

# Women leaders in 2022

## Progress in the pipeline?

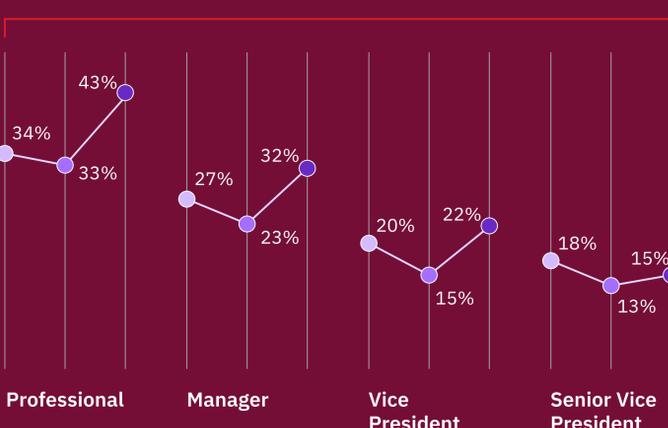
The devastation of the pandemic forced millions of American women out of the workforce as part of the Great Resignation. But for those who were able to stay, 2022 has revealed an unexpected upside: the pipeline for women leaders has actually expanded for some roles.

**And yet, the most senior roles are as elusive as ever.**



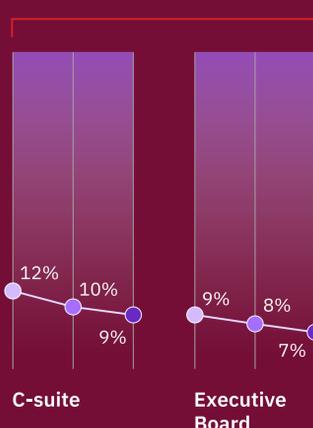
## Good news, bad news

After a dismal 2021, the percentage of women in some leadership roles is rebounding ...



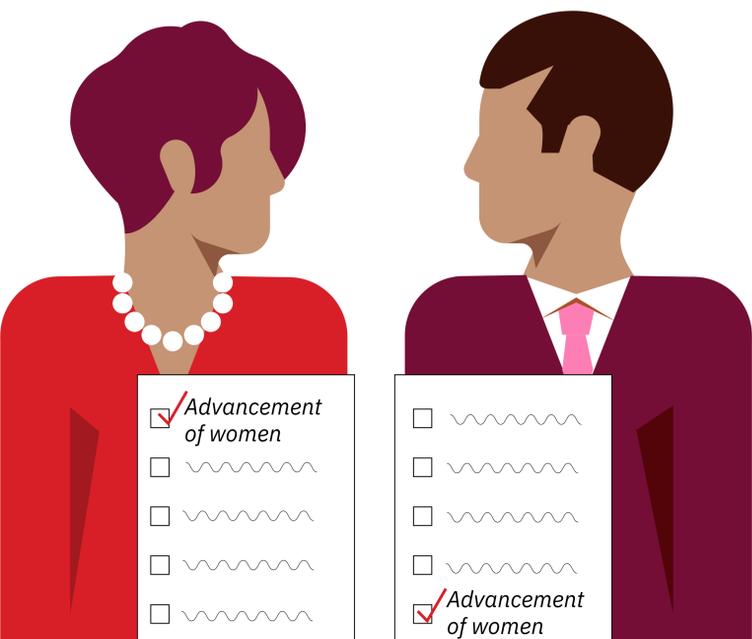
Pipeline of women in leadership positions

... but enough women still aren't making it to the C-suite or executive boards.



● 2019 ● 2021 ● 2022

## Pipeline as priority



Among women CEOs,

# 72%

say their organizations have made the advancement of more women a **top formal business priority**.

83% of men CEOs say advancing women is not a priority, but that they try to do it when they can.

## Gender equity and the bottom line

Organizations experience a 61% higher rate of revenue growth when they:

- Designate the advancement of women as a top business priority
- See gender inclusivity as a driver of financial performance
- Fully support making changes to achieve gender equity<sup>1</sup>



## Pipeline potential



When a woman sits in the corner office, that organization's talent pipeline is filled with **23%** more women than other organizations.

## The solution: Turn advocacy into action.

Read our latest report, "Women, leadership, and missed opportunities."

[Learn more](#)

### Don't just talk. Act!

- Make the advancement of more women a top business priority.
- Boldly innovate to establish targeted career re-entry programs, skills training, and flexible scheduling to reduce barriers for women who want to return to work.
- Identify and overcome the stacked biases that slow the progress of women of color, LGBTQ+ women, and women with different abilities.
- Move from informal mentoring of women to active, accountable sponsorship.