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WOMEN LEADERS IN CONSULTING

AWARDS PROGRAM

THURSDAY, NOVEMBER 11, 2021

MARRIOTT MARQUIS TIMES SQUARE,

NEW YORK CITY

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 **ALM** Events

Congratulations to Consulting Magazine's **Women Leaders in Consulting** honorees!

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WOMEN LEADERS IN CONSULTING

WELCOME

Welcome to the 2021 Women Leaders in Consulting Awards Gala

Welcome and thank you, to the honorees, colleagues, clients and family members who have joined us tonight to celebrate and honor Consulting Magazine's 2021 Women Leaders in Consulting.

The impact of women's leadership on our profession cannot be overstated. It is one of the reasons Consulting Magazine has endeavoured to identify and recognize those individuals for the past fifteen years. As a voice for our industry, we believe it important to point up the success and leadership of these outstanding consultants as they make an increasingly profound difference for their firms, clients, future women leaders and entrants to the profession.

While we still reel from the upheaval of the past 24 months, the changes, challenges and redefinitions of our work, workplaces and relationships has shown that we as an industry are nimble, resilient and ready to adapt and adopt new ways to deliver superior client services and products. As you will see tonight, the women leaders of our industry played an immense role in growing our profession in some of the most difficult times we have seen.

It is our pleasure to recognize Consulting's 2021 Women Leaders in Consulting. These 30 women epitomize the character and leadership that make a measurable difference, not only for our industry as a whole, but for the up-and-coming women leaders we have yet had the honor of meeting.

On behalf of Consulting magazine, let me be the first to congratulate our 2021 Women Leaders in Consulting honorees.



Michael Webb

Content Director, Consulting magazine

When there are no ceilings, the sky's the limit.

KPMG is proud to join *Consulting Magazine's* celebration of Women Leaders in Consulting. Special congratulations go to our own honorees, **Carole Streicher, U.S. Leader for Deal Advisory and Strategy**, and **Rahsaan Shears, Transformation Delivery Technology Service Network Leader**. We applaud their contributions to our Firm, to our clients, and to paving the way for future women leaders.

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#ConsultingWomenLeaders

Congratulations, you are all winners!

RSM US LLP is proud to be among the companies that are leading and shaping the consulting industry. We are honored to have one of our own, Shannel Clubb, be recognized by *Consulting Magazine!*

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WOMEN LEADERS IN CONSULTING

HONOREES

DIVERSITY CHAMPIONS



Amanda Bonser
Huron

What advice would you give to a female consultant just beginning her career?

To be bold and brave. I have found the worst thing that can happen is someone tells you no, but you will never know unless you start the conversation. Don't lose sight of who you are in your quest to achieve your bold aspirations.



Rahsaan Shears
KPMG

What does this recognition mean to you?

This recognition would validate the commitment I've made to help create a more diverse, inclusive, and equitable world. Most importantly, it would represent being a step closer to achieving equity for women, showing my daughter and the next generation of female leaders how workplaces are evolving to ensure everyone is accepted for who they are and can thrive in their careers.



Shannel Clubb
RSM

What do you consider your greatest personal or professional achievement?

Professionally - being selected by RSM as the new national insurance industry leader. Personally- Being a mom to two incredible little men, named Jayden and Liam. They are always teaching and challenging me in different ways that I never knew possible. They have shown me the art of patience and flexibility, both of which look different for each of them.



Tina Cooper
Grant Thornton

What's the best advice – consulting or otherwise – you've ever received?

The best advice I've ever received is to never apologize for having an idea. It's important for us to be confident in our work and have trust in our talent, our abilities, and in what we have to offer our clients and the workplace.

Consulting
Magazine
Women Leaders
in Consulting
2021

Elizabeth Kroger Davis and Robin Cantor Named Among “Women Leaders in Consulting”

BRG congratulates Elizabeth, Robin, and the other honorees for their recognition in Consulting Magazine’s Women Leaders in Consulting Awards 2021, which spotlights the achievements and outstanding efforts of women in the industry. Ms. Kroger Davis is being honored with the prestigious Lifetime Achievement award, and Washington, DC-based Dr. Cantor is recognized for Excellence in Leadership.



