

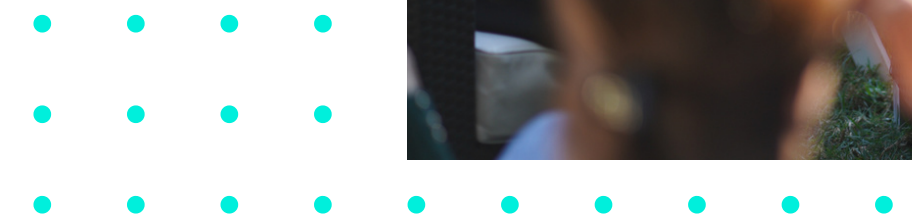
# NXT WORK

*February 2024* | *nxtwork.org*

# THE NXTWORK STORY

It all started with a tight community of women+ leaders connecting monthly to exchange ideas. After George Floyd's murder, their work assumed a new meaning.

Companies were promising a more inclusive workforce with little success. So these women decided to lead change themselves.

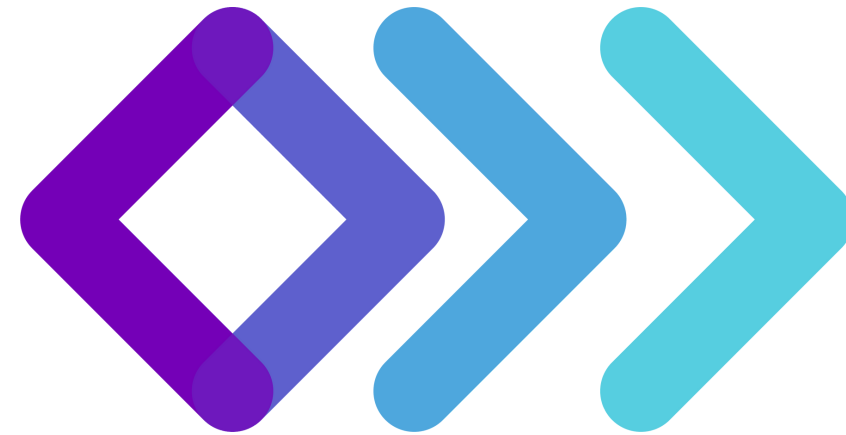


# SUCCESS STORIES



**Kalinda Raina**

VP and Chief Privacy Officer at  
LinkedIn



**Don India**

CEO at Radarfirst



***Kalinda is now on the  
board of Radarfirst***

## **NxtWork Member Kalinda Raina joins the Board of Radar First thanks to NxtWork Connection**

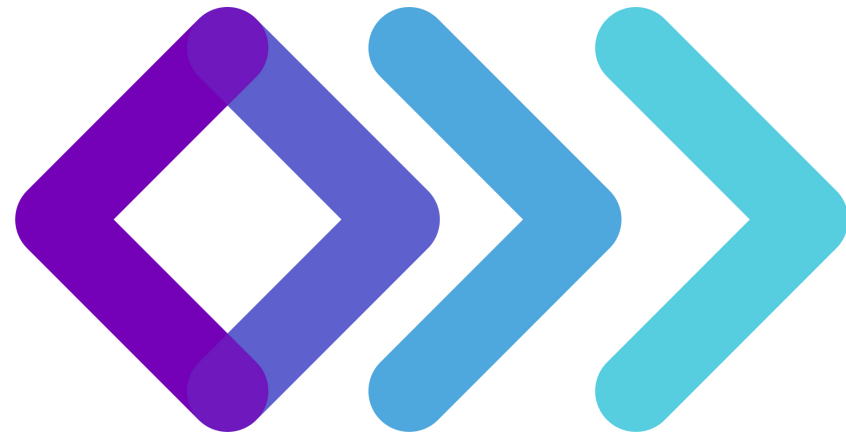
Radar First—a rapidly expanding privacy incident response management company in the Vista Equity Partners portfolio—announced the appointment of NxtWork member Kalinda Raina to its board following the collective recommendation of NxtWork’s members. “We were delighted

# SUCCESS STORIES



**Betty Gower**

Strategic Marketing and Brand Lead  
at Market Ninja



**Adeel Zaidi**

CEO at Bullseye Engagement



***Betty is now on the  
board of Bullseye  
Engagement***

**NxtWork Founding Member Betty Gower Joins the Board of Bullseye Engagement**



Founded by three WOC, NxtWork is a diverse, **primarily BIPOC** network of women+ **uniquely positioned** to connect business leaders with an **ethnically diverse** network of industry executives.

