

VERIZON
UP TO SPEED LIVE
March 8, 2023 12:00 PM ET

>> I DEFINITELY THINK THAT THIS GENERATION HAS IT EASIER THAN THE GENERATIONS BEFORE US.

>> THERE IS A LOT MORE OPEN-MINDEDNESS THAN IN THE PAST. FOR EXAMPLE, MATERNITY LEAVE, THAT WASN'T A THING BACK THE TIME WHEN WE FIRST STARTED OFF JOINING WORKFORCE VERSUS NOW, IT'S ALMOST A STANDARD AT MANY CORPORATIONS.

>> I THINK WE HAVE IT BETTER BECAUSE THE PREVIOUS GENERATION LAID THE GROUNDWORK FOR US.

>> I STARTED WORKING A LONG TIME AGO. THERE WAS A VERY FEW WOMEN, THEY WERE DOING MENIAL THINGS AND NOW TODAY, WE HAVE WOMEN AT THE TOP OF THE CORPORATE LADDER.

>> WE HAVE SO MANY INCREDIBLE ROLE MODELS IN ROLES OF POWER AND INFLUENCE THAT WE CAN LOOK UP TO.

>> LOOK AT OUR VP.

>> WE HAVE A WOMAN LEADER AS OUR CHIEF OPERATIONS OFFICER AND 30 YEARS AGO, HONESTLY, THAT WOULD BE UNHEARD OF.

>> I DEFINITELY BELIEVE THAT THE NEXT STEPS FOR PROGRAMS IN COLLABORATION, COMMUNICATION, TRUST AND RESPECT.

>> WE HAVE TO KEEP TELLING OUR STORIES AND KEEP SHARING OUR STORIES SO WE ALL CAN LEARN AND BE BETTER FROM THEM.

>> TO ME THE MOST IMPORTANT STEPS OF PROGRESS ARE MENTORSHIP AND HAVING THE CONFIDENCE TO BE VOCAL IN CONSTRUCTIVE WAYS.

>> EMPATHY IS THE KEY, WHEN IT COMES TO FULLY UNDERSTANDING OR AT LEAST TRYING TO UNDERSTAND SOMEONE ELSE'S PERSPECTIVE, THAT IS ESSENTIAL IF YOU WANT TO KEEP PROGRESSING AND KEEP MOVING FORWARD.

>> SO ALL THE WOMEN THAT CAME BEFORE ME, THANK YOU, THANK YOU FOR TRAILBLAZING.

NOTHING THAT WE HAVE AND WE ARE CURRENTLY DOING RIGHT NOW COULDN'T HAVE BEEN DONE WITHOUT OTHER EFFORTS.

>> HEROES.

>> WOMEN WHO HAVE COME BEFORE ME ANNIHILATED HURDLES.

THEY HAVE REMOVED ROAD BLOCKS.

>> WE ARE FIGHTING AND STILL FIGHTING BUT YOU DID THE **BROUNT** BRUNT OF THE WORK.

THANK YOU.

>> THANK YOU FOR BEING DETERMINED.

>> THANK YOU FOR BEING TRAILBLAZERS.

>> THANK YOU FOR SAVING ME A SEAT.

>> THANK YOU FOR PAVING THE WAY.

>> YOU INSPIRED ME TO PERSEVERE AND TO BE AT MY BEST.

>> THANK YOU FOR BREAKING THE GLASS CEILING.

BECAUSE OF YOU, I'M ABLE TO STAND HERE TODAY.

[CHEERS AND APPLAUSE]

>> HELLO EVERYONE!

HELLO.

THANK YOU SO MUCH FOR JOINING US TO HONOR AND CELEBRATE INTERNATIONAL WOMEN'S DAY!

SO THRILLED TO BE WITH EVERYBODY.

[APPLAUSE]

LET ME JUST START WITH A SPECIAL THANK YOU TO ALL THE V TEAMERS WE WATCHED SHARE THEIR STORIES, THEIR EXPERIENCES AND WHAT INSPIRED THEM IN THE OPENING VIDEO AND TO ALL THE VERIZON LEADERS THAT ARE WITH US TODAY THAT OFFER THEIR PERSPECTIVES.

SO THIS IS A HUGE MOMENT FOR US TO HONOR THAT, AND I LOVE WHAT SOMEONE JUST SAID, WE FOUGHT A HARD FIGHT AND WE'RE NOT DONE FIGHTING.

SO IT'S FROM ALL OF US TALKING AND SHARING OUR PERSONAL JOURNEYS, STORIES, EXPERIENCES, THAT WE ACTUALLY SEE HOW FAR WE'VE COME, AND WHAT ELSE HAS TO BE DONE.

WE KNOW THE WOMEN THAT CAME

BEFORE US MADE INCREDIBLE

STRIDES.

THEY'VE PAVED THE WAY FOR SO MUCH OF WHAT WE HAVE AND WHERE WE ARE AND OUR JOB IS TO PECK UP THAT TORCH AND KEEP ON RUNNING AND THANK

YOU TO ALL THE WOMEN WHO DO THAT EVERY DAY AND THANK YOU TO THE ALLIES THAT HAVE STOOD BY OUR SIDE AND FIGHT FOR THE SAME FIGHT.

WE WILL BE HONORING THOSE THAT CAME BEFORE AND MAKING IT A MORE EQUITABLE WORLD FOR THE YOUNG

WOMEN AROUND US AND TO COME THAT WE'RE GOING TO KEEP GOING.

I'M SO EXCITED TO CARRY ON THESE CONVERSATIONS.

IT'S SO IMPORTANT TO US.

IT'S INSPIRING AND WE KNOW IT'S GOING TO DRIVE ACTION.

WITH THAT IN MIND, THIS IS GOING

TO BE AN AWESOME EVENT AND AWESOME DAY.

THERE ARE VIEWING PARTIES ALL OVER, LOTS OF ACTIVITY THAT ARE PARTICULARLY HAPPENING THIS DAY, BUT FOR THE WHOLE MONTH OF WOMEN'S HISTORY MONTH.

LET'S CONTINUE THE CONVERSATION

AND WE'RE GOING TO BE ASKING QUESTIONS AND WITH OUR CO-WORKERS.

DON'T FORGET, TALK TO THOSE PEOPLE THAT ARE IN OUR CIRCLES, OUR ALLIES ABOUT YOUNG GIRLS,

ABOUT THEIR GOALS AND DREAMS.

AND BRING THAT TOGETHER TO REALITY.

HERE IS THE FUN PART?

WHAT ARE WE GOING TO DO TODAY?

WE'RE GOING TO DO IT A LITTLE DIFFERENT.

WE'RE GIVING YOU THE OPPORTUNITY

TO HAVE THIS BE AN ENGAGING SESSION AND YOU STEER THE CONVERSATION.

SO, LET'S GET THIS STARTED.

RAQUEL, WHY DON'T YOU COME IN AND TELL US HOW WE'LL DO THIS TODAY.

>> THANK YOU, SAM.

FIRST OF ALL, WE'RE MATCHING IN PURPLE.

WE DIDN'T PLAN THIS, BY THE WAY.

LIKE YOU SAID, THIS IS GOING TO BE A DIFFERENT CONVERSATION WE'RE HAVING TODAY BECAUSE WE'RE LEAVING IT IN YOUR HANDS.

HERE'S HOW IT'S GOING TO WORK:

USING SLIDO, WE'RE GOING TO ASK

YOU THREE QUESTIONS SURROUNDING THE CHALLENGES THAT WOMEN FACE WHEN THEY'RE DEVELOPING THEIR CAREERS, TIPS FOR CAREER DEVELOPMENT AND BUILDING LEADERSHIP SKILLS.

SO LET'S GET STARTED.

GET OUT YOUR DEVICES, AND GO TO [SLIDO.COM](https://www.slido.com) AND USE EVENT CODE:CELEBRATEIWD.

FOR EACH QUESTION, WE'RE GOING TO HAVE A PANEL OF AMAZING WOMEN LEADERS WHO WILL HAVE A CONVERSATION BASED ON YOUR FEEDBACK.

WHEN YOU GET ON SLIDO, THE FIRST QUESTION IS A WORD CLOUD.

IN ONE OR TWO WORDS, FOLKS, LET'S NOT WRITE A PARAGRAPH, A WORD CLOUD WITH ONE OR TWO WORDS AND WE'RE GOING TO ASK YOU, THE GREATEST CHALLENGE THAT YOU FACED IN ACHIEVING YOUR CAREER GOALS.

AND WHILE YOU THINK ABOUT YOUR ANSWERS, WE'RE GOING TO GIVE YOU A LITTLE DOSE OF INSPIRATION WITH A COUPLE OF VIDEOS HIGHLIGHTING MENTORSHIP MOMENTS WITH SOME OF OUR WOMEN LEADERS.

>> SO THE BEST PIECE OF ADVICE THAT I RECEIVED IN MY CAREER WAS IN MY LATER 20S, AND I WOULD SAY IT WAS AS SIMPLE AS THIS -- THERE IS A DIFFERENCE BETWEEN LISTENING AND WAITING FOR YOUR TURN TO TALK.

>> THE BEST PIECE OF ADVICE I'VE RECEIVED SO FAR IN MY CAREER, AND I'VE RECEIVED IT THREE SEPARATE TIMES, IS DO THINGS THAT MAKE YOU UNCOMFORTABLE.