**Lifetime
Achievement Honoree**
ELIZABETH KROGER DAVIS



**Excellence in
Leadership Honoree**
ROBIN CANTOR



About BRG

Berkeley Research Group, LLC (BRG) is a global consulting firm that helps leading organizations advance in three key areas: disputes and investigations, corporate finance, and performance improvement and advisory. Headquartered in California with offices around the world, we are an integrated group of experts, industry leaders, academics, data scientists, and professionals working beyond borders and disciplines. We harness our collective expertise to deliver the inspired insights and practical strategies our clients need to stay ahead of what’s next.

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WOMEN LEADERS IN CONSULTING

HONOREES

LIFETIME ACHIEVEMENT



Elizabeth Kroger Davis
Berkeley Research Group

What does this recognition mean to you?

I have never been driven by financial rewards. But recognition for hard work does mean a lot to me, just as I believe it means a lot to the people that I work with.



Edna Pasher
Edna Pasher Ph.d &
Associates

What excites you most about your consulting career?

Helping people and organizations learn and flourish through a commitment to the triple bottom line: economic, social and environmental.

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WOMEN LEADERS IN CONSULTING

HONOREES

EXCELLENCE IN CLIENT SERVICE



Priya Chandran
Boston Consulting
Group

What do you consider your greatest personal or professional achievement?

Over my 20 years in consulting, I have had the opportunity to engage with numerous teams and clients. I get the greatest pride and satisfaction when I have supported these colleagues in achieving their potential and their own ambitions and goals. Over the years, many of these colleagues have gone on to rise to the very top of their organizations, creating great impact for the world.



**Anne-Marie
Rowland**
Capco

What advice would you give to a female consultant just beginning her career?

I think it's a fantastic time to be a female in consulting. I genuinely believe the opportunities to progress and be equally successful on your terms are there for the taking. Surround yourself with people who will take the time to mentor you, invest in yourself continually to learn new skills, and take care of yourself, and stay laser focused on your own personal and professional goals.



Amel Hammad
Riveron

What's the best advice – consulting or otherwise – you've ever received?

Avoid trying to be everything to everyone; instead, focus on what you do well and always look for opportunities to improve on your craft. Being true to myself and my own strengths has helped uncover ways I can stand out within the consulting environment and best serve clients, rather than allocating my professional energy where it won't be as useful.

WOMEN IN WEALTH

INVESTING IN THE NEXT GENERATION



Women represent the majority of the US population and earn the majority of undergraduate and master's degrees¹. However, women are severely under-represented in wealth management, holding 16%² of financial advisors roles, 23%² of certified financial planners roles, and only 15%³ of executive positions.

UNDERSTANDING THE INEQUITIES WOMEN FACE

PAY GAP⁴

WOMEN MAKE
79 CENTS 
– FOR EVERY DOLLAR –
THAT MEN MAKE IN 2019

EVEN AFTER ADJUSTING FOR OCCUPATION,
AGE, EDUCATION AND EXPERIENCE:

WOMEN EARN 4.9% LESS THAN MEN

VS

CAREER OPPORTUNITY GAP⁵

MANAGEMENT OPPORTUNITY:

BY MID-CAREER (AGE RANGE 30-44)

ONLY 40% OF WOMEN

ARE MANAGERS OR HIGHER



EXECUTIVE LEVEL GROWTH:

BY LATE CAREER (AGE 45+)

**3% OF WOMEN HAVE RISEN TO
AN EXECUTIVE LEVEL POSITION**
COMPARED TO 8% OF MEN



VS

INVESTMENT GAP⁶

WOMEN KEEP 71%
– OF THEIR –
MONEY IN CASH 

**THE REAL COST OF THE INVESTING
GAP OVER A 35-YEAR CAREER SPAN
COULD BE MORE THAN** **\$1,000,000**

FOUR REASONS WHY EQUAL REPRESENTATION IS CRITICAL TO THE FUTURE OF THE INDUSTRY

01 Diversity in the workplace, in any form, has proven to enable an optimal team culture while also increasing a business's reputation

02 Different perspectives can shape new ideas and contribute to enhanced collaboration

03 Embracing different competencies leads to growth and increased innovation

04 Increases the quality of the talent pool and attributes to the retainment of high performing employees



INVESTING IN GENDER INITIATIVES IS DIRECTLY CORRELATED TO THE PROGRESSION OF WOMEN'S' CAREERS and a catalyst to ensuring that the current status quo of C-suite level employees is redefined. Firms of all sizes should become an active participant in this movement to empower and generate the future women of Wealth Management.