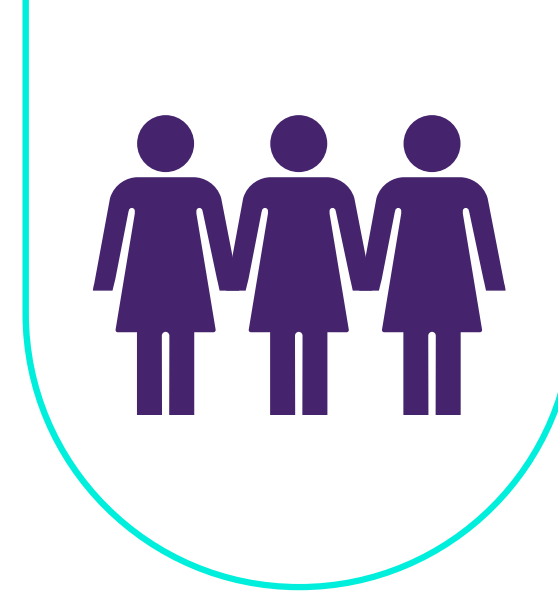
We work **collaboratively** to help our partners add real value to their organizations by achieving diversity goals and fostering a **culture of innovation** through **meaningful inclusion** and **representation at the leadership level**.

**OUR MISSION**



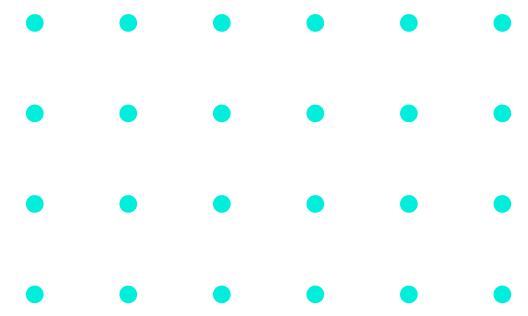
NxtWork is the only organization of its kind devoted to creating direct relationships between diverse women leaders, c-suites and boards.

NxtWork is NOT an executive recruiting, a job-matching tool or DE&I consulting service.



NxtWork is effective where leadership development programs often backfire. While important, these initiatives devalue individual accomplishments and reinforce established power hierarchies.

Instead, NxtWork develops organic, trusted, 1-to-1 relationships with diverse women leaders who share your business priorities.





# MEANINGFUL ENGAGEMENT

Engagement of board-ready candidates based on a their professional expertise and strength as opposed to their demographics.



## SPEED AND SCALE

Extend your network. Our members have the experience, expertise, and leadership skills to add instant value as leaders in your C-Suite or Boardroom.

The results happen fast. We'll help you move the diversity needle in just six months.



***NxtWork recommended four individuals for our board position, and each of them was an excellent fit***

- **Don India**  
CEO at RadarFirst







# 38 BOARD-READY WOMEN

“

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We are leaders in our respective fields, with proven **experience**, **advanced education**, and personal **integrity** that lives at the core of every senior leader.

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”

*Dominque Shelton Leipzig  
Cybersecurity & Data Privacy Partner, Mayer Brown,  
Co-Founder, Co-CEO NxtWork*



# MEMBERS REQUIREMENTS

01.

**WOMEN+ LEADERS**

*Members are accomplished, intelligent and innovative women+ with 15+ years of senior leadership experience and advance degrees*

02.

**INFLUENCE**

*they use their positions to encourage a corporate culture of diversity and inclusion*

03.

