

AT&T

Changing Workplace and Family Culture

2014 Colloquium on Global Diversity

February 21, 2014



The Journey to Making AT&T a Great Place to Work for Women

- **Sponsorship** - is critical, but by itself it is not enough.
- We must **prepare** women for success:
 - Education
 - Experience
 - Exposure

- So they are prepared to earn sponsorships
- So they are prepared to succeed when new opportunities come along



Programs, Resources, and Role Models

Executive Women's Leadership Experience

Annual program; female high-potentials attend three high-profile meetings, including one with CEO Randall Stephenson and his direct report team

Champions Program

Promotes the development of sponsor relationships between women and senior executives

AT&T Women's Leadership Council

Focuses on initiatives that make AT&T a great place to work for women and their families

AT&T World of Women Portal (WOW Portal)

An innovative website offering a wide range of resources to help women manage their careers at AT&T



Career Development



Role Models

Career Development

Career Mobility

Work/Life Integration

Getting Connected

Recruitment

WOW! Ed.

Women by the Numbers

About Us

Career Planning

Leadership

Mentoring

Personal Branding

Career Development

We will advance our lives! Our careers! Our families! The reason? Because we planned well. We developed our leadership skills. We built relationships. We stretched our capabilities and took the opportunity to set a course for the future. Those of us who aspire to grow our careers have the potential to do so ... right now. Own your development. Own your path. Use these AT&T resources to get started. Nothing limits what you can accomplish.



Watch Video Now



Career Mobility



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|---|------------------------------------|--|---------------------------------------|-----------------------------------|-----------------------------|--------------------------|--------------------------------------|--------------------------|
| Role Models | Career Development | Career Mobility | Work/Life Integration | Getting Connected | Recruitment | WOW! Ed. | Women by the Numbers | About Us |
| Cross Functional Experience | | Major Locations | | | | | | |

Career Mobility

As you consider your career growth, one of the most important questions to think about is your willingness to relocate for additional opportunities. While it's certainly not always necessary – particularly if you live in one of our major locations – you may be called upon to make this decision at some point in your career. And the best way to ensure you make the right choice is to prepare now by being completely informed about the opportunities and challenges that moving for a new position entails.



 [Watch Video Now](#)



Work/Life Integration



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| Role Models | Career Development | Career Mobility | Work/Life Integration | Getting Connected | Recruitment | WOW! Ed. | Women by the Numbers | About Us |
| Focusing On You | Growing a Family | Caring for Aging Family | Policies and Practices | | | | | |

Work/Life Integration

Life offers a wealth of opportunities, both personally and professionally. We are required to make trade-offs and need to be purposeful about how we integrate those things that matter most to us. After all, as the saying goes, "you only live once."



Watch Video Now



The Ripple Effect