- KENDRA GRAY, PARTNER, CAPCO

¹ <https://www.americanprogress.org/issues/women/reports/2018/11/20/461273/womens-leadership-gap-2/>

² <https://www.investmentnews.com/article/20180808/BLOG09/180809930/the-rise-of-the-female-financial-adviser>

³ <https://www.americanprogress.org/issues/women/reports/2014/03/07/85457/fact-sheet-the-womens-leadership-gap/>

⁴ <https://www.cbsnews.com/news/equal-pay-day-2019-jobs-where-women-are-hit-with-the-biggest-pay-gaps/>

⁵ <https://www.payscale.com/data/gender-pay-gap>

⁶ <http://money.com/money/5141680/investing-finance-gender-gap-pay-inequality/>

CAPCO

WOMEN LEADERS IN CONSULTING

HONOREES

EXCELLENCE IN CLIENT SERVICE



Caroline Parker
FTI Consulting

What excites you most about your consulting career?

No client mandate is ever the same. So we always have to think about how we approach each client's specific challenge, what the solutions we deploy could look like to best respond to their needs and how we assemble the most relevant experience from our teams to execute on it.



Courtney Albert
North Highland

What does this recognition mean to you?

I believe that representation and diversity matters, especially in this profession; and it is important for other women to know they bring an incredible strength and perspective to the table.



Cara McFadden
Guidehouse

What do you consider your greatest personal or professional achievement?

Our work to assist the US Department of State's Office of Global Women's issues is some of the most rewarding work my team and I do. The mission to promote the rights and empowerment of women and girls around the world through US foreign policy and diplomacy is a mission that I'm so honored to be a part of.

Cognizant Consulting celebrates Donna Bauer as one of the Consulting Magazine's Women Leaders in Consulting



Consulting® Magazine's Women Leaders in Consulting 2021 - Donna Bauer

Over the last 14 years, Consulting Magazine has set out to measure the impact of women on the consulting profession. Women make up less than half of the profession, but it's impossible to quantify their collective impact. Women continue to make a profound difference to both their clients and their firms. Categories for the awards include Lifetime Achievement, Future Leaders, and more.

Donna is being recognized in the category of Excellence in Leadership. Among her achievements, she has:

- Led the Cognizant Tech Vertical Consulting Team
- Developed early IOT solutions in High Tech, Manufacturing and Energy
- Led ERP and data practice for CSC with a team of over 900 associates
- Built a business consulting practice that financially models business and value propositions
- Created a new business model solution selling while integrating acquisitions at two high tech Fortune 50 companies
- Built ERP and data practice in India
- Co-Created the Ecosystem CoSell Model for a Fortune 100 High Tech client

Congratulations Donna on your achievement!

WOMEN LEADERS IN CONSULTING

HONOREES

EXCELLENCE IN LEADERSHIP



Cherie Schaible
Ankura Consulting

What does this recognition mean to you?

To be recognized for my accomplishments, hard work and dedication by such a prestigious organization and be among so many successful women is extremely gratifying and a humbling experience. As a mom of two young children, it is important to me that they see their mom as someone who works hard, loves what she does outside of the home and makes a difference at work and in her community.



Dr. Robin Cantor
Berkeley Research
Group

What do you consider your greatest personal or professional achievement?

My greatest personal and professional achievement is the positive, visible career growth of many of the junior colleagues whom I have actively encouraged with my view of leadership.



Donna Bauer
Cognizant

What's the best advice – consulting or otherwise – you've ever received?

As consultants we are strategists by nature, but always remember that "Culture eats strategy for lunch" - Peter Drucker. No matter how great the strategy is or how fast your client needs to move, if the culture of the organization is not ready, then jointly we may not be as successful.



Liz Mann
EY

What's the best advice – consulting or otherwise – you've ever received?