**PEER-REVIEWED**

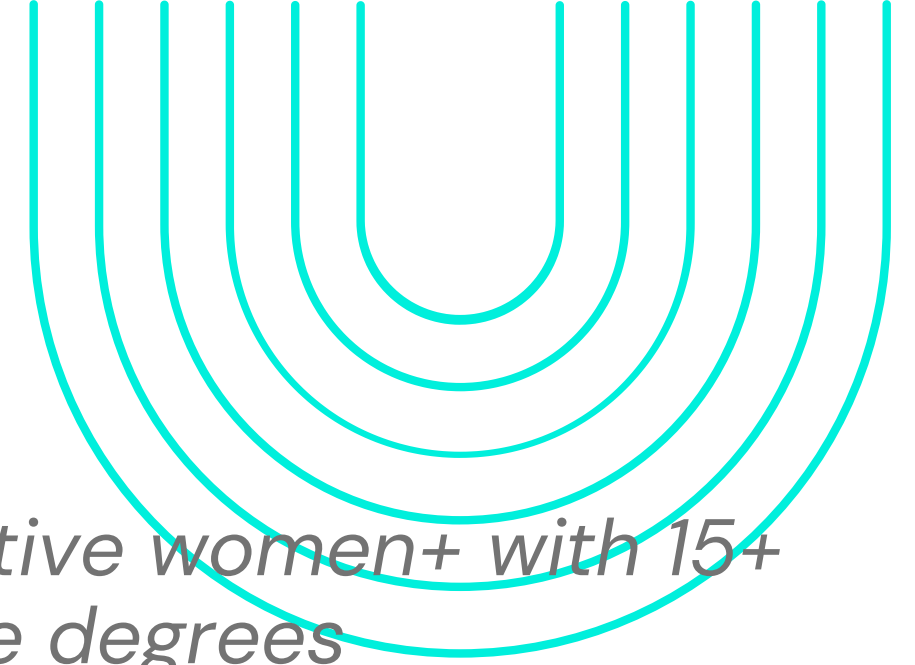
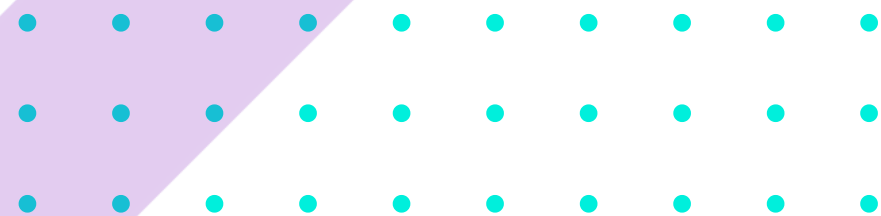
*Members need to be recommended by one woman+ mentee, a supervisor and at least two active NxtWork members*

04.