THE SECOND YOU START TO FEEL TOO COMFORTABLE, IT'S PROBABLY ALREADY PAST TIME WHEN YOU SHOULD BE LOOKING FOR THE NEXT CHALLENGE SO CONSTANTLY PUSH YOURSELF.

DO THINGS THAT YOU ARE GOING TO BE BUILDING NEW SKILLS AND THAT YOU HAVEN'T DONE BEFORE TO CONTINUE TO COLLECT THE EXPERIENCES TO FURTHER YOUR CAREER.

>> ONE OF THE BEST PIECES OF ADVICE THAT I EVER RECEIVED WAS FROM IVAN SEIDENBERG OUR CEO, PROBABLY ABOUT THREE CEOS AGO AND I HAD JUST GOTTEN PROMOTED TO VICE PRESIDENT.

HE SAID KIRK, I WANT TO YOU REMEMBER THE POWER THAT YOU HAVE AT THIS LEVEL AND TO USE YOUR POWER STRATEGICALLY AND WELL, AND TO REMEMBER THAT LEADERSHIP ISN'T CREATED WHEN EVERYTHING IS GOING WELL.

LEADERSHIP IS CREATED WHEN THINGS ARE DIFFICULT.

THAT'S WHEN PEOPLE LOOK TO YOU TO USE YOUR POWER FOR GOOD, TO REMOVE BARRIERS, MAKE DECISIONS, AND KEEP A TEAM MARCHING TOWARD THE GOALS, AND THAT'S THE KIND MUCH LEADER THAT I WANT YOU TO BE.

I THINK ABOUT THAT ADVICE ALL THE TIME, AND I THINK NOW IN THE LIFE OF OUR BUSINESS, IT IS MORE IMPORTANT THAN EVER.

[APPLAUSE]

>> WOW, AMAZING.

NOW LOOK AT ALL OF THESE ANSWERS HERE.

I'M SEEING CONFIDENCE, I'M SEEING MENTORSHIP AND OPPORTUNITY, BALANCING WORK AND HOME.

A LOT OF THESE TOPICS ARE WHAT YOU ALL WANT TO HEAR, AND SO I'M GOING TO ASK OUR PANELISTS HERE, WHO WE WELCOME TO THE STAGE, AND JOINING US IS SAM HAMMOCK, AS YOU KNOW, OUR CHIEF HUMAN RESOURCES OFFICER, LYNNCOX, CHIEF ENGINEER, AND SASHA LUCAS, SVP OF CUSTOMER EXPERIENCE.

THANK YOU FOR JOINING US TODAY.

IT LOOKS LIKE WE REALLY WANT TO TALK ABOUT CONFIDENCE.

I'M SEEING THIS IS COMING UP IN THE SMALLER WORDS, BUT WE'VE GOT CONFIDENCE AND MENTORSHIP AND LET'S SEE, WHAT ELSE DO WE WANT TO TALK ABOUT?

MAYBE OPPORTUNITIES.

IF WE CAN TALK ABOUT THOSE THREE THINGS.

SAM, I'M KICKING IT TO YOU TO FIRST

>> THANK YOU, RAQUEL.

I SEE CONFIDENCE, CONFIDENCE IN MY ABILITY, LACK OF CONFIDENCE.

SO LET ME START ON THAT ONE.

BECAUSE WE'LL LUMP THOSE ONES IN.

I HEAR THIS ONE A LOT, AND SPECIFICALLY WITH WOMEN, RIGHT?

WE HAVE A TENDENCY TO KIND OF DOUBT OURSELVES TOO MUCH, QUESTION OUR OWN ABILITY, QUESTION THE EXPERIENCES THAT WE HAVE EARNED, AND DELIVERED ON.

ONE OF THE THINGS I THINK IS REALLY IMPORTANT WITH CONFIDENCE IS,

AND WE HEAR THIS A LOT, YOU TALK TO YOURSELF LIKE YOU WOULD TALK TO YOUR FRIEND.

I USE MY OWN NETWORKING CIRCLES, AND MY GROUP OF, MY -- I HAVE A PERSONAL BOARD OF DIRECTORS, AND THAT IS MADE WITH, AND I CARRY THEM THROUGH, THEY KEEP ME HONEST AND I USE THEM TO HELP BUILD MY CONFIDENCE AND QUITE FRANKLY, CALL OUT THE BLIND SPOTS THAT I REALLY HAVE, BUT HELP REALLY INSTILL WHAT AM I GOOD AT?

WHY AM I HERE AND USE THOSE PEOPLE TO KIND OF, WE HYPE WOMEN, A LOT OF TALK ABOUT HYPE WOMEN.

THEY HELP WITH THAT CONFIDENCE AND THE OTHER THING IS CONFIDENCE IS LEARNED THROUGH PRACTICE.

AND KEEP PUTTING YOURSELF OUT THERE, STAND IN FRONT, YOU KNOW, DELIVER THOSE MESSAGES OVER AND OVER AGAIN.

YOU ARE CONFIDENT, YOU'RE THERE FOR A REASON.

PEOPLE WANT TO HEAR YOUR VOICE AND SO I THINK SURROUNDING YOURSELF, USING YOUR NETWORK OF PEOPLE IS REALLY IMPORTANT TO MAKE SURE THAT YOU'RE GETTING THAT INPUT BACK IN.

>> I AGREE.

I THINK THAT'S KEY.

I THINK LIKE YOU SAID, A LOT OF EVERYTHING CONNECTS BACK TO CONFIDENCE.

ANY OTHER PANELISTS HAVE ANYTHING ELSE TO COMMENT?

>> I THINK, YEAH, EVERY ONE OF US STRUGGLED IN OUR CAREER AT SOME POINT WITH THE CONFIDENCE ISSUE.

IT'S EXPERIENCE, LEANING ON THE PEOPLE AROUND YOU THAT CAN HELP LIFT YOU UP AND ALSO THE MORE WINS AND SUCCESSES YOU GET UNDER YOUR BELT, THE MORE CHANGE YOU GO THROUGH, THE MORE CONFIDENT YOU BECOME. YOU HAVE TO GO THROUGH HARD CHANGE AND REALLY LOSE YOUR CONFIDENCE IN THAT CHANGE TO COME BACK STRONGER.

I ALWAYS TALK ABOUT ADJACENT CHANGE AND RADICAL CHANGE.

A LOT OF TIMES IN OUR CAREERS WE DO ADJACENCIES, YOU MIGHT DO OUTSIDE PLANT ENGINEERING AND GO INSIDE AND DO IOF, IT'S NOT RADICALLY DIFFERENCE.

WIRE TO WIRELESS IS A BIG STRUGGLE AND YOU NEED TO GO THROUGH THAT AND DO IT OVER AND OVER BECAUSE ONCE YOU DO IT ONE TIME, YOU REALIZE THE FEELINGS YOU HAVE.

YOU FEEL A CERTAIN WAY WHEN YOU'RE GOING THROUGH CHANGE AND YOUR CONFIDENCE IS DOWN BUT YOU PUT ONE FOOT IN FRONT OF THE NEXT AND YOU KNOW YOU'LL GET THERE.

YOU HAVE MORE CONFIDENCE IN YOURSELF AND YOUR ABILITIES AND HOW YOU LEAD.

SO I JUST THINK A LOT OF IT COMES FROM EXPERIENCE AND FOR SURE, LEANING ON YOUR NETWORK AND THE PEOPLE THAT CAN HELP BUILD YOU UP.

>> CHANGE IS DEFINITELY A CATALYST FOR CONFIDENCE.

SASHA?

>> I'M GOING TO TICK ON A DIFFERENT WORD, THE IDEA AROUND OPPORTUNITY AND FINDING THE OPPORTUNITIES THAT EXIST AND BEING REALLY VOCAL ABOUT WHAT YOU WANT TO DO WITH YOUR CAREER.

THEY ALWAYS SAY, YOU KNOW, NO ONE IS GOING TO MANAGE YOUR CAREER FOR YOU.

I THINK IT'S IMPORTANT THAT PEOPLE STATE WHAT THEY WANT TO DO AND I THINK IT'S IMPORTANT TO TAKE RISKS.

IT-TO-YOUR POINT ABOUT ADJACENCIES, WE OFTEN STAY IN SAFE SPACE IN THE THINGS WE KNOW WHEN WE WANT TO BUILD A CAREER AND I THINK IT'S IMPORTANT TO OWN THAT AND TAKE RISKS AND DIVE INTO THE DEEP END ESPECIALLY BECAUSE YOU HAVE THE SUPPORT SYSTEM TO MAKE SURE YOU DON'T FALL.

>> THANK YOU SO MUCH.

A ROUND OF APPLAUSE FOR OUR PANELISTS.

WE'RE GOING TO MOVE ON TO OUR NEXT QUESTION.

WHEN IT COMES TO LEADERSHIP, WHAT DO YOU WANT TO HEAR MORE ABOUT? MORE IMPORTANT SKILLS FOR BEING A LEADER BUILDING YOUR BRAND AS A LEADER OR THE TOP TIPS FOR LEADING A TEAM. LET US KNOW IN SLIDO.

>> SO ABOUT 12 YEARS AGO, I HAD JUST BECOME A DIRECTOR AT VERIZON AND I WAS WORKING ON MY FIRST BIG PROJECT AND I CAME OUT OF AN EXTREMELY

DIFFICULT MEETING, AND I WAS REGROUPING ON IT WITH A WOMAN THAT I REALLY ADMIRERD AND SHE SAID TO ME, DIFFICULT MEETINGS ARE OFTEN WHERE YOU MAKE THE MOST PROGRESS AND WHAT I REALIZED AT THE TIME WAS THAT COULD BE APPLIED EVERYWHERE.

