March
2025

EWA 2024 Impact Report

www.exceptionalwomenalliance.com

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WOMEN ALLIANCE

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EWA Retreat 2024

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Letter from our Founder, Chair and CEO

To our EWAs, Donors, Board, Advisory Board, Friends and Supporters:

We created EWA as a 501C3 nonprofit and launched our first Cohort in June of 2018. From that modest beginning we now have 150 women leaders who call EWA home. You will see from the comments by our EWAs in the last pages of this report, that EWA has been transformational for them.

It has also been transformational for me. EWA is no longer just my legacy. It is the legacy of every one of the women in the sisterhood, who pass on their wisdom and caring advice, their time, talent and treasure to their sisters.

Our Mentor Liaisons who now comprise close to 70% of all the women in the sisterhood, mostly donate their travel expenses and certainly their time and talent to lift up, educate, enable and inspire their fellow EWAs. They mentor them every two weeks for the 12 months of the program, and when they become alumnae, regularly for the rest of their lives. They do it from their hearts, and for the love of sisterhood. There is no other nonprofit or women's leadership organization that does that. And without the Mentor Liaisons, there would be no EWA.

The major donors who support EWA are the EWAs themselves. We are immensely grateful to our Advisory Board who were the first to believe in us and commit 5 years of donations to support our launch and early years. We appreciate some of them who have continued their much-appreciated support. They have now been joined by our very own EWAs who donate constantly to support our mission and subsidize (anonymously) those women who cannot afford the program donation. This has now become their legacy.

Our business plan calls for us to have raised sufficient funds within the next 4 years when we will celebrate our 10th anniversary, to be financially sustainable. That is the dream of every non-profit and one that EWA will realize because of the generosity of the women already in the sisterhood and those who support us.

As our EWAs see the progress and increased happiness of the women that they mentor and help, they establish their own legacies. It is a cycle that never stops giving - and so brings joy to all who participate in EWA.

I am immensely grateful to each one of our supporters, donors, and our EWAs - and feel honored to learn from each of you every day of my life. Thank you for giving me the privilege to serve you.



With love
Larraine Segil
Founder, Chair & CEO EWA

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Letter from our CFO

To our EWAs, Donors, Board, Advisory Board, Friends, and Supporters,

It has been an incredible year of growth and momentum for EWA, and I'm honored to serve as CFO during this exciting chapter. Every day, I am inspired by the talent, generosity, and commitment of the women who make up this community—leaders who continue to push boundaries and support one another in reaching their fullest potential, both personally and professionally.

Since joining EWA in 2024, this community has genuinely changed my life for the better. The relationships, mentorship, and shared wisdom have provided me with support and opportunities I couldn't have imagined, and it's a privilege to give back through service in this role.

When I stepped into the CFO position, my focus was clear: build a finance foundation that not only supports the work we do today but can scale with us as we continue to expand our impact. Over the past year, we've introduced new automations, enhanced our reporting, and strengthened the structure of our finance operations to create clarity, consistency, and sustainability. Thanks to these efforts and the partnership of our Board, committees, and volunteers, EWA remains financially healthy and well-positioned to support our long-term mission.

This year, we also welcomed Regine Lawton as our volunteer CIO, and her leadership has been transformational. Under Regine's guidance, we've launched key technology upgrades to enhance our digital infrastructure, streamline our operations, and improve the member experience—all critical steps as we prepare for our next stage of growth.

These operational advancements have allowed us to focus on what matters most: creating meaningful, high-impact programming for our members. In the past year alone, we've launched new initiatives designed to foster connection, mentorship, and development at every stage of our members' journeys. From thought leadership panels to small-group forums, from career accelerators to peer mentoring, we continue to invest in the tools and relationships that help women executives thrive.

Looking ahead, I'm excited to build on this foundation as we expand our reach and deepen our impact. Together, we are creating a lasting legacy—one that empowers women to lead with confidence, break through barriers, and lift as they climb.



With gratitude,
Kellen Smith
CFO EWA
CEO 8020 Consulting

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The EWA Sisterhood: A Community of Lasting Impact and Mutual Empowerment

The EWA Sisterhood is more than just an non-profit; it is a dynamic community where women empower each other to reach new heights in their careers and personal lives. This year, EWA members leveraged their collective expertise and compassion to foster real growth and transformation. Whether it was navigating career transitions, changing executive positions, or seeking counsel during life-changing moments, the EWA Sisterhood proved to be an indispensable source of support.

