WOMEN OF THE CHANNEL™
Leadership Summit EAST

#WOTC18
@WOTChannel
ONE YOU.
ONE LIFE.

Mary Ann Yule
President and CEO
HP Canada
CAREER JOURNEY
FIRST JOBS

Telesales
Retail
Office Worker
Executive Assistant
WELCOME
TO THE CORPORATE WORLD
EARLY LEARNINGS

Give credit where credit is due
Reward and recognize
Be a role model
Speak up, trust yourself
BUILD A STRONG SKILL BASE

Learn the needs of all value chain players
Know your business
Team with competent people you trust
Growth mindset
Be creative, agile
Figure it out and Get it done

“The reward for good work is more work”
Jonas Salk
It’s ok to fail.
Learn. You’ll be better and you’ll succeed.
It hurts. Tolerate the feeling.
Be authentic.

“Fake it until you make it.”
Steven Tyler
THE BIG PAYOFF

Global brand
Top market share
Vice president
WHAT DOESN’T KILL US...

Even if you do great work, you can get fired.
Learned to negotiate a severance package.
It didn’t kill me.
Professionals. Friends.
ONE STEP BACK, MANY STEPS FORWARD

Step down to step up.
Bold vision.
B.E.S.T. (Better Every Single Time)
Growth Mindset.
Reward and recognize.
Diversity and inclusion.
Work hard. Play hard.
Fortune 100 company

$52.2B revenue in FY17

Operations in 170 countries

250,000+ channel partners

~55,000 employees

18,000+ patents

Fortune Most Admired

#5 in technology

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Print & PC leadership

HP ships 1 printer every second

HP’s Commercial PCs rank #1 or #2 in 50 of the top 54 countries

HP ships 1.7 PCs every second

HP’s Printing ranks #1 or #2 in 51 of the top 55 countries (ink + laser)

HP ships 1 printer every second

Powering 430 of the Global Fortune 500 companies
SUSTAINABLE IMPACT

PLANET

PEOPLE

COMMUNITY
POSITIVE DISRUPTIVE CHANGE
WHO IS MARY ANN?
WHO AM I?

- Mother
- Business leader
- Daughter and Sister
- Aunt
- Student and Teacher
- Woman
- Person
- Friend
WHO AM I?
WORK LIFE BALANCE?
IS IT POSSIBLE?
WORK LIFE INTEGRATION AND EFFECTIVENESS

https://www.youtube.com/watch?v=MU4XUtrEaQ
WORK LIFE BALANCE
TIME FOR A NEW STORY

“I want every little girl who’s told she’s bossy, to be told instead she has leadership skills.”

Sheryl Sandberg
WOMEN IN LEADERSHIP

Parity remains elusive for women in the private sector, but no longer in the public sector

54.0% of legislators and senior government managers and officials were women in 2015 – up from 17% from 1987

25.6% of senior managers in the private sector in 2015 were women

7 of 249 companies listed on the Toronto Stock Exchange’s main index have a woman CEO

25.0% of women held board seats in 2016

Good news – it’s on the rise

Source: https://www.catalyst.org/knowledge/women-workforce-canada
DIVERSITY & INCLUSION

COMPANIES WITH MORE DIVERSE WORKFORCES PERFORM BETTER

Diversity of thought.
Attract and retain talent.
Innovation.
Stronger intellectual capital.
Meet unique needs of our employees, customers, stakeholders.

Diversity’s dividend
What’s the likelihood that companies in the top quartile for diversity financially outperform those in the bottom quartile? 1

15% more likely to outperform
Gender-diverse companies

35% more likely to outperform
Ethnically diverse companies

1Results show likelihood of financial performance above the national industry median. Analysis is based on composite data for all countries in the data set. Results vary by individual country. Source: McKinsey analysis
DIVERSITY & INCLUSION STARTS AT THE TOP

“HP Inc. creates technology for everyone, everywhere, making diversity and inclusion a vital part of who we are.”

Dion Weisler
President & CEO

https://www.youtube.com/watch?v=JSzMM_TS72A

At HP, talent is our only criteria.
DIVERSITY & INCLUSION
STARTS AT THE TOP
MARY ANN YULE

✓ Be authentic
✓ Speak up. Trust yourself
✓ Reward and recognize
✓ Be a role model
✓ Learn and know your business
✓ Team with competent people you trust
✓ It’s ok to fail. It hurts. Tolerate the feeling.
✓ Adopt a growth mindset
✓ Learn. You’ll be better and you’ll succeed
✓ Be creative, agile
✓ Figure it out. Get it done
✓ Take care of yourself – don’t feel guilty
✓ Have a village and use it
✓ Be present
THANK YOU
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