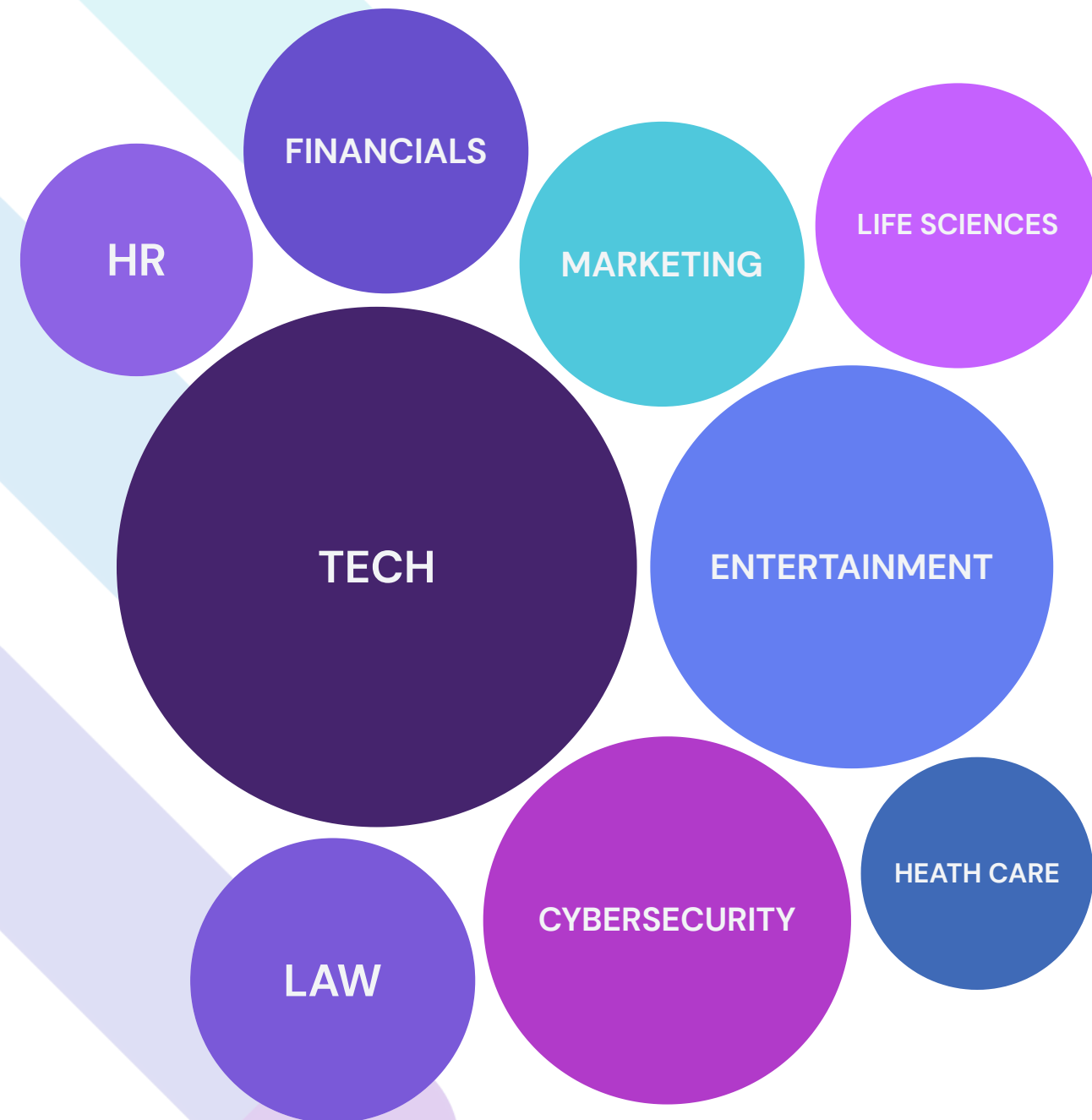
**COMMUNITY**

*Members need to actively support the organization and ther fellow members careers.*