- Career Transitions and Professional Growth: Women advanced to new roles, including positions as CEOs of public companies, with guidance from peers who had successfully navigated similar paths. They gained valuable advice on employment law, executive compensation, and negotiation strategies, making each transition smoother and more strategic.
- Strategic Mentorship and Board Appointments: Through one-on-one counseling and targeted mentorship, members enhanced their bios and secured appointments to advisory and board positions. Support from experienced EWA CEOs and board members helped orient new leaders to the unique pressures of high-level roles.
- Holistic Support for Personal and Professional Challenges: The Sisterhood extended beyond career advice to encompass personal well-being, with referrals to medical professionals, legal experts, and business consultants. Members provided empathetic advice for navigating family illnesses and complex business decisions, showcasing the community's depth and generosity.
- Sisters Supporting Sisters: EWA members consistently showed up for one another during critical professional and personal moments, proving that the Sisterhood is a place where women lift each other up in times of need. Whether celebrating milestones or providing a shoulder during tough times, the bond within EWA reinforces the power of shared success and collective resilience.
- External and Internal Referrals: Women in the Sisterhood shared referrals for top-tier service providers, from private equity firms and investment banks to wealth management experts, fostering connections that extend beyond EWA and benefit members' extended circles.

The Power of a Sisterhood Built on Giving: EWA is a place where women are committed to lifting each other up, sharing resources, expertise, and unwavering support. The bonds forged within the Sisterhood drive collective success and reinforce a culture of generosity that extends both professionally and personally. The EWA community is an unparalleled source of strength, proving that when women rise together, they achieve sustainable success.

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Strategic Highlights

EWA: Changing Lives, One Woman at a Time

Since Larraine Segil created The Larraine Segil Scholars (LSS) in 2012 and formally organized EWA as a 501(c)(3) in August 2017, we have achieved extraordinary milestones thanks to your unwavering support.





Cohorts Launched: 23

Between June 2018 and March 2025, we have successfully launched 23 Cohorts, bringing the total number of exceptional women in our network to nearly 150.

Supporting Our Members and Ensuring Sustainability

Through the continued generosity of donors, EWA remains committed to supporting women whose companies cannot sponsor them or who are unable to sponsor themselves. This includes providing confidential financial assistance to both public and private sector women, empowering them to advance their careers through our charitable and educational initiatives. To ensure EWA's long-term sustainability, we are building an endowment fund of $5 million by 2029. As of December 2024, the fund has grown to $3.1 million, thanks to your dedication and belief in our mission.

Together, we are empowering women to rise to new levels of happiness in their lives. Thank you for being an integral part of EWA's journey.

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Strategic Highlights

Empowering Women Through Mentorship and Community

EWA is dedicated to supporting the growth and advancement of its EWA's through a structured mentorship program. By providing tailored guidance, EWA empowers women to streamline their talents, learn from other peers who have 'been there, done that', and access strategic insights that open doors to more fulfilling opportunities. This targeted support not only boosts professional and personal development but also enables women of power to grow and maintain their rightful position in the global economy. With an exclusive commitment to accepting only 36-40 women each year, EWA launches 4-5 cohorts annually to ensure personalized attention and comprehensive support. EWA's approach fosters an environment where women thrive, leading to reduced turnover, higher engagement, and a stronger sense of community among ambitious women who are already successful.

Deloitte's 2024 "Women @ Work"

report reveals critical issues affecting women's professional journeys, including rising stress, mental health challenges, and the weight of household responsibilities. These factors hinder growth and well-being, especially for those in high-level positions. Yet, women's ambition remains unwavering, showcasing their drive to succeed. This underscores the importance of structured support systems and mentorship, essential for nurturing female leaders





The Latest McKinsey

report reveals significant achievements, such as women now holding 29% of C-suite roles, up from 17% in 2015. However, the report also highlights slower advancements at entry and management levels, suggesting a fragile pipeline for future leaders. Notably, women remain ambitious, and determined to advance their careers, but face unique barriers, particularly women of color, who remain underrepresented at all levels

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EWA'S EXCELLING



Melinda Yee Franklin, Managing Director at The Siena Group, A1, received the Gum Moon AWRC's 2024 Outstanding Asian Woman Award!

Danielle Probst, CPO at Inspirato, C12 was promoted from Senior Vice President, People Operations to Chief People Officer.





Xochitl Monteon, Chief Privacy Officer at Intel, A1, was recognized by HITEC as part of the 2025 HITEC 100 as Chief Privacy Officer at Intel

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EWA'S EXCELLING



Three Star General Karen Gibson (retired), Sergeant at Arms at United States Senate, C13 had the honor of bringing in the former President of the United States for the State of the Union Address.

Kari Jean Glosser, former Board Member and Partner in Wealth Management, A1, embarked on a new journey by enrolling at USF St. Petersburg, where she'll be earning a B.S. in Marine Biology.