WE HAD FRANK DISCUSSION, AND WE ACTUALLY HAD A PATH FORWARD, EVEN THOUGH IT DIDN'T FEEL GOOD.

SO SOMETIMES WHEN YOU DON'T FEEL GOOD, YOU'RE MAKING THE MOST PROGRESS.

I THINK I'VE ALWAYS FOCUSED ON PERFECTIONISM AND WHEN YOU FOCUS ON PERFECTIONISM, YOU KIND OF STALL PROGRESS AND SOMETIMES YOU CAN'T BE PERFECT IF YOU WANT TO MAKE PROGRESS, AND I THINK PRIOR TO THAT MOMENT, I WAS JUST SO FOCUSED ON THE PERFECT OUTCOME, EVERYBODY ALWAYS FEELING GREAT, AND WHEN YOU FOCUS ON THAT, YOU ACTUALLY MAY NOT GET TO THE END GOAL.

>> I WOULD SAY HONESTLY THERE'S PROBABLY TWO I WOULD LOVE TO SHARE. FIRST IS TAKE THE HARD JOBS.

AS WOMEN IN THIS BUSINESS, IT IS REALLY IMPORTANT THAT WE GET THE REALLY HARD OPERATIONAL JOBS, NOT JUST THE PROGRAM OFFICE JOBS, THE CHIEF OF STAFF JOBS, WHERE WE'RE REALLY GOOD AT THOSE BUT THE FUNDAMENTAL, HARD OPERATIONAL JOBS OF THIS COMPANY, SO I TOOK OUTSIDE PLANT ENGINEERING.

I RAN OPERATIONS CENTERS.

I'VE DONE A LOT OF SOME OF THE, YOU KNOW, CONSTRUCTION-TYPE JOBS AND THAT I THINK WAS THE DEFINING CHANGE FOR MY CAREER, AND HELPED WITH THE TRAJECTORY THAT I'VE GOTTEN IN TERMS OF MY CAREER GROWTH. SO THAT IS ONE PIECE.

THE OTHER IS YOU HAVE A SEAT AT THE TABLE, BECAUSE YOU EARNED THE SEAT AT THE TABLE.

YOU'RE NOT LUCKY TO BE THERE.

YOU'VE EARNED THAT SEAT, SO MAKE SURE YOU USE YOUR VOICE, YOU SPEAK UP, AND YOU'RE CONFIDENT IN THE POSITION THAT YOU HAVE.

>> SO MANY GEMS IN THOSE VIDEOS.

THANK YOU TO ERIN AND LYNN.

NOW LET'S SEE, I THINK WE'RE WRAPPING UP WHAT WE HAVE HERE FOR OUR NEXT QUESTION, AND NOW IF WE CAN PULL THAT UP SO WE CAN SEE WHAT OUR PANELISTS ARE GOING TO BE TALKING ABOUT.

WE'VE GOT MOST IMPORTANT SKILLS FOR A LEADER, BUILDING YOUR BRAND AS A LEADER OR TOP TIPS FOR LEADING A TEAM.

NOW, LET'S SEE WHAT YOU ALL WANT TO TALK ABOUT HERE.

LOOKS LIKE IT MIGHT BE A TYPED ANSWER.

WE'RE WAITING WITH BATED BREATH.

BUILD YOUR BRAND AS A LEADER.

OKAY.

THAT'S A GOOD ONE.

I THINK THAT'S A GOOD ONE.

NOW I'D LIKE TO WELCOME TO THE STAGE, JOINING US VIRTUALLY FROM TEXAS, LAURA DEMERITT , VP OF

HRBP AND CHRISTA WAS GOING TO JOIN US, UNFORTUNATELY HER MOM HAD A FALL BUT CHRISTA REMINDS US THAT FAMILY IS MOST IMPORTANT, OUR THOUGHTS ARE WITH HER AND WE HOPE HER MOTHER GETS WELL SOON.

AND HERE IN BASKING RIDGE,

WELCOME WENDY TACCETTA, SVP OF

NATIONWIDE SMALL BUSINESS AND

CHANNEL CHIEF FOR VERIZON

BUSINESS AND ERIN CROOKS, VP OF

COMPENSATION.

LADIES, THANK YOU FOR JOINING US TODAY.

LAURA, I'LL KICK IT TO YOU IN TEXAS FIRST.

>> GOOD MORNING, GOOD AFTERNOON, THANKS SO MUCH.

WHAT AN HONOR TO BE HERE.

AS YOU SAID, SHOUT OUT TO CHRISTA, UNABLE TO BE WITH US TODAY BUT WHETHER YOU HAD THE OPPORTUNITY TO KNOW HER OR NOT, SHE IS SOMEONE WHO REALLY LIFTS THOSE AROUND HER, EMBRACES THAT CULTURE OF KINDNESS AS WE'VE SEEN, HUSTLES FOR A GREAT PURPOSE AND KNOWS THAT HELPING OTHERS FIND THEIR LIGHT NEVER DIMINISHES ON HER OWN, AND SO SHE IS AN INSPIRATION AND IMPACTFUL LEADER, WOMAN AND A HUMAN BEING SO JUST

A SHOUT OUT TO HER AS I KNOW SHE WAS SUPPOSED TO BE A PART OF THIS PANEL WITH US.

SO BUILDING YOUR BRAND AS A LEADER IS SOMETHING THAT I THINK TAKES A LONG TIME TO BUILD.

AND YOU REALLY NEED TO THINK ABOUT TWO DIFFERENT ELEMENTS WHEN THINKING ABOUT YOUR BRAND, AND IT'S THE FOUNDATIONS, WHETHER IT'S THE FUNDAMENTALS OR THE DIFFERENTIATORS THAT REALLY ALIGN TO LIKE THAT HIGH-QUALITY OF WHAT YOUR BRAND MAY WANT TO BE.

BUT THINKING OF YOUR BRAND, I THINK ABOUT IT IN A FEW DIFFERENT WAYS, BECAUSE I THINK EVERYONE IS IN A DIFFERENT SPOT AND LEADERSHIP IS NOT BY TITLE OR BY DIRECT REPORTS.

LEADERSHIP IS AT ALL LEVELS, SO THINKING ABOUT THESE DIFFERENT ELEMENTS, I THINK REALLY ARE CRITICAL TO YOUR BRAND, WHETHER IT'S STRATEGY, THE EXECUTION, EVEN AS WE HEARD LYNN JUST SHARE, CULTURE AND ALSO COMMITMENT.

SO WHEN YOU THINK ABOUT STRATEGY, IT'S NOT ONLY THINKING ABOUT THE HERE AND NOW, BUT THE FUTURE, AND HOW ARE YOU GOING TO THINK ABOUT THAT FOR CONTINUED SUCCESS, AND THEN THE EXECUTION IS NOT ONLY, YOU KNOW, HOW DO YOU BUILD THE ORGANIZATIONAL SYSTEMS AROUND YOU, YOUR TEAMS, THE PEOPLE, BUT ALSO DELIVERING THE RESULTS AND ACTUALLY TAKING THE CHANGE TO MAKE THINGS HAPPEN.

THE CULTURE AND COMMITMENT I THINK IS SOMETHING THAT'S ALSO SUPER CRITICAL, WHETHER YOU ARE A PEOPLE LEADER OR INDIVIDUAL CONTRIBUTOR IN THE LEADERSHIP POSITION, BECAUSE YOU NEED TO BE ABLE TO MANAGE THE ECO ENVIRONMENT, AND THE SPACE THAT YOU'RE IN, AND YOU ALSO NEED TO BE ABLE TO SHOW WAYS THAT YOU DEVELOP TALENT AROUND YOU, WHETHER IT'S A PEER-TO-PEER OR TO A DIRECT REPORT, AND THEN THE PERSONAL PROFICIENCY, THINKING ABOUT THE ABILITY TO LEARN, STAYING ACTIVE WITHIN THE ENVIRONMENT OF BEING A STUDENT OF THE BUSINESS, WORKING WITH INTEGRITY AND THEN MAKING BOLD DECISIONS, AND CREATING AN ENVIRONMENT WHERE YOU HAVE TRUST.

SO THOSE ARE JUST SOME OF THE THINGS THAT I THINK ABOUT WHEN YOU'RE TALKING ABOUT YOUR BRAND.

>> DO YOU WANT TO GO FIRST?

>> I DON'T KNOW WHAT TO ADD TO THAT.

I FEEL LIKE LAURA JUST ANSWERED EVERY QUESTION I'VE EVER HAD.

SO LISTEN, I THINK WHEN WE'RE TALKING ABOUT BRAND FOR ME, I'M GOING TO TAKE IT FROM A SLIGHTLY DIFFERENT ANGLE.

I OFTEN ASK PEOPLE, WHO ARE THE THREE WORDS YOU WANT TO DESCRIBE YOURSELF?

I WORK HARD AND I GET THINGS DONE CAN'T BE ONE OF THE ANSWERS, BECAUSE THAT IS NOT A UNIQUE SKILL AT VERIZON.

I THINK AS YOU STEP INTO LEADERSHIP, IT'S SO IMPORTANT THAT YOU DIFFERENTIATE WHAT YOU'RE GOOD AT, AND WHAT'S VALUABLE IN THE POSITION.