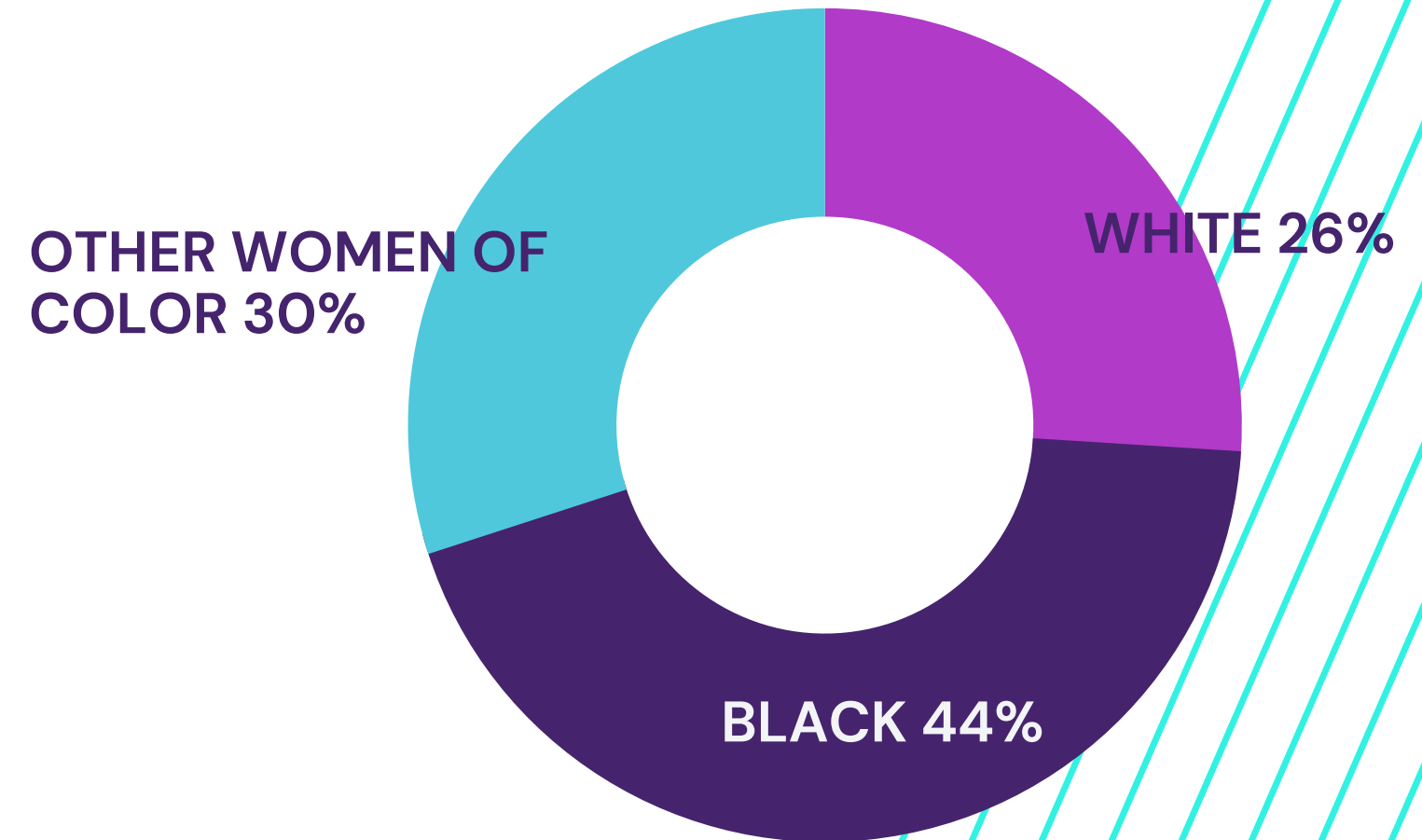
**MEMBERS VETTING**



## INDUSTRIES REPRESENTED



## RACIAL AND ETHNIC DIVERSITY



# OUR EXECUTIVE NETWORK

## SEAMLESS INTRODUCTIONS

- 6 Degrees

## COMMUNITY BUILDING

- NxtWork Events
- Monthly Member Meetings

## TRAINING THE NXTGEN

- Director Fundamentals
- NxtGen Program
- Internship

## ELEVATING WOMEN'S VOICES

- Learn from the Expert

# OUR MODEL

# LEARN FROM THE EXPERTS

NxtWork members host presentations on the most salient issues C-suites and Boards are facing, including cybersecurity, privacy, new technologies, healthcare and leadership pipeline development.



# ***DIRECTORS FUNDAMENTALS PROGRAM***

Helps new directors acquire a deeper understanding of public company board service requirements and the emerging trends impacting the corporate governance landscape.

In partnership with the Corporate Board Members Network.



*This course has been eye-opening for me thus far, as I had no previous experience as a corporate board member, so this is all new to me. Honestly, it has made me aware of how much I didn't know about what it really takes to successfully provide strategic direction and manage risk for a publicly traded company, and how crucial a role the board of directors plays.*

**Omuso D. George**

**Retired Brigadier General  
Now Director at Guidehouse**



# ***NXTGEN*** **MENTORSHIP**

Pairs ambitious, high-performing, and high-potential women+ with established women+ leaders.





## 6 DEGREES

A casual, virtual cocktail party that pairs diverse women leaders with members of C-suites or boards.



# INTERNSHIP

Gen Z is the most diverse generation so far and they are adamant to work in an environment where they feel represented. Every year, we welcome a cohort of interns to train the next generation of leaders and to amplify their voices.



