

Developing Allies

Case Studies

Case Study 1: At a large conference for a multi-national corporation, there is a session discussing new products. The panel is made up of five men. A female member of the audience asks, “Where are the women?” The moderator asks the panelists to address the topic of gender diversity.

Case Study 2: One team in a mid-size insurance company is beginning to feel toxic. Meetings are unproductive. There is constant interrupting. Some women don’t feel like they can voice their opinion. Other team members are being shouted over. Project results are impacted and clients are beginning to notice negative emotions.

Case Study 3: The female CFO of a relatively large insurance company learns that she has not been invited to an invitation-only conference for top financial and insurance leaders. Many invitees are her peers at other companies, and even male COO from her own company.

Case Study 4: It is annual review and planning time for a consulting firm. There is a new role opening up that could offer some growth opportunities for mid level actuaries. Someone mentions Jesse as an option. Dana says “Jesse just had another kid. I don’t think they would be interested.” The conversation moves on to the next potential actuary.

Discussion Questions:

Identify how allies could positively impact the situation.

- How might allies have shown up prior to the situation?
- What might an ally do in the moment?
- How might allies show up after the event?
- How might organizational culture impact the situation?
- How would your responses to the above change from the perspective of a team lead, CEO, or analyst.