

Rotary
Club of
Charlotte



REPORTER

June 12, 2018

BJ Still

ALL THINGS BEING EQUAL ...

“UNLOCKING POTENTIAL FOR WORKPLACE CULTURE”



She wore neither drab olive green slacks nor a flowered blouse (and, clearly, has no facial hair) and yet our speaker grabbed our attention as soon as she strode to the mic. Leave it to a loyal USC grad to open her presentation to Charlotte Rotary with a rousing Gamecock plug, thus instantly gaining huge vocal support from several audience members. That tactic fits with BJ Still's position as Managing Director and Global Director of Operations for the vastly innovative Accenture, a worldwide company named by FORTUNE as one of the 100 Best Companies to Work For from 2009 - 2018 and by CR Magazine as number 2 in

its Top 100 Best Corporate Citizens for 2018. As its name implies, Accenture was derived from “accent on the future” and it is the future which was the subject of BJ's presentation entitled: *“When she rises, we all rise. Getting to equal.”*

Speaking first on the culture of today's workplace and the need for change ~ in particular as it relates to gender equality ~ BJ noted that businesses must address equal pay for men and women, and equal opportunities for advancement *if* those businesses wish to thrive and survive. We live in a time of innovation and diversity during which business structure has vastly changed. Our culture demands that industry keep up as much with workplace equality as with technology. Citing Bold Leadership; Comprehensive Action; and Empowering Environment as category headlines, she noted forty factors that influence advancement within a company. The word “innovative” is in the forefront ... innovative business models, innovative leaders, innovative perspectives, innovative practices that are more family-friendly, innovative work environments which prompt creativity, and innovative ways of entrepreneurship. Bias in any form ~ in this case, against women ~ is not welcome and companies where bias is *not* tolerated will find themselves with long-term ~ and very loyal ~ employees.

350 CEOs in the USA have pledged to set the standard for diversity and inclusion. Their companies will foster open discussions on gender equality and, happily, many of Charlotte's leading businesses are onboard. Included are Bank of America, Duke Energy, Lowe's, Ingersoll Rand, Novant Health, and Sealed Air. At Accenture, International Women's Day is celebrated annually in 53 countries around the globe. The lesson promoted is this: Those who hire and promote smart women will find the level of achievement is monumental. “When you have at least one woman on your senior leadership team, you are 25% more likely to

have more women on a fast track,” BJ told us. On the other hand, since women have historically received maternity benefits, it’s time for “paternity” benefits to kick in.

When it comes to empowering within the workplace, employees must feel free to be creative and enjoy flexibility. Programs which foster empowering women with in-demand training for in-demand jobs will work wonders in achieving equal pay for equal work. Meetings where women can attend via virtual technology will promote higher attendance and allow more valuable feedback (inclusive in the areas of reporting sexual discrimination/harassment.) In all, bold leadership combined with comprehensive action and an empowering environment make a tremendous team leading to higher and better pay, higher and better job satisfaction; and higher and better workforce participation.

Accenture is working to improve businesses and business leaders around the world, empower women, build great future leaders, and reduce gender discrimination.

“When she rises, we all rise.”

Speaker Write-Up: Marilyn Bowler; *Head Table:* Elizabeth Teagarden, Katie Tyler, Colleen Brannan, Catherine Bracey; *Invocation:* Jim Rogers; *Visitors & Guest:* John Luebke; *Photos:* Bert Voswinkel; *Piano:* Em Syrewicze

CLUB NEWS

Karen Calder gave a glowing update on the club’s success at not only reaching, but exceeding goals set for The Rotary Foundation. Annual Fund goal \$45,000; RAISED \$51,899; Polio Plus goal \$12,000; RAISED \$29,182. Total contributions to The Rotary Foundation (*Annual fund, Polio, other funds & Endowment*) - \$101,181. This is a club achievement that everyone should be proud of. Karen was delighted to recognize the following for their continued support to The Rotary Foundation: Level 1 **Greg Sizemore**, Level 2 **Charlie Greer**, Level 4 **Terri DeBoo**. **John zumBrunnen** was recognized as a Benefactor, which is when a donation is designated to the Endowment Fund.

Community Event: Strides for Shelter 5K Run/Walk to be held June 23, 2018, 8:30AM, McAlpine Creek Park...the only race dedicated to funding housing needs in the Charlotte area. <https://stridesforshelter.racesonline.com/>

MEMBERSHIP

07/01/2017	309
06/12/2018	288
Net Increase:	-21
New Members:	
Resignations:	Rohan Paul
Visitors	7
Club Members	142
Total	149 (58%)

Visitors & Guests: Zerrick Bynum, Vance Hodges, Jill Santuccio, Andrea Crayton, Matthew Martin, Bart Stanley

UPCOMING BIRTHDAYS (06/21/18 – 06/27/18)

06/22 Chad Lloyd, Bill Gill
06/23 Stuart Hair
06/25 Bill Bradley
06/26 Emmy Lou Burchette

UPCOMING ANNIVERSARIES (06/21/18 – 06/27/18)

06/21 Karen Steffens & Todd Porter, Brenda & George Rohe
06/23 Lotta & Harriman Jett, Anne & Boyd Coggins, Kathryn & Pender McElroy
06/24 Kristen & Frank Watson, Jeanine & Tim Flanagan
06/25 Diane & Mike Restaino, Nan & Bill Loftin
06/25 Maude & Henry Cantrell, Mary Beth & John Scharer

ROTARY ANNIVERSARIES (06/21/18 – 06/27/18)

02 year – John Powell
03 years – Jim Rogers

UPCOMING PROGRAMS

06/19 *Phil Kirk*, The Ten Governors I Have Known
06/26 *Jessica Brown* and *Varian Shrum*, Camp North End
07/03 *President's Installation*
07/10 *Kendall Alley*, Chair, Charlotte Chamber
07/17 *Mike McGuire*, CEO, Grant Thornton Global
07/24 *Linda Hudson*, CEO Cardea Group
07/31 *Dione Nelson*, CEO, Laurel Street Residential (Evergreen)

ROTARY 101 – OBJECT OF ROTARY

The Object of Rotary is to encourage and foster the ideal of service as a basis of worthy enterprise and, in particular, to encourage and foster:

FIRST: The development of acquaintance as an opportunity for service;

SECOND: High ethical standards in business and professions; the recognition of the worthiness of all useful occupations; and the dignifying of each Rotarian's occupation as an opportunity to serve society;

THIRD: The application of the ideal of service in each Rotarian's personal, business, and community life;

FOURTH: The advancement of international understanding, goodwill, and peace through a world fellowship of business and professional persons united in the ideal of service.



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