***As someone who has researched the benefits of diversity, I believe it is critical to support initiatives that promote DEI in the workplace.***

- **Shaun Silverman**  
**NxtWork Intern**



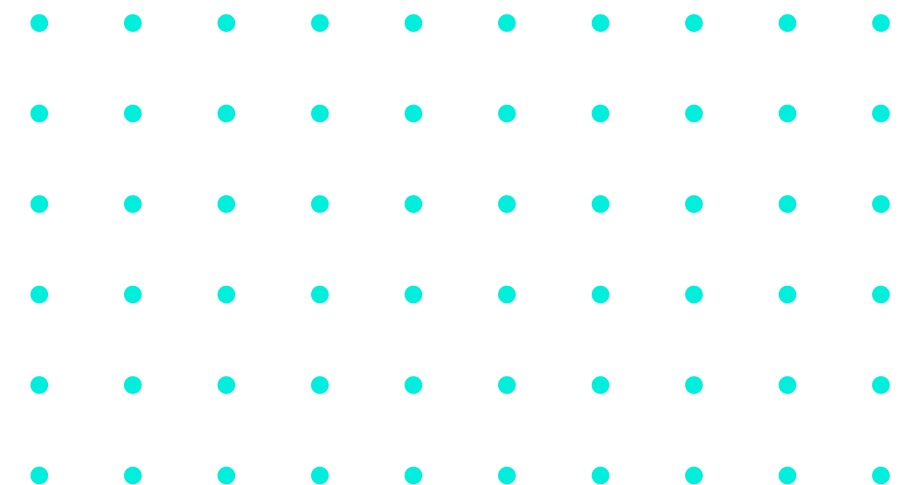


## PROBLEM

Companies often express a desire to diversify senior leadership, but **very few succeed**. The decision-makers responsible for filling roles on the board and C-suite often lack the network to diversify their pipeline.

## SOLUTION

Extend your network with speed and scale. Founded by three WOC, we are the premier resource for **qualified and vetted executive women+** from all backgrounds.



Gender-diverse executive teams outperform male-dominated companies by 21% in EBIT and 27% in long term value [3]

Women on boards result in better acquisitions and investments and less aggressive risk-taking [7]

Moving to a 30% female share in the C-suite and Board is associated with a 15% increase in profitability [5]

Companies with a minimum diversity metric of 30% in their board and C-suite are proven to be 6% more profitable [1]

Companies with diverse executives are more likely to retain top talent [6]

A leadership that is at least 30% female is 6% more profitable [1]

With a 10% increase in racial and ethnic diversity on the senior executive team, earnings before interest and taxes rise 0.8 [2]

Gen Z is the most diverse generation in our history [8]

**DIVERSITY IS GOOD FOR BUSINESS...**

Only 8.8% of Fortune 500 companies had a female CEO in 2022 [14]

Women executives are skewed toward position with limited potential for advancement [9]

At the CEO level, men outnumber women by almost 17 to one. More than half US companies had no female executives in 2021 [11]

Only 200 of the Fortune 500 companies had a board diversity greater than 40% in 2020 [13]

Only 6.9% of S&P 500 and Fortune 500 companies had a female CEO in 2021 [12]

Only 21% of early executives were women in 2020 [9]

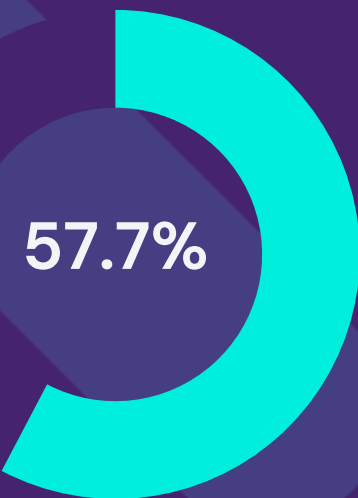
Only 9.6% of S&P 500 and Fortune 500 companies had a non-white CEO in 2021 [12]

Racially diverse executives hold 21% of C-suite positions. [10]