In my consulting career I would have to call attention to a great colleague in the firm. He once told me that the beauty of a consulting partnership is that you need never "be alone in the boat." Consult, collaborate, team - these are inherent to our core values, make the job more fun, and help you through the tough times.

Will this be the moment in history when technology recodes inequality?

Commitment to diversity and inclusion
fuels innovation, fosters collaboration
and accelerates inclusive growth.

ey.com/consulting #BetterQuestions



The better the question. The better the answer.
The better the world works.

WOMEN LEADERS IN CONSULTING

HONOREES

EXCELLENCE IN LEADERSHIP



Stella Mendes
FTI Consulting

What's the best advice – personal or professional – you've ever received?

The best advice I ever received was from my dad, who always told me that my life and future are my responsibility. I am the only one that can control my choices, energy, and happiness. This advice has served me well in my personal and professional life.




Congratulations to

Stella Mendes

for being named for Excellence in Leadership

**WOMEN LEADERS IN
CONSULTING AWARDS 2021**

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EXCELLENCE IN LEADERSHIP



Nicci Bengtson
Huron

What do you consider your greatest personal or professional achievement?

I consider my greatest achievement to be attaining success in both my personal and professional life. Consulting can be a difficult lifestyle, but I have succeeded in adjusting my career to meet the needs of my family and vice versa. I have learned how to prioritize my time and set boundaries that have allowed me to make the biggest impact at work while having a positive impact on my kids' lives and being present.



Monica DeBellis
Protiviti

What does being honored as a Woman Leader in Consulting mean to you?

I'm honored to be recognized as a female leader who brings change to the corporate environment. I try to bring compassion, understanding and balance to every project I work on, while acknowledging that we consultants have a very strong work ethic, driving productivity and our success.



Elizabeth Ebert
Infosys Consulting

What does being honored as a Woman Leader in Consulting mean to you?

I'm grateful for the recognition. It is important for me to show other women that there is a successful path forward in Consulting, and being recognized for years of effort is an important milestone in that conversation.



CONGRATULATIONS TO PROTIVITI'S

Monica DeBellis



Congratulations to Protiviti's Monica DeBellis and all the 2021 Women Leaders.

We're very proud of Monica's well-deserved recognition — a result of her exceptional leadership in driving our business and leading the transition to our new 'Future of Work' model. Thanks to Monica and our global consulting team, we offer our clients a tailored approach to their critical business issues in technology, finance, business process, analytics, risk, compliance and internal audit.

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EXCELLENCE IN LEADERSHIP



Paula Bellostas
Kearney

What do you consider your greatest personal or professional achievement?

Recovering from burnout and returning to professional services to go onto becoming a mum, a partner, the regional head of my practice and most importantly the global leader for mental health in our firm. This all seemed impossible when I was having daily seizures at the height of my burnout days and it was unclear if I'd ever work again!



Carole Streicher
KPMG

What advice would you give to a female consultant just beginning her career?

Anything is possible - go ahead and dream big. If you don't see that person, that role model, above you, that doesn't mean you can't do it. Push the boundaries and pave the path forward. Look for great mentors and sponsors (male or female) who can help you achieve your path.



Jennifer Marshall
Press Ganey
Associates

What's the best advice – consulting or otherwise – you've ever received?

Look at every situation as an opportunity to learn. Sometimes it might be an opportunity to learn what "not to do" but you should always listen, engage and seek what you might take away from every encounter.

Photo by Sarah Gurbach
Kearney, New York



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KEARNEY

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HONOREES

EXCELLENCE IN LEADERSHIP



Marci Marra
Sia Partners

What do you consider your greatest personal or professional achievement?

My greatest achievement is not my own, but is reflected in the faces of the countless clients and consultants I have led, mentored and coached over a 30+ year career. I have a file folder filled with success stories, thank you notes, even a book dedication from people I have spent time with over the years.



**Sylvia Doane
Stephenson**
Slalom

What advice would you give to a female consultant just beginning her career?

We all suffer from "imposter syndrome", but do not let it hold you back. Instead, leverage this anxiety as a powerful catalyst and energy to propel you forward. You can use this simple technique to build your confidence - in those moments where you feel most nervous, look yourself in the mirror and say "Don't worry, you've got this because you have had years of experience that have prepared you for this moment."