SO FOR MANY OF US AS INDIVIDUAL CONTRIBUTORS, IT WAS OUR WORK ETHIC. IT WAS OUR EXPERIENCE.

IT WAS OUR KNOWLEDGE, BUT AS YOU STEP INTO LEADERSHIP, SO MUCH OF YOUR JOB IS ABOUT MULTIPLYING YOUR IMPACT, GETTING OTHERS TO ACHIEVE. SO I ACTUALLY THINK ABOUT BRAND AS BEING AT THREE LEVELS.

WHAT IS YOUR BRAND?

WHAT IS YOUR BRAND -- THIS IS REAL, THIS IS WHAT HAPPENS.

I'M GETTING COACHED IN REAL TIME.

WHAT IS YOUR BRAND WHEN YOU'RE TALKING TO EMPLOYEES THAT ARE DEALING WITH CUSTOMERS, SO YOUR FRONT LINE, THE PEOPLE WHO ARE DOING THE WORK, WHAT IS YOUR BRAND THERE?

THEN WHAT IS YOUR BRAND WITH YOUR PEER GROUP, AND WHAT IS YOUR BRAND WITH THE PEOPLE THAT INFLUENCE THE DECISIONS YOU NEED MADE, AND ALL THREE NEED TO COME WITH DIFFERENT LEVELS OF YOU, AND SOME PEOPLE THINK OF THAT AS BEING UNCOMFORTABLE AND THAT YOU MIGHT BE, AM I FAKING IT, AND THE ANSWER IS NO.

IT'S ABOUT HOW EFFECTIVE CAN YOU BE.

SO MY ADVICE TO PEOPLE IS ALWAYS, YOU SHOULD HAVE PROMOTERS AT THE FRONT LINE LEVEL.

YOU SHOULD HAVE PROMOTERS AS PEERS, AND YOU SHOULD HAVE PROMOTERS IN THE SENIOR TEAMS THAT INFLUENCE THE DECISIONS THAT IMPACT YOUR

LINE OF BUSINESS, AND THAT IS HARD WORK, AND WHAT YOU HAVE TO THINK ABOUT IS, WHAT DO I WANT TO BE AT THE TABLE?

AM I A CHALLENGER?

AM I A UNIFIER?

AM I A DRIVER OF DECISION?

BUT EVERYTHING DOESN'T REQUIRE A RESPONSE.

HOW DO YOU USE YOUR VOICE WITH THOSE THREE DIFFERENT, DISTINCT GROUPS TO GET WORK DONE AND I THINK THE HARDEST PART OF LEADERSHIP IS LETTING GO OF BEING A DOER AND STEPPING INTO THE ROLE OF BEING AN INFLUENCER. WE TAKE PRIDE IN THE CHECKLIST OF THINGS WE ACHIEVED AND AS A LEADER, YOU HAVE TO START TAKING PRIDE IN THE THINGS YOUR TEAM ACHIEVES. AND THAT'S WHERE YOUR BRAND WILL BE BUILT, NOT IN YOUR INDIVIDUAL ACTIONS BUT IN THE WORK YOU CAN INFLUENCE.

>> YES, AND I COULDN'T AGREE MORE.

I THINK OF BRAND, WHEN I THINK OF WHAT'S BEING SAID ABOUT ME WHEN I'M NOT ACTUALLY HEARING IT.

SO WHAT IS BEING SAID WHEN I'M NOT IN THE ROOM AND FOR ME, BRAND LIKE WENDY WAS SAYING IS ABOUT INSPIRING OTHERS AND HAVING A SIMILAR BRAND, ALL THE WAY UP THAT YOU'RE SOMEONE PEOPLE WANT TO WORK WITH, THEY WANT TO GET THINGS DONE WITH YOU, AND YOU'RE THE PERSON THAT, WHEN SOMETHING HARD COMES, THEY WANT TO CALL YOU TO HELP THEM FIX THAT. SO WHEN I REALLY THINK OF BRAND, IT'S WHAT ARE PEOPLE SAYING WHEN I'M NOT AROUND, WHICH INCLUDES THE PEOPLE WHO YOU HAVE, THAT YOU'RE KIND OF WORKING ACROSS WITH.

THEY ARE THE PEOPLE THAT WORK FOR YOU THAT YOU NEED TO ACTUALLY DO STUFF SO THAT YOU CAN BE SUCCESSFUL AND THEN IT'S ACTUALLY WHAT IS MY BRAND WHEN WE'RE TRYING TO MAKE A REALLY HARD DECISION AND DO PEOPLE, DO THEY BRING TRUST IN THE DECISION THAT I'M RECOMMENDING TO THEM?

>> SO I THINK I WANT TO TAKE US BACK TO SOMETHING THAT WAS SAID EARLIER THAT LEADERSHIP IS WHAT HAPPENS IN TOUGH TIMES.

>> UM-HUM.

>> AND I DO THINK THAT'S SUCH A BIG PART OF THE BRAND YOU WANT TO

BUILD.

IT'S NOT, CAN I CHEER THE TEAM ON?

I THINK WE CAN ALL BE GOOD AS CHEERING ON WHEN THINGS ARE GOING WELL. IT'S HOW DO PEOPLE SHOW UP FOR ME WHEN WE'RE DOING HARD DECISIONS, AND DO THEY KNOW THAT WE'RE GOING TO HELP THEM, BUT HERE'S ONE OF THE HARDEST THINGS.

IT'S A LITTLE BIT OF THE SELF-TALK THAT SAM WAS TALKING ABOUT.

WE LIKE TO SAY SOMETIMES I'M A SHOULDER-TO-SHOULDER LEADER SO I'LL DO IT WITH YOU.

THE REALITY IS SOMETIMES A GOOD LEADER LETS SOMEONE STAND ON THEIR OWN.

WE ALL AGREE HOW WE'VE GOTTEN HERE IS SOMEBODY TRUSTING US TO STEP OUT ON OUR OWN AND BEING A SUPPORTER SOMETIMES WHEN REALLY YOUR INSTINCTS AND MAYBE YOUR CONTROL ISSUES ARE TO BE SHOULDER-TO-SHOULDER WITH THEM.

YOU WANT TO BE THE KIND OF LEADER THAT HELPS PEOPLE REACH THEIR DREAMS, SO LAURA, I DON'T KNOW IF YOU WANT TO ADD ANYTHING ELSE.

>> I THINK ALL THOSE THINGS ARE GREAT AND I THINK THE MOMENT OF REFLECTION IS ALSO REALLY GOOD, LIKE OF HAVING A BLEND OF EVERYTHING THAT EVERYBODY SAID BUT THEN THE MOMENTS OF REFLECTION AND PAUSING AND PRACTICING ALL THE THINGS THAT HAVE BEEN DISCUSSED SO FAR.

>> IF THERE WAS ONE LAST LESSON YOU WOULD GIVE SOMEONE, WE'VE ALL SEEN PEOPLE START OUT WITH A BRAND THAT MAYBE THEY DIDN'T LOVE, AND THEN HAVE TO DO SOME WORK TO GET IT BETTER.

WHAT'S THE PIECE OF ADVICE THAT YOU WOULD HAVE AND LAURA, LET'S START WITH YOU.

>> I THINK ONE PIECE OF ADVICE I WOULD HAVE IS BE OPEN TO FEEDBACK AND BE HONEST WITH THAT.

THE MORE OPEN YOU ARE TO FEEDBACK, THE MORE CHANCES YOU HAVE TO CORRECT WHATEVER PATH THAT YOU WERE ON TO WHERE YOU NEED TO GO.

>> YES, AND I WOULD ALSO SAY, ALSO BE WILLING TO GIVE FEEDBACK TO PEOPLE, BECAUSE THAT IS HOW WE BRING ALL WOMEN UP, AND ALL EMPLOYEES, THAT WE TAKE THE TIME TO GIVE REAL MEANINGFUL FEEDBACK.

>> I THINK I WOULD JUST ADD, I'LL PIGGYBACK ON SAM'S ADVICE, THAT BOARD OF DIRECTORS, WHATEVER YOU CALL IT, MAKE SURE THAT IT WILL SUPPORT YOU, BUT IT WILL ALSO COACH YOU, BECAUSE NONE OF US ARE PERFECT AND I THINK WE'D ALL LIKE TO BELIEVE WE'RE GOING TO BE BETTER VERSIONS OF OURSELVES FIVE YEARS FROM NOW, AND THAT MEANS THAT WE'VE GOT TO HAVE PEOPLE THAT ARE GIVING US GREAT ADVICE.

SO I LOVE THAT I'M SURROUNDED BY WOMEN WHO ARE NOT SHY, AND WILL ABSOLUTELY GIVE GREAT ADVICE.

I THINK WE ALL HAVE AN OBLIGATION TO DO THAT FOR EACH OTHER.

>> WOW.

THANK YOU ALL SO MUCH FOR A VERY POWERFUL CONVERSATION.

LAURA, WENDY, ERIN, THANK YOU.

[APPLAUSE]

ALRIGHT, NOW THIS IS OUR LAST QUESTION, AND I WANT YOU ALL TO GO BACK TO SLIDO AND YOU SHOULD SEE THE QUESTION --

IN THINKING ABOUT CAREER

DEVELOPMENT, WHAT TOPIC WOULD

YOU MOST WANT TO HEAR ABOUT?

MENTORSHIP?

WORK/LIFE HARMONY, OR HOW TO CREATE THE CAREER YOU WANT.