Sunny Webb, Product Leader at Stanford GSB, A2, has joined the OpenAI Forum at OpenAI

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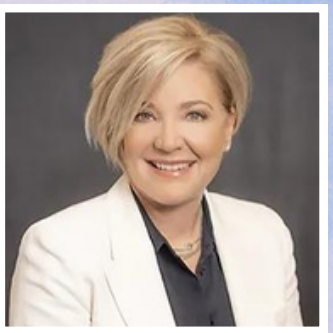
Christy Soukhamneut, Chief Lending Officer at UFCU, C11 was featured in National Mortgage News

Amy Towner, CEO Health Foundation Care Foundation for Ventura County, LSS was recognized as a Featured Contributor in USA Today Bestseller's "Now, Near, Next" Book





Shannon Leininger, Head of Global Partner Sales at Cisco, former President Cisco Canada, C10, was ranked at #8 on the Outstanding Top 40 Advocates list by INvolve - The Inclusion People.

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Ena Hull, CEO/COO & Chair at TIGER 21, C11

- Was chosen to serve as the next TIGER 21 Chair at TIGER 21 Newport Beach
- Was featured on The Critical Mass Business Talk Show
- Acquired a chain of nursing schools

Kim Kopetz, CEO of The Opus Group, C11 was promoted to President and CEO of The Opus Group and was named a Leading Lady of Las Vegas! This recognition is from the Las Vegas Convention and Visitors Authority.





Kelly Jones, CPO Cisco Systems, C16, joined Prince Harry, the Duke of Sussex, and Chief Impact Officer of BetterUp for “Beyond Burnout: Transforming C-Level Stress Into Strength”

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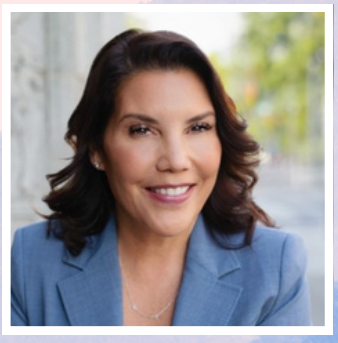

Cecelia Aviles, Former COO of Sutter Health, C7 was appointed Chief Executive Officer of Lifelong Medical Care.

Judy Schrecker, Lead DIrector, Clearsign Technologies, A2 was interviewed on the podcast “Directors & Boards” to discuss her perspectives related to serving on small and microcap boards.





Janelle Bieler, President of Akkodis, A1

- was featured in YouTube series “Conversations”, where she was asked to talk about her "Truth About Being a Woman in Leadership".
- She also took the stage at the Canadian Staffing Industry Summit to speak about her experiences.

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Vanessa Belozeroff, Portfolio, Program Leadership & Management at Organon, C4 joined Organon - Here for Her Health

Debbie McClure, Global Head of Sales at Dropbox, A1, spoke at the Texas Conference for Women to discuss her career journey.





Elizabeth Stephenson, CEO of Intelligent Brands, C6, announced a new brand, Pruvit, a division of Intelligent Brands

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Alma Derricks, Managing Partner at REV, A2, became a valued Corporate Advisory Board Member of the Point Foundation

Cathy Mann, Global Head of Public Affairs at CEMEX, C19, participated as a panelist at IFC's COP29 event in Azerbaijan, discussing decarbonization in hard-to-abate industries in emerging markets.





Susan Holliday, President of SH Advisers, Inc., C9,

- was appointed Audit Committee Chair for Acrisure Re.
- presented at an event for diverse board members at the New York Stock Exchange.

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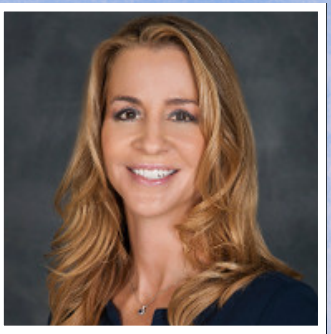
Angela Zutavern, Board Member, Partner and Managing Director, Alix Partners, AI Expert, C15, was featured twice on segments of The Today Show, sharing wonderful tips for finding ways to save on groceries. and then again to talk about how AI can help find the perfect Christmas gift!

Jennifer Povlitz, Division Head at UBS Wealth Management, C4, spoke at an event with the Top 30 Advisor Teams from the Midwest.





Elisa Bannon-Jones, Former CHRO at Rue21, C14, was featured on The Martha Zoller Show and FOX LiveNOW, where she shared her expertise on the evolving role of women in leadership featuring her book "*Women overcoming bias to be President of the United States*"

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Tabassum Zalotrawala, Chief Development Officer of McDonald's, C6, was named in the Top 50 Women Chief Development Officers of 2024 by Women We Admire

Julia Stamberger, CEO of 10 Billion by 2050 Llc, C7, spoke at VERGE2024 about how upstream design can generate a nature-positive food system.





Nami Yamamoto, CEO of Yamamotoyama, C7, spoke at the Harvard Business School Family Business Conference about thriving in the family business sector.