Erin Moloney
Perficient

What advice would you give to a female consultant just beginning her career?

Never forget to market yourself. Collect a list of your accomplishments over time and share them with your manager in your performance reviews. Document and list your achievements on your LinkedIn profile. It's important to put your name on each document and project you work on - ideally at the top of the document, front and center.

A grayscale photograph of a group of business professionals in a meeting, viewed from above. They are gathered around a table, looking at devices and talking. A green diagonal slash is on the left side of the image.

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HONOREES

FUTURE LEADERS



Samantha Parish
Deloitte

What do you consider your greatest personal or professional achievement?

Saying yes to my first global leadership role as the Global Financial Advisory Technology, Media, and Telecommunications Industry Leader - and being the first female industry leader. This role allowed me to meet with many inspiring leaders and clients around the world, create global impact, and build a global community of Deloitte practitioners.



Maria Steingoltz
L.E.K. Consulting

What advice would you give to a female consultant just beginning her career?

I'd suggest building authentic relationships with your clients and putting yourself in their shoes. You've been hired because they are facing a challenging problem and need help. If you can empathize with them, this will make the work mean a lot more, and it will also be more enjoyable.



Amy Duchene
Bridge Partners

What advice would you give to a female consultant just beginning her career?

Ask for what you need, and what you want—to be successful on a project, to grow as a professional, or even to love your job more than you already do. If you don't ask or speak up, you run the risk that people won't know.

Deloitte.

Deloitte congratulates Sam Parish and all of the winners of the 2021 Women Leaders in Consulting.

Sam Parish received the Future Leader award for her accomplishments as Deloitte's Global Clients and Industries Leader for M&A and Forensic Services.



www.deloitte.com

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Congratulations Maria Steingoltz

We're proud to honor Maria Steingoltz as one of Consulting Magazine's 2021 Women Leaders in Consulting.

Thank you for your leadership and the impactful results you continue to deliver for our clients every day.

WOMEN LEADERS IN CONSULTING

HONOREES

MENTOR OF THE YEAR



Kirsten Lentz
West Monroe

A natural team builder, Kirsten started the Women in M&A group within West Monroe, with the goal of increasing the representation of women on the team by focusing on recruiting, retention, and development. She also started and co-leads a leadership team for principals, architects and managers in the Chicago office. The group serves as a sounding board for office leadership and promotes multi-disciplinary collaboration.

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Consulting® magazine is the flagship publication of the consulting profession featuring the latest information on consulting careers, thought leadership, and corporate strategies. In addition to providing industry insights, Consulting® hosts award dinners as part of our Recognition series - honoring Women Leaders in Consulting, The Top 25 Consultants, Global Leaders in Consulting, Rising Stars of the Profession and Consulting's Fastest Growing Firms.

Subscribers to the site can access stories from across ALM's national and regional publications, with the opportunity to view news by industry and service line. Each industry area and service line offers a rich selection of articles, curated by ALM's expert editorial team. In addition, Consultingmag.com features research and thought leadership from ALM Intelligence.

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www.alm.com/events

#ConsultingWomenLeaders

CONSULTING 2022 AWARDS CALENDAR

MARCH

Global Leaders in Consulting

Event date: March 3, 2022

Submission period: Aug 31, 2021 - Nov 19, 2022

APRIL

Consulting Rising Stars

Event date: April 14, 2022

Submission period: Oct 15, 2021 - Jan 7, 2022

MAY

Consulting Women Leaders in Technology

Event date: May 19, 2022

Submission period: Nov 18, 2021 - Feb 11, 2022

JUNE

The Top 25 Consultants

Event date: June 16, 2022

Submission period: Dec 15, 2021 - Mar 9, 2022

SEPTEMBER

Best Firms to Work For

Event date: September 15, 2022

Submission period: Mar 17 - June 10, 2022

OCTOBER

Fastest Growing Firms

Event date: October 13, 2022

Submission period: Apr 8 - Jul 1, 2022

NOVEMBER

Women Leaders in Consulting

Event date: November 3, 2022

Submission period: May 5 - Jul 29