>> ONE OF THE BEST PIECES OF ADVICE I RECEIVED FROM A MENTOR WAS WHEN I WAS IN MY EARLY 30S.

I HAD MY FIRST CHILD AND LIKE MANY OF US AT THAT POINT AND TIME OF OUR LIVES I WAS STRUGGLING WITH THE IDEA OF BALANCE.

SHE WAS A MENTOR TO ME, AND SHE HAD BEEN MY BOSS AT ONE POINT.

STILL A REALLY GREAT FRIEND TO ME TO THIS DAY.

SHE WAS ONE OF THOSE SUPERWOMEN THAT HAS THREE KIDS, THREE DOGS, AN AMAZING CAREER AND HAD IT ALL FIGURED OUT, AT LEAST THAT I THOUGHT, AND SHE LET ME IN ON THIS IDEA, AND GAVE ME SOME ADVICE AND SAID TO ME, "YOU NEED TO RETHINK YOUR FRAMING OF BALANCE AS IT RELATES TO HOW LONG OR THE TIME DURATION."

I OFTEN THOUGHT BALANCE WAS A DAILY THING, MAYBE EVEN A WEEKLY THING BUT SHE SAID THINK ABOUT IT OVER A LIFETIME, OVER A CAREER.

SOMETIMES YOU'RE GOING TO BE A ROCK STAR MOM.

YOU ARE GOING TO MAKE IT TO THAT GAME AND GOING TO READ TO THE KINDERGARTEN CLASS, YOU ARE GOING TO BE IN THE MOMENT AND DOING GREAT THINGS WITH YOUR CHILDREN.

YOU MIGHT BE GOOD AS GOOD ENOUGH THAT DAY AT WORK AND THAT'S OKAY, AND SHE SAID ON THE OTHER HAND, YOU'RE GOING TO HAVE THINGS AT WORK THAT ARE HUGELY IMPORTANT.

YOU'VE WORKED REALLY HARD FOR THEM, THAT BIG DEAL, BIG DELIVERABLE, BIG LAUNCH, AND SHE SAID YOU MIGHT NOT BE AS IN THE MOMENT AS YOU WANT TO BE WITH YOUR KIDS THAT DAY, BUT YOU ARE A ROCK STAR AT WORK. YOU WERE AN AMAZING COLLEAGUE.

YOU ARE AN AMAZING EMPLOYEE AND SHE SAID ALL OF THAT IS COMPLETELY OKAY.

OVER THE COURSE OF YOUR LIFE, OR OVER THE COURSE OF ALL THAT YOU WILL ACCOMPLISH AND ALL THAT YOU'VE JUST DESCRIBED, YOU WILL HAVE BALANCE. YOU JUST MIGHT NOT HAVE IT ALL AT THE SAME TIME, AND SO THINK ABOUT THE IDEA OF BALANCE AND WORK AND LIFE AND PROFESSIONAL AND PERSONAL AS SOMETHING THAT IS REALLY LONG-TERM, AND YOU CAN DO IT.

YOU CAN HAVE IT ALL, JUST NOT ALL AT THAT SAME EXACT POINT IN TIME.

>> THANK YOU, CHRISTINA.

HOPEFULLY ALL OF YOU HAVE SELECTED YOUR ANSWER IN SLY LOW.

I'M GOING TO INTRODUCE

OUR PANEL JOINING US VIRTUALLY

FROM NEW YORK.

WELCOME YOLI STANCIL -- WE HAVE A LOT OF CELEBRATION!

[CHEERS AND APPLAUSE]

VP, NETWORK

AND FIELD OPERATIONS, GENIA

WILBOURN, SVP, BUSINESS CUSTOMER

OPERATIONS, AND JULIE SLATTERY,

VICE PRESIDENT OF NETWORK ENGINEERING.

THANK YOU ALL FOR JOINING US.

[CHEERS AND APPLAUSE]

>> LET'S SEE, WE'VE GOT OUR SLIDO, AND SEE WHAT ANSWER THE PEOPLE WANT TO HEAR.

COMING IN WITH A 54 PERCENT, HOW TO CREATE THE CAREER YOU WANT.

>> I'D LIKE TO CALL THEM MY BOARD OF DIRECTORS, OR MY SQUAD OR MY TRIBE.

WE ARE EXCITED TO BE HERE IN MIDTOWN AS YOU MENTIONED WITH AN AMAZING GROUP OF PHENOMENAL LEADERS!

[CHEERS AND APPLAUSE]

THE GOOD NEWS IS WE'VE BEEN TALKING A BIT ABOUT CREATING THE CAREER THAW WANT AND WE KNOW THAT IT ACTUALLY STARTS WITH YOU.

IT STARTS WITH YOU TAKING STOCK OF WHO YOU ARE, THINKING ABOUT THE ASSETS YOU BRING, THE THINGS YOU DO NATURALLY WELL AND ALSO THE OPPORTUNITIES THAT YOU HAVE, ALSO TAKING FEEDBACK AND TRYING TO DETERMINE HOW YOU COURSE CORRECT, IF THERE ARE THINGS THAT YOU NEED TO DO DIFFERENTLY.

ALSO UNDERSTANDING ALL OF THE OPPORTUNITIES THAT THERE REALLY BE ACROSS VERIZON.

SOMEBODY MENTIONED TAKING FEEDBACK, BEING OPEN TO FEEDBACK BY OTHERS, BECAUSE THAT WILL PLAY A PIECE OR A PART IN YOU TRYING TO GET A JOB OR AN OPPORTUNITY WHEN YOU ACTUALLY GO IN FOR AN INTERVIEW OR IF YOU'RE HAVING A CONVERSATION WITH SOMEONE, BECAUSE THEY ARE THINKING, HMM, RIGHT, WHAT IS IT THAT I KNOW ABOUT THIS PERSON?

WHAT IS IT THAT IS IN THIS PERSON'S BRAND, THAT WOULD BE A GOOD FIT OR NOT NECESSARILY A GOOD FIT FOR THE JOB?

I'D ALSO SAY MAKING SURE THAT YOU UNDERSTAND THAT CREATING WHAT YOU WANT DOESN'T MEAN GOING UP.

SOMETIMES YOU HAVE TO ZIGZAG OR GO ACROSS.

I THINK THAT WAS A COMMENT THAT WAS SHARED THIS MORNING IN THE ROOM, YOU NEED TO BE SURE THAT YOU UNDERSTAND THAT SOMETIMES TAKING A LATERAL IS HOW YOU ACTUALLY EXCEL, AND THAT PIECE CONTINUES TO BE IMPORTANT.

I'M GOING TO PASS IT TO YOU, GENIA.

>> HERE'S THE ONLY THING I WOULD ADD, BECAUSE THIS IS A JOURNEY.

IT'S A JOURNEY TO TAKE THIS, YOU KNOW, WHEN YOU THINK ABOUT YOUR CAREER, AND SO THINK ABOUT THE JOB THAT YOU'RE IN RIGHT NOW AND MAKE SURE YOU'RE KILLING IT IN THE JOB THAT YOU'RE IN.

ALL OF THE THINGS THAT YOLI SAID ARE TRUE, RIGHT, SELF-REFLECT, MAKE SURE YOU HAVE THE ABILITY TO BE AGILE.

MAKE SURE YOU RECEIVED THAT CONSTRUCTIVE FEEDBACK.

I KNOW SOMETIMES THAT'S HARD TO GET, BUT TAKE IT, GET IT, PROCESS IT, AND THEN TAKE ACTION ON IT.

THE SECOND THING I WOULD SAY IS, EMPOWER YOUR PEOPLE, LIKE WHATEVER JOB YOU'RE IN, AND YOU'RE LEADING PEOPLE, EMPOWER YOUR PEOPLE TO MAKE THE DECISIONS.

THE THIRD I WOULD SAY IS, WE ALWAYS SAY EFFECTIVE COMMUNICATIONS. TO ME, THAT TRANSLATES INTO TELL YOUR STORY.

REGARDLESS IF YOU'RE TELLING THE STORY OF A BUSINESS PROBLEM OR A CHALLENGE OR YOUR STORY, MAKE SURE YOU ARE VERY CRISP AND CLEAR ABOUT HOW YOU TELL YOUR STORY, AND SPEAK WITH AN IMPACT, AND THE FOURTH GIFT I WOULD GIVE IS, WALK THE WALK, NOT JUST TALK THE TALK.

PEOPLE DON'T LIKE LIP SERVICE.

SO WHATEVER YOU'RE SAYING, MAKE SURE YOUR ACTIONS MATCH.

THOSE ARE MY FOUR GIFTS THAT I GIVE TODAY.

[CHEERS AND APPLAUSE]

>> VERY, VERY WELL SAID.

I WOULD JUST ADD BE DELIBERATE AND BE VOCAL ABOUT WHAT YOU WANT, RIGHT? IF YOU SEE OPPORTUNITIES THAT YOU ARE INTERESTED AND WANT TO GO AFTER, DON'T SIT BACK AND ASSUME THAT THE TEAM AND THE LEADERSHIP KNOWS THAT. BE VOCAL ABOUT WHAT YOU WANT, AND BE DELIBERATE IN STEERING YOUR OWN CAREER.

I TELL PEOPLE ALL THE TIME, EARLIER IN MY CAREER, I WAS NOT AS DELIBERATE.

WHEN YOU'RE EARLY ON IN YOUR CAREER SOMETIMES, YOU JUST, YOU KNOW, IT'S SORT OF HAPPENS TO YOU ONE JOB AFTER ANOTHER.

