## 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

Aging Demographic





Available Experienced Professional Candidate



University Recruiting



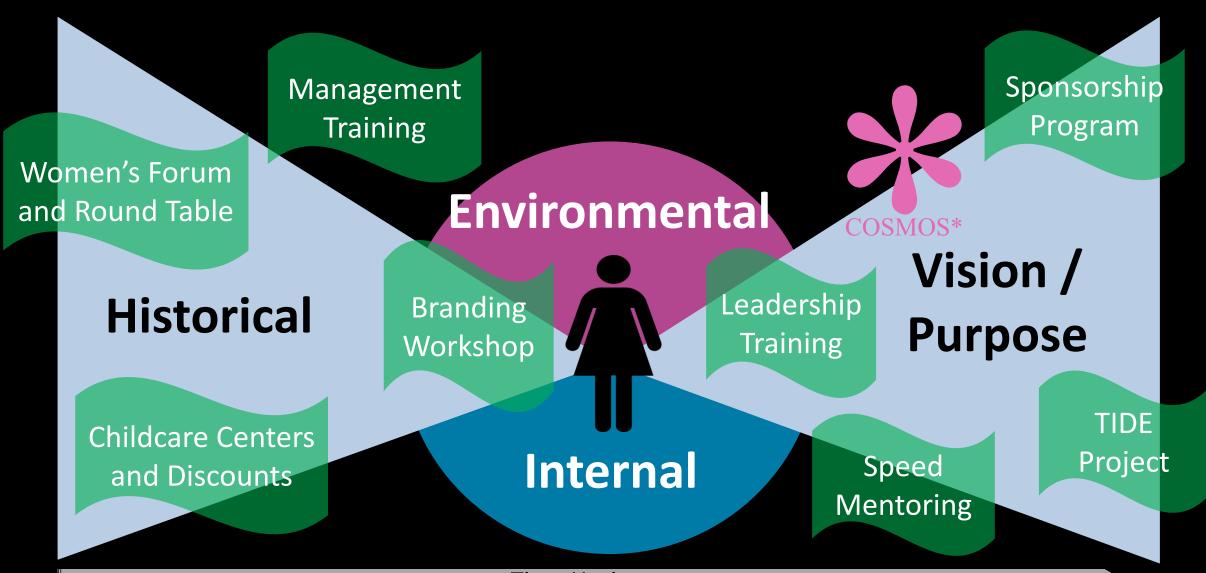
Slow Adoption of Automation



Low Birth Rate



## Women's Development - Issues Highlighted in Japan





**Pre-Employment** 

Employment Non Manager Employment Manager

Pre Education

School

New Hires Mid Career

**Parent** 

Management

Executive

**Best Practices** 

Recommendations

Advocates

**Supporting Organizations** 

## THINK



Time

