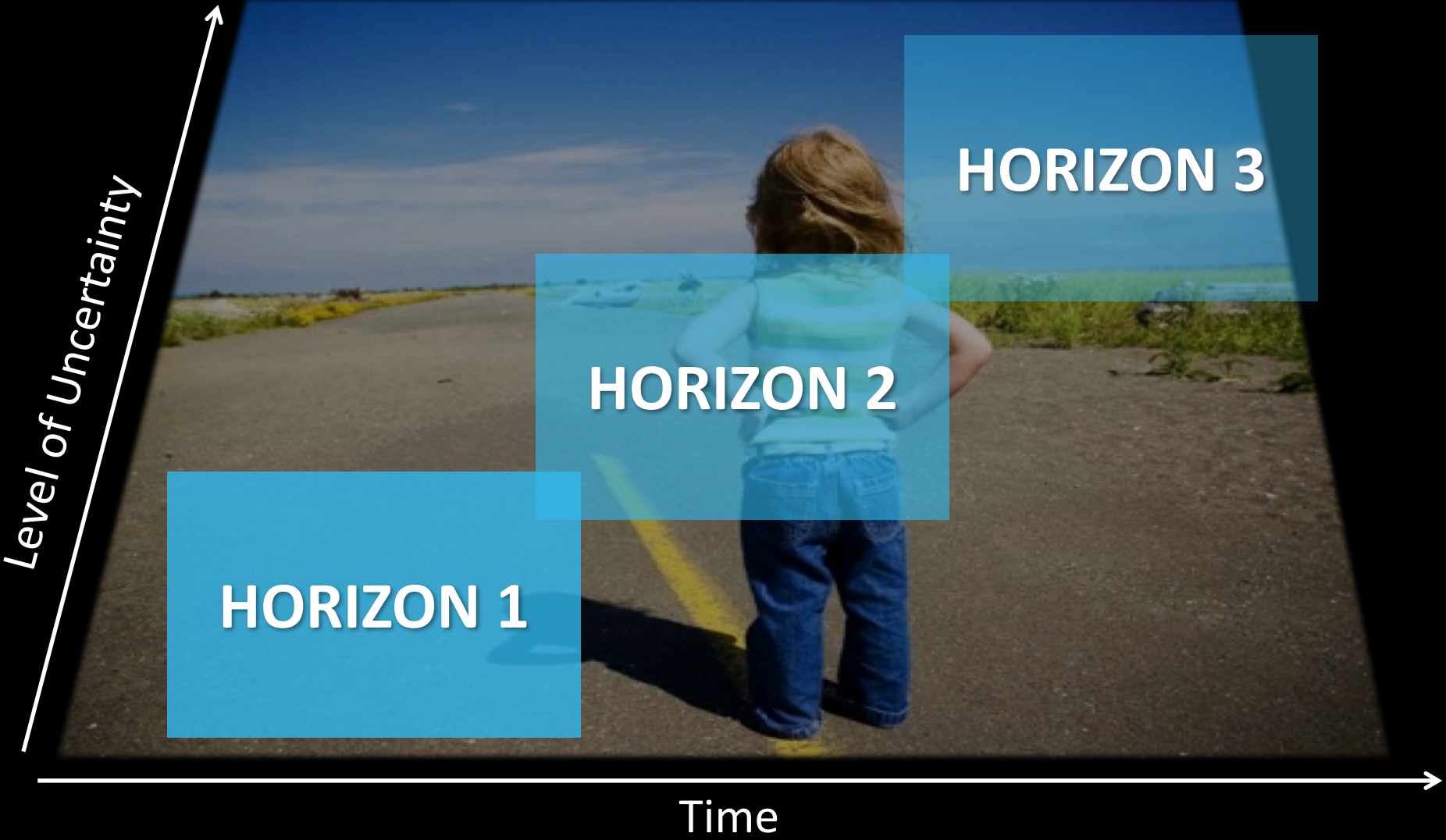
# Women's Development - Issues Highlighted in Japan



# Female Diversity Journey



# THINK



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