THAT WORKED OKAY FOR A WHILE, UNTIL IT DOESN'T AND THEN YOU FIND YOURSELF, HOW DID I GET HERE?

THESE ARE DELIBERATE AND WHAT IS THE NEXT OPPORTUNITY PROVIDING ME.
YOLI SAID IT, TOO.

SOMETIMES IT MIGHT BE UP, TAKING A LOT OF LATERAL MOVES IN MY CAREER,
TOO, AND IT'S ALWAYS ABOUT HOW IS THIS GOING TO EXPAND MY KNOWLEDGE
OF THE BUSINESS.

HOW IS THIS GOING TO ADD TO WHAT I'VE ALREADY DONE, AND HELP GROW
THE BASE THAT I HAVE TO WORK WITH.

SO BE DELIBERATE, AND BE VOCAL.

[CHEERS AND APPLAUSE]

>> JUST ANOTHER SMALL PIECE I'D ADD, THERE WAS CONVERSATION IN THE
ROOM ABOUT THIS THIS MORNING, REALLY UNDERSTANDING TALENT GPS AND
THE OPPORTUNITIES OUT THERE.

YOU MIGHT SEE SOMEONE DOING A JOB, I'M INTERESTED IN DOING THAT.
REACH OUT TO THE PERSON OR FIND SOMEBODY ON THE TEAM, ASK THEM, CAN
YOU SHADOW THEM, CAN YOU SIT ON A CALL TO BETTER UNDERSTAND WHAT IT
IS THEY TO.

I KNOW TALENT GPS WILL SHOW YOU THE JOB DESCRIPTION BUT ACTUALLY
TALKING TO SOMEONE THAT'S DOING THE JOB THAT COULD SHOW YOU, LIKE
HMM, THESE ARE SKILLS I HAVE, THESE ARE SKILLS I NEED TO LEARN AND
IF THERE IS TRAINING OR DEVELOPMENT THAT YOU NEED TO GATHER, THAT
YOU HAVE THE OPPORTUNITY TO GET IT.

SO THOSE ARE OUR THOUGHTS AROUND BUILDING A CAREER.

I DEFINITELY THINK ALSO MAKE A LIST, OR SAY TO YOURSELF WHAT IS THE
JOB YOU WANT.

I SHOULD HAVE MENTIONED THIS BEFORE.

IF THERE IS A JOB THAT YOU WANT, YOU SHOULD BE WRITING IT DOWN.

THESE ARE MY SHORT TERM GOALS, THESE ARE MY LONG-TERM GOALS.

I USED TO THINK SHORT-TERM WAS FIVE YEARS, LONG-TERM WAS TEN.

NOW I THINK SHORT-TERM IS TWO AND LONG-TERM IS FIVE, RIGHT, AND SO
THE MORE YOU THINK ABOUT IT, AND JUST WRITE IT DOWN, I HONESTLY THINK
THAT WE CREATE THINGS TO GO INTO FRUITION IF WE JOT THEM DOWN.

THE JOB I'M IN TODAY I WROTE IT DOWN IN 2010!

#JUSTSAYING.

[CHEERS AND APPLAUSE]

>> I LOVE THAT, #JUSTSAYING.

THANK YOU LADIES FROM NEW YORK.

YOU BROUGHT THE ENERGY. I APPRECIATE THAT.

THANK YOU TO ALL OF OUR PANELISTS FOR YOUR INSIGHTS, BUT IF YOU HAVE ANY QUESTIONS V TEAMERS THAT YOU STILL HAVE, WE ARE GOING TO MOVE INTO A Q&A SESSION.

FEEL FREE TO ASK YOUR QUESTIONS

IN SLIDO AND LET US KNOW IF YOU HAVE SOMEONE IN MIND THAT YOU HAVE SOMEONE IN MIND THAT YOU WOULD LIKE TO ANSWER THE QUESTION.

I HAVE ONE QUESTION THAT WE'LL HAVE SAM COME UP AND ANSWER, IF YOU DON'T MIND, SAM. I'M GOING TO MOVE HERE. I'LL SWAP YOU.

NOW THE QUESTION IS, THE BIGGEST CHALLENGE IS HAVING THE VISIBILITY IN THE REMOTE ENVIRONMENT IN A HIERARCHICALLY WORK FOCUSED CULTURE.

>> IT'S A DIFFERENT CHALLENGE BUT COMPLETELY DOABLE.

I CANNOT PAUSE WITHOUT SAYING THANK YOU TO THE PANEL THAT WE JUST HAD.

YOLI SAID SOMETHING REALLY IMPORTANT, RECOGNIZING THINGS, WRITING IT DOWN. WE ALL HAVE GOALS.

IF YOUR GOAL DOES NOT HAVE A PLAN, THAT'S CALLED A DREAM.

SO YOU'VE GOT TO WRITE IT DOWN.

YOU HAVE TO KIND OF PUT THOSE THINGS IN ACTION, TALK TO THE PEOPLE WHO ARE AROUND YOU, AND THAT TALKING TO PEOPLE, REACHING OUT, SHE WAS TALKING ABOUT TALENT GPS.

WE HAVE THE DATA TO FIGURE OUT WHO IS IN WHAT JOB SO WE CAN LEARN MORE ABOUT THOSE JOBS, SO TO ANSWER YOUR QUESTION, THAT'S PROBABLY MY NUMBER ONE ADVICE IS, WE KNOW NETWORKING IS REALLY IMPORTANT TO GET THAT NEXT JOB, TO MAKE SURE THAT WE'RE BUILDING THE BRAND THAT WE HEARD WENDY AND ERIN AND LAURA TALKING ABOUT AS WELL.

NETWORKING IS A REALLY IMPORTANT PIECE OF THAT JOB.

HOW YOU THINK ABOUT THAT IN A HYBRID ENVIRONMENT IS EXTREMELY IMPORTANT, AND AGAIN, IT NEEDS A PLAN.

YOU HAVE TO BE EVEN MORE INTENTIONAL ABOUT HOW YOU NETWORK, BECAUSE

WE DON'T HAVE THOSE LIKE AUTHENTIC MOMENTS, RIGHT, PASSING EACH OTHER IN THE HALL, THE TIME WHEN YOU TALK TO EACH OTHER GOING IN THE MEETING OR COMING OUT OF A MEETING.

>> OR COFFEE.

>> THOSE ARE IMPORTANT MOMENTS WHERE YOU CONNECTED IT PEOPLE AND GOT TO KNOW THEM.

THEY'RE STILL THERE BUT YOU HAVE TO CREATE THEM.

YOU HAVE TO CREATE THEM SO MAKING SURE THAT YOU'RE PLANNING THOSE TIMES, IT'S REALLY EASY TO GET CAUGHT UP IN BACK-TO-BACK MEETING, YOU GO IN, YOU GO OUT, THEY END AT THE TOP OF THE HOUR, START AT THE BOTTOM OF THE HOUR, THERE'S NO TIME FOR SOCIAL ACTION TO BUILD THAT NETWORK.

YOU HAVE TO ABSOLUTELY PLANNING AND IT'S POSSIBLE IN A HYBRID ENVIRONMENT.

I WORKED HYBRID FOR 15 YEARS.

>> WOW.

>> AND I DON'T THINK IT HINDERED MY CAREER IN MY WAY BUT IT IS WORK. SO DON'T PRETEND IT'S NOT WORK.

IT'S NOT JUST GOING TO HAPPEN WITHOUT THAT PLAN.

I'M WITH YOLI, WRITE THOSE THINGS DOWN AND CREATE AN ACTION PLAN OF HOW YOU'RE GOING TO GET THERE.

>> THANK YOU SO MUCH, SAM.

>> THANKS.

>> YOU HEARD IT ALL, WRITE IT DOWN.

WE'VE GOT A LOT OF QUESTIONS HERE.

I'M GOING TO ASK OUR PANELISTS, IF YOU FEEL LIKE YOU WANT TO ANSWER THIS, MOVE INTO THIS SPOT.

NOW, OUR SECOND QUESTION, NOT TO PUT YOU ON THE SPOT BUT OUR SECOND QUESTION IS, WHAT IS THE RIGHT STRATEGY TO HAVE YOUR VOICE HEARD AS A WOMAN AND NOT COME OFF AS CONDESCENDING OR BEING WALKED OVER? THIS IS A COMMON QUESTION WHERE WE HAVE, KIND OF HAVE TO TIGHT ROPE AND WALK THAT BALANCE.

IF ANYONE HAS AN ANSWER TO THAT QUESTION, AND I WILL LOOK, WE'VE GOT

A LOT OF QUESTIONS COMING IN HERE.

>> ALRIGHT, LYNN.

[APPLAUSE]

>> SO HONESTLY, I DON'T THINK YOU NEED ANY SPECIFIC STRATEGY TO HAVE YOUR VOICE HEARD AS A WOMAN.

YOU JUST NEED TO HAVE YOUR VOICE HEARD AS A PERSON.

I SAID IT EARLIER ON THE VIDEO.

YOU HAVE A SEAT AT THE TABLE BECAUSE YOU EARNED A SEAT AT THE TABLE.

THAT DOESN'T MEAN IT'S THE TOP-LEVEL JOB.

IT'S ANY JOB THAT YOU'RE IN.

SO SPEAK UP THE WAY YOU WANT TO SPEAK UP.