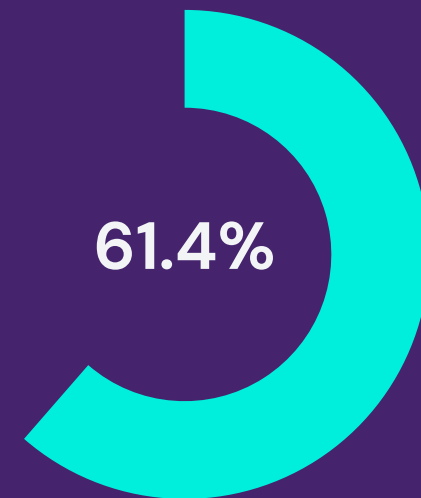
...YET

# WOMEN+ ARE THE FUTURE

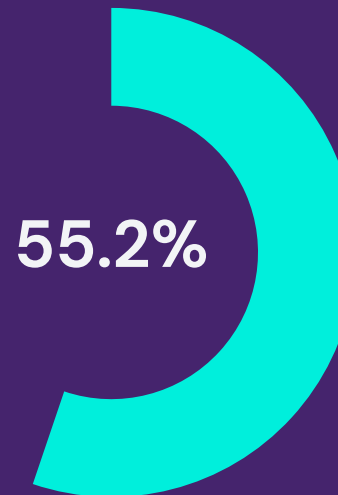
In 2019–2020, in the US, women :



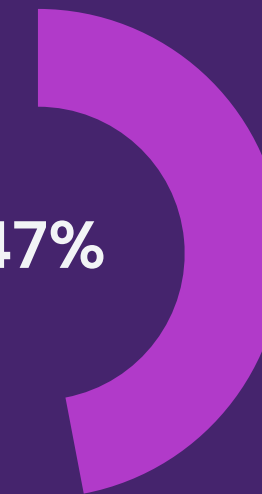
earned 57.7% of  
**bachelor degrees**



earned 61.4%  
of **masters degrees**



earned 55.2% of  
**doctoral degrees**



represent 47.7% of the  
**total labor force**

Source: Catalyst



**Dominique Shelton Leipzig**

Partner, Mayer Brown's Los Angeles Office



**Christine Lawton**

General Counsel, WENEW



**Jenny Kim**

Senior VP, Vantage Group  
at Morgan Stanley

# MEET OUR FUNDERS

## NXTWORK'S VISION

A world where diversity in Boards of Directors and C-suites is the norm, not the exception; where diverse leadership is seen not just as a social responsibility, but as a strategic necessity.







**PERKINS COIE**  
COUNSEL TO GREAT COMPANIES

**CORPORATE  
BOARD MEMBER<sup>®</sup>**  
NETWORK 



**ALLEGIS**  
GROUP

Morgan Stanley

**THE INDEPENDENT  
DIRECTOR INITIATIVE**



MAJOR, LINDSEY & AFRICA



VISTA

MAYER | BROWN

**OUR PARTNERS**

# JOIN US

## AFFILIATE

- Your Logo on NxtWork's sponsorship directory
- Receive all NxtWork publications
- Invitation to NxtWork member meetings
- Submit content for NxtWork monthly newsletter

## PREMIERE

- Your Logo on NxtWork's sponsorship directory
- Receive all NxtWork Publications
- Invitation to NxtWork member meetings
- Submit content for NxtWork monthly newsletter

## PLATINUM

- Your Logo on NxtWork's sponsorship directory
- Receive all NxtWork Publications
- Invitation to NxtWork member meetings
- Submit content for NxtWork monthly newsletter

- Invitation to **Industry Challenge**—a one-hour conversation with selected NxtWork members on business challenges within your industry
- Invitation to **Expert Exchange**—roundtable discussions on focus areas of NxtWork members

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- Invitation to **Expert Exchange**—roundtable discussions on focus areas of NxtWork members

- Facilitated introductions to NxtWork members
- Invitation to **6-Degrees**—casual social events to get to know industry leaders
- Invitation to **Founder Outreach**—a 1-on-1 with a NxtWork founder to evaluate business objectives