A LOT OF TIMES AS WOMEN, WE OFTEN WILL HOLD BACK AND THEN SOMEBODY ELSE AT THE TABLE SAYS EXACTLY WHAT YOU WERE THINKING.

DON'T LET THAT HAPPEN!

USE YOUR VOICE.

BE CURIOUS.

WHEN YOU'RE CURIOUS AND YOU FEEL OWNERSHIP OF THE ROLE YOU HAVE, THE WORK YOU'RE DOING, YOU'RE GOING TO BE INVESTED, IN MY OPINION, TO SPEAK UP MORE.

SO LISTEN REALLY WELL TOO, THOUGH.

DON'T OVER-SPEAK UP.

I FIND THE LEADERS AND PEOPLE I RESONATE THE MOST ARE THE ONES THAT LISTEN REALLY WELL AND WHEN THEY SPEAK UP, THEY ADD GREAT VALUE TO A CONVERSATION.

>> LISTENING IS A SKILL.

>> EXACTLY.

>> THANK YOU, LYNN.

ALRIGHT, WE HAVE A QUESTION FOR WENDY, IF YOU WANT TO COME UP.

ALRIGHT, NOW THIS QUESTION IS ABOUT ADVICE FOR TAKING HARD ROLES, HARD MOVES.

SO ROLES MAYBE YOU'RE NOT 100% READY FOR.

YOU HAVE TO STEP OUTSIDE OF YOUR COMFORT ZONE AND THE MOVES MIGHT BE REWARDING BUT MIGHT BE DIFFICULT.

I NEED ADVICE TO BETTER NAVIGATE CHALLENGES IN THESE ROLES.

>> OKAY, SO HERE'S WHAT I'LL SAY.

I DON'T WANT ROLES THAT AREN'T HARD.

I THINK EVERY TIME I MOVE, I WANT TO BE UNCOMFORTABLE, AND FOR THE FIRST PART OF MY CAREER, I REALLY SAW MY EXPERIENCE AS THE BIGGEST ASSET THAT I HAD, AND I THINK THAT WAS GOOD FOR A TIME.

I WOULD SAY OVER THE LAST TEN YEARS, EVERY ROLE I HAVE TAKEN HAS BEEN ONE WHERE I'VE BEEN COMPLETELY OUT OF THE WATER THAT I KNEW, WHERE I WAS SUDDENLY WRITING DOWN LISTS OF QUESTIONS AFTER MEETINGS.

WHAT I'VE LEARNED IS, I'M ACTUALLY MORE VALUABLE THAT WAY.

IT'S HARD, THOUGH, BECAUSE WE GET ADDICTED TO BEING GOOD AT THINGS. WE GET ADDICTED TO BEING SUBJECT MATTER EXPERTS, AND ONE OF THE THINGS THAT WOMEN AND MEN NEED TO DO IS REALIZE YOU CAN BE GOOD AT SOMETHING ELSE, AND THAT'S WHERE MY CAREER REALLY EXPANDED, IS WHEN I TRIED DIFFERENT THINGS.

IT'S FUNNY, NOW THAT I'M BACK IN B2B WHERE I STARTED 20 YEARS AGO BUT IN THE END, I DON'T THINK I GET TO THIS JOB IF I HADN'T DONE ALL THE OTHER JOBS.

>> RIGHT.

>> BECAUSE I'M A DIFFERENT LEARNER TODAY.

I'M A BETTER LISTENER.

I'M BETTER AT ASKING QUESTIONS, AND I REALLY DO RESPECT THE PEOPLE DOING THE WORK, SO I LOVE NOTHING MORE THAN SITTING NEXT TO SOMEBODY WHO IS AN EXPERT OF TEN YEARS AND HAVING THEM TEACH ME.

SO YESTERDAY, SHOUT OUT TO OUR PRODUCT TEAM, I HAD WENDY UNIVERSITY, THIS IS WHAT I DO.

WHEN I TAKE ON NEW JOBS, I ASK THE EXPERTS TO COME AND SIT DOWN WITH ME AND CURATE A LESSON PLAN AND IT'S GOOD FOR THEM TO SHOW OFF WHAT THEY'RE DOING AND SO GREAT FOR ME TO COME TO THE MEETING EXPECTING TO BE CURIOUS, AND THAT IS MY SUGGESTION TO EVERYONE AS YOU TAKE A NEW JOB.

USE IT AS AN OPPORTUNITY TO BE IN ROOMS THAT ARE SHOCKING TO YOU, THAT YOU HAVE QUESTIONS IN, SPEND 50% OF YOUR TIME IN ROOMS WHERE

YOU'RE UNCOMFORTABLE AND BEFORE YOU KNOW IT, YOU WILL BE AN EXPERT AND MAKING A MUCH BIGGER IMPACT THAN YOU USED TO.

>> WOW.

NOW WENDY, BEFORE I LET YOU GO, WE HAVE TO KNOW, SOMEONE IS DYING TO KNOW WHAT YOUR SHIRT SAYS.

IF YOU COULD DO A LITTLE, YOU KNOW --

>> HERE'S THE SHIRT.

"I WON'T BE REMEMBERED AS A WOMAN WHO KEPT HER MOUTH SHUT."

>> ALRIGHT, THERE WE GO.

[APPLAUSE]

MIC DROP MOMENT.

>> AND I THINK EVERYBODY THAT WORKS WITH ME WOULD AGREE, SO THANK YOU.

>> ALRIGHT.

THIS QUESTION IS GOING TO BE FOR SASHA AND IT'S WHAT DO YOU THINK IS THE APPROPRIATE AMOUNT OF TIME TO STAY IN ONE ROLE BEFORE LOOKING AT OTHER OPPORTUNITIES?

>> YES, IT'S A GREAT QUESTION.

I DON'T THINK THERE'S ONE RIGHT ANSWER.

I THINK IT'S REALLY ABOUT DEFINING WHAT YOUR OBJECTIVES ARE WHEN YOU TAKE ON A ROLE.

YOU'VE HEARD A LOT TODAY.

YOU'VE GOT TO TAKE RISKS AND NEW OPPORTUNITIES.

IT'S IMPORTANT TO BE CLEAR WHAT YOU WANT TO ACCOMPLISH AND HOW YOU'LL PUT YOUR THUMBPRINT ON THAT PARTICULAR MISSION AT HAND AND ONCE YOU'VE ACHIEVED THAT OR LAID THE GROUNDWORK FOR THE SUCCESSION PLAN THAT YOU HAVE IN PLACE TO COME IN BEHIND YOU AND TAKE THE BALL FORWARD WITH A UNIQUE SPIN, THEN YOU'RE READY TO MOVE ON.

SO IT'S NOT AS SIMPLE AS A TIME PERIOD.

I THINK YOU GOT TO HAVE A PLAN, AND YOU GOT TO MAKE SOMETHING HAPPEN AND MAKE YOUR MARK ON THE ROLE ITSELF.

>> HAVE A PLAN OWN MAKE IT HAPPEN.

>> YEP.

>> THANK YOU, SASHA.

>> YOU GOT IT.

>> ALRIGHT, WE'RE GOING TO KICK IT TO NEW YORK AND GIVE A QUESTION TO YOLI.

THE EXCITEMENT CONTINUES.

THIS IS IMPOSTER SYNDROME, A COMMON TOPIC THAT COMES UP.

HOW DO YOU HANDLE IMPOSTER SYNDROME WHEN TAKING ON NEW ROLES AND CHALLENGES?

>> GREAT QUESTION.

WE HAD A LONG DIALOGUE ABOUT THAT THIS MORNING.

THE TRUTH OF IT IS I THINK IMPOSTER SYNDROME SNEAKS IN WHEN YOU LEAST EXPECT IT. IT'S NOT ALWAYS WHEN YOU HAVE A NEW ROLE.

SOMETIMES IT'S WHEN YOU'RE IN A ROLE THAT YOU'RE IN A CHALLENGE COMES UP.

I THINK ANY TIME THAT IT COMES UP, YOU HAVE TO DIG DEEP AND SELF-REFLECT AND REMEMBER YOU EARNED YOUR SEAT AT THE TABLE.

I THINK LYNN MENTIONED THAT EARLIER, YOU EARNED YOUR SEAT AT TABLE AND THE REASON THAT YOU'RE THERE IS BECAUSE YOU CAN ACTUALLY DO THE JOB.

YOU ALSO HAVE TO REMEMBER THAT YOU HAVE A GROUP OF PEOPLE, A SQUAD, A BOARD OF DIRECTORS ROOTING FOR YOU, AND THAT WILL GIVE YOU HONEST FEEDBACK AND COACHING ON HOW TO HELP MAKE SURE THAT IF YOU RUN INTO A PROBLEM, THAT YOU SOLVE IT, AND WHEN YOU TAKE A NEW JOB, REMEMBER, YOU HAVE TO LEAN ON THE PEOPLE THAT ARE ALREADY IN ROLES.

THERE ARE TONS OF EXPERTS THAT ARE PHYSICALLY ALREADY THERE, YOU KNOW, THAT KNOW THE JOB, AND UNDERSTAND IT, AND WHEN YOU COME IN, YOU'LL BRING A NEW PERSPECTIVE.

SO I THINK YOU JUST HAVE TO TELL THAT -- WE WERE CALLING HER SUZY, IMPOSTER SYNDROME HAS A NEW NAME, IT'S SUZY AND TELL HER SUZY, YOU HAVE TO GO AWAY.

I GOT THIS.

I DON'T NEED YOU.

I'M GOING TO PUT YOU OVER HERE ON A SHELF, AND I'M GOING TO GET IT

DONE.

>> EXACTLY.

YES, IMPOSTER SYNDROME OR ANXIETY OR NEGATIVE THOUGHTS, YOU KNOW, YOU HAVE TO ACKNOWLEDGE IT'S GOING TO HAPPEN.

IT HAPPENS TO EVERYBODY, SO ACKNOWLEDGE IT, SEE IT, IDENTIFY IT, RECOGNIZE IT FOR WHAT IT IS, AND UNDERSTAND THAT'S NOT REALITY. SEE IT, PUT IT ASIDE, AND THEN ACCEPT THE REALITY THAT YOU ARE WHERE YOU BELONG.

>> AND I WOULD ADD ALL OF WHAT THESE LADIES SAID, AND JUST REMEMBER, THIS IS WHAT I SAY TO MYSELF.

I LOVE WHO I AM AS A HUMAN BEING.

I LOVE WHO I'VE BECOME AS A LEADER, PERIOD, POINT BLANK.

WHEN YOU HAVE KNOWLEDGE ITSELF, AND YOU REALLY, REALLY EMBRACE WHO YOU ARE, SUZY AND ALL OF THOSE OTHER LITTLE PEOPLE THAT GET IN YOUR HEAD, GET THEM OUT OF YOUR HEAD.

JUST REMEMBER, YOU ARE THE BOMB DOT-COM.

>> YES, BYE-BYE SUZY.

THANK YOU, LADIES.

ALRIGHT, WELL, WE ARE OUT OF TIME FOR Q&A, BUT THERE ARE SO MANY DIFFERENT WAYS THAT WE SUPPORT WOMEN HERE AT VERIZON AND I WANT TO ALLOW US THE OPPORTUNITY TO UNDERSTAND A SNAPSHOT OF THE RESOURCE. I'M GOING TO WELCOME ERIN CROOKS, OUR VICE PRESIDENT OF COMPENSATION BACK ONTO THE STAGE TO TALK ABOUT THAT.

>> THANKS, RAQUEL.

SO WHAT I WANTED TO JUST TALK ABOUT WAS WE'VE HEARD SO MANY THEMES AS WE'VE KIND OF GONE THROUGH THIS TODAY AND WE HAVE A HOST OF THINGS HERE THAT HELP YOU BOTH IN YOUR PERSONAL LIFE AS WELL AS YOUR WORK LIFE.

IF I START TO THINK HIGH-LEVEL ON THE TYPES OF THINGS WE HAVE, WE HAVE TUITION REIMBURSEMENT.

THAT GIVES YOU THE SKILLS TO REALLY ACTUALLY OWN YOUR CAREER.

IF YOU FIND OUT THROUGH TALENT GPS YOU WANT THIS NEXT JOB BUT NEED ONE THING, WE HAVE A REIMBURSEMENT PROGRAM TO HELP YOU GET THOSE

SKILLS.

WE HAVE BENEFITS LIKE ROBUST TIME-OFF POLICY THAT LETS YOU TAKE CARE OF YOUR BALANCE, WE HEARD ABOUT THAT TODAY BUT BALANCE YOUR PERSONAL AND PROFESSIONAL LIFE, LET YOU TAKE OFF THE TIMES THAT MATTER TO YOU AND THE DAYS THAT YOU CELEBRATE.

WE ALSO HAVE, THIS GOES REALLY AT THE PERSONAL SIDE, NEAR AND DEAR TO MY HEART.

WE HAVE REALLY GREAT MEDICAL AND DENTAL PLANS THAT COVER PREVENTATIVE CARE AT ALMOST 100% OR NO COST TO YOU, TO LET YOU REALLY GET AHEAD OF THINGS, AND WE ALWAYS LIKE TO SAY IN THE COMP. AND BENEFITS WORLD, SELF-CARE IS NOT SELFISH AND LASTLY, FOR THOSE OF YOU WHO HAVE FAMILY, WE HAVE A ROBUST BACKUP DAYCARE BENEFIT THAT IS NOT JUST FOR CHILDREN. THAT'S FOR ELDER CARE, TOO.

WE REALLY TRY TO SUPPORT THE WHOLE PERSON HERE AND THESE ARE REALLY ABOUT TAKING CONTROL OF YOUR LIFE, NOT JUST HERE AT WORK.

>> THANK YOU, ERIN.

MAKES ME TO PROUD TO HEAR THE BENEFITS AND THE WAY WE EMPOWER AND INVEST IN OUR WOMEN EMPLOYEES HERE.

I CAN THINK OF TWO MORE RESOURCES.

V TEAM, IF YOU HAVEN'T ALREADY - JOIN EMPLOYEE RESOURCE GROUP, VERIZON WAVE.

WAVE FOCUSES ON THE PROFESSIONAL DEVELOPMENT AND ADVANCEMENT OF WOMEN WITHIN VERIZON AND THE TECHNOLOGY SECTOR.

IN FACT, NEXT WEEK ON MARCH 14TH, WAVE COLEAD, KIA WILSON, WILL BE DISCUSSING THE IMPORTANCE OF EMPLOYEE RESOURCE GROUPS AND HOW TO BUILD AND GROW

THEM WITH WOMEN ERG LEADERS FROM LINKEDIN AND KIMBERELY CLARK.

THIS WILL BE A WOMEN'S COLAB EVENT AND YOU WON'T WANT TO MISS IT. MAKE SURE TO JOIN WOMEN'S COLAB, A COLLECTION OF PERSONAL AND PROFESSIONAL DEVELOPMENT

RESOURCES, CURATED WITH WOMEN IN MIND, AND OPEN FOR ALL TO JOIN.

SCAN THE QR CODE TO FOLLOW COLAB

ON LINKEDIN AND STAY UP TO DATE ON THE LATEST EVENTS AND RESOURCES.

A SPECIAL THANK YOU TO ALL OF
OUR PANELIST WHO SHARED THEIR INSIGHTS TODAY.
CELEBRATING WOMEN'S HISTORY MONTH DOESN'T END HERE.
IN FACT, WE'RE JUST GETTING STARTED.
CHECK OUT TODAY'S STORY FOR MORE WOMEN'S HISTORY MONTH EVENTS AS
WE CONTINUE CELEBRATING THE WOMEN WHO CAME BEFORE US, EMPOWER EACH
OTHER AND PAVE THE WAY FOR THOSE COMING AFTER US.
I HOPE YOU ALL CAN TAKE THE GEMS
YOU HEARD TODAY, APPLY IT IN YOUR OWN LIVES AND PASS IT ON.
THANK YOU FOR JOINING US TODAY FOR SUCH A POWERFUL EVENT.
UNTIL NEXT TIME, YOU'RE "UP TO SPEED."

[APPLAUSE]

>> MANY WOMEN HAVE INSPIRED ME THROUGH THE YEARS, STARTING FROM MY
OWN FAMILY, MY FRIENDS, MY PEERS, MY LEADERS, AND ANYBODY I'VE
ENCOUNTERED.

ONE KEY PIECE OF ADVICE THAT STAYS TRUE TO ME AND STAYS WITH ME EVERY
DAY IS SURROUND YOURSELF WITH POSITIVE PEOPLE, PEOPLE THAT TELL YOU,
YOU CAN, YOU CAN DO IT.

BE BOLD, AND THIS HAS BEEN AN ENORMOUS PIECE OF ADVICE THAT I'VE REALLY
KEPT TRUE TO MYSELF AND I'VE TRIED TO TRANSMIT AS WELL IN TERMS OF
MY DAUGHTERS, MY PEERS AND THE PEOPLE I COME TO.

>> I AM CHALLENGED TO MENTION ONE PERSON WHEN IT COMES TO WHO HAD
THE BIGGEST IMPACT.

WE'RE NOT THE SAME IN ANY OF THEM AND I THINK HAVING LOTS OF EXAMPLES
OUT THERE, LITTLE BITS OF BEHAVIOR WHERE YOU THINK, THAT'S FANTASTIC,
AND THAT'S REALLY INSPIRING AND THAT'S REALLY MOTIVATING.

THAT'S WHAT MAKES A DIFFERENCE FOR ME, PROTECTING AND APPRECIATING
YOUR OWN AUTHENTICITY AND OTHERS GIVING YOU THAT EXTRA CONFIDENCE
TO SAY BE YOU.

>> I THINK THE BEST ADVICE THAT I'VE RECEIVED FROM A WOMAN COMING
BEFORE ME OR PASSING THE BATON TO ME HAS BEEN WHEN FEAR IS LYING TO
YOU, TELL IT TO SHUT UP.

IT WILL TAKE ON ITS OWN SHAPE, FORM AND PERSONALITY.

IT WILL CONVINCING YOU THAT YOU ARE NOT ENOUGH.

IT WILL CONVINCING YOU THAT YOU DON'T DESERVE A SEAT AT THE TABLE.

IT WILL CONVINCING YOU THE WAY THAT YOU SHOW UP ISN'T IN LINE WITH WHAT THE EXPECTATION IS, AND YOU HAVE TO LITERALLY TELL IT TO BE QUIET.

WE REALLY HAVE TO REFOCUS THE NARRATIVE AROUND NOT DESERVING A SEAT AT THE TABLE, NOT BEING ENOUGH.

WE ARE ENOUGH.

WE ARE A POWERFUL FORCE.