Become a  
**NXT  
WORK**  
Sponsor Today

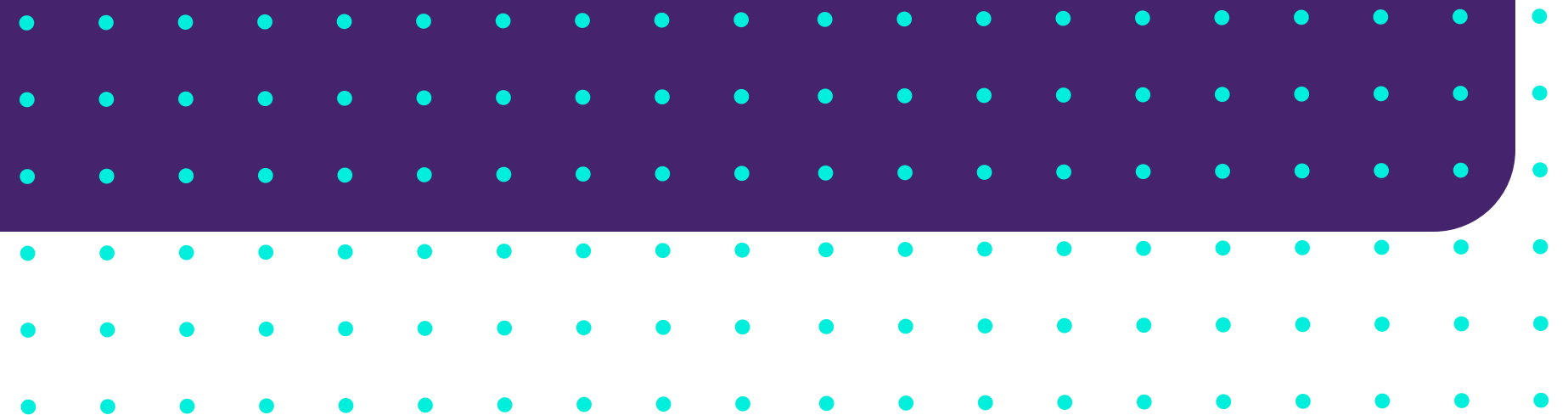
\$10,000/year

\$50,000/year

\$75,000/year



THE TIME FOR CHANGE IS NOW



- [1] Marcus Noland, Tyler Moran, Barbara Kotschwar. [Is Gender Diversity Profitable? Evidence from a Global Survey](#). Peterson Institute for International Economics. 2016
- [2] Esther Yang. [If Diversity Is Not a Pipeline Problem](#). Berkeley Law Business in Society Institute. February 14, 2019
- [3] Dame Vivian Hunt, Lareina Yee, Sara Prince, Sundiatu Dixon-Fyle. [Delivering through Diversity](#). McKinsey & Company. 2018
- [4] Marcus Noland, Tyler Moran. [Study: Firms with More Women in the C-Suite Are More Profitable](#). Harvard Business Review. February 8, 2016
- [5] Dame Vivian Hunt, Lareina Yee, Sara Prince. [Why diversity matters](#). McKinsey & Company. 2018
- [6] Jie Chen, Woon Sau Leung, Wei Song, Marc Goergen. [Research: When Women Are on Boards, Male CEOs Are Less Overconfident](#). Harvard Business Review. September 12, 2019
- [7] Corinne Post, Boris Lokshin, Christophe Boone. [Research: Adding Women to the C-Suite Changes How Companies Think](#). Harvard Business Review. April 6, 2021
- [8] Richard Fry, Kim Parker. [Early Benchmarks Show 'Post-Millennials' on Track to Be Most Diverse, Best-Educated Generation Yet](#). November 15, 2018
- [9] Byham, Tacy. [Where Are The Women In The C-Suite?](#) Forbes. March 1, 2021
- [10] Emily Field, Alexis Krivkovich, Sandra Kügele, Nicole Robinson, and Lareina Yee. [Women in the Workplace 2023](#). McKinsey & Company. October 5, 2023
- [11] Cahn, Naomi. [Women's Status And Pay In The C-Suite: New Study](#). Forbes. February 19, 2021
- [12] Crist Kolder Associates. [Volatility Report 2021](#) olde
- [13] Carey Oven, Linda Akutagawa. [The Board Diversity Census of Women and Minorities on Fortune 500 Boards](#). Harvard Law School Forum on Corporate Governance. June 25, 2021
- [14] Catalyst. [Women in the Workforce: United States \(Quick Take\)](#). April 29, 2022.

# RESOURCES