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Ingrid Jacobs, Independent Diversity Consultant Former JLL, C9

- was the moderator for the The Partnership, Inc.'s Next Generation Executive (NGE) Alumni panel at the National Center for Civil and Human Rights (NCCHR).
- She was also asked to be a speaker on two panels at the National Diversity Leadership Conference.

Diana Hoff, Oil and Energy Industry Board Member, C9 spoke to a Project Management class as well as the Society of Women Engineers. And attended the inaugural WomenWarriorsSummit.





Amy Radin, Former Chief Innovation Officer and Adjunct Professor at Columbia University, C11, led a discussion for Mastercard Digital Safari on "New Ways of Working: How Leaders Enable Innovation Impact."

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Teresa Bailey, President of Waddell & Associates, C14, was featured in a segment of The Wall Street Journal about tax tips that your future self will thank you for.

Dymeka Harrison, Chief Commercial Officer at Harbinger Health, C10, led a groundbreaking partnership with Memorial Sloan Kettering to advance accessible early cancer detection.





Cinzia Amadio, CMO of ROAR AFRICA, C20,

- was selected as a judge for The Drum Marketing Awards 2025, recognizing her industry expertise and leadership.
- was appointed CMO of ROAR AFRICA

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Janna Ronert, Founder & Chairwoman of Image Skincare and Hush & Hush, C7, was presented with the Distinguished Entrepreneur Award

Kelly Crabb, Senior Vice President of Mainstay, C12, had a conversation with Joseph Orgel, PhD and Ron J Stefanski about how to empower learners who are skilled and also resilient and forward-thinking.





Brooke Hopkins, Managing Director at Alvarez & Marsal, C17 was selected to serve on Law360's 2024 Compliance Editorial Board.

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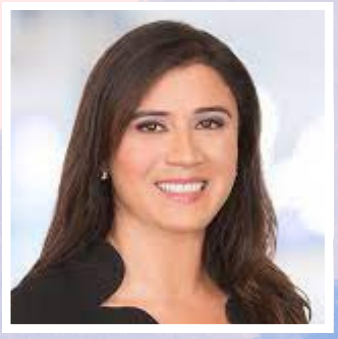

Shruti Miyashiro, President & CEO of Digital Federal Credit Union, C9, led her company to be named on the list of Top 100 Women-Led Businesses in Massachusetts in 2024 after achieving a significant acquisition, growing her company to $28.7 billion with over 2 million members

Jannies Burlingame, CFO of Lexica, C10, spoke at the Elevate: Women's Leadership Forum in Newport Beach





Sejal Daswani, Chief People Officer of Deputy, C12, wrote an article for HR magazine discussing a critical issue impacting our retail workers.

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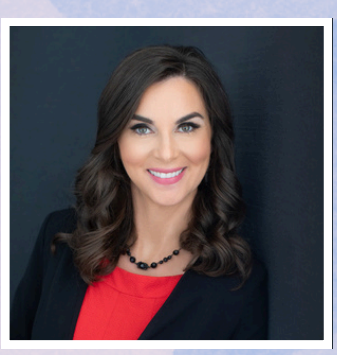
Stephanie Anderson, Senior Managing Director, Ankura, C12 received the NACD Directorship Certification® from NACD

Kristin Patrick, CMO, Head of Digital, LVMH Marc Jacobs, C14, received recognition with The Brand Innovators Top 100 Women in Brand





Jourdan Hathaway, Chief Business Officer at General Assembly, C18, has advanced to Chief Business Officer at General Assembly, expanding her leadership in EdTech and workforce education.

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Mary Thompson, Board Member, Former CEO Bonduelle Fresh, President Cargill, C13 made the 50/50 Women on Board's "50 Women to Watch for Boards" List

Dr. Joanna Massey, Board Director, Management Consultant JDMA Inc, C12, joins the Board of Directors of Thumzup Media (Nasdaq: TZUP) as an independent director and Chair of Nominating & Corporate Governance





Lindsey Carnett, CEO and Founder of Marketing Maven, C16

- Was interviewed in the "Collab District Podcast" about her entrepreneurial journey.
- Her company, Marketing Maven, won a Netty Award!

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Wendy Lee, Practice Chair AI and Fintech Buchalter Law, C15, Spoke at the National Mortgage News - Digital Mortgage at the Manchester Grand Hyatt, San Diego, CA

Carol Horton, Real Estate Developer and Construction Executive, C15, was a guest on The Secret Thoughts of CEOs podcast with family business expert Chris Yonker.





Kellen Smith, CEO of 8020 Consulting, C15, was promoted to CEO of 8020 Consulting

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Angela Martindale, CEO and Executive Consultant at UnlimitedLifestyle INC, C17, was voted SLC, UT's #1 Nutritionist & Wellness Coach. She is also a Health and Wellness Motivational Speaker

Shari Hofer, Former CMO Wiley, C17, has been appointed to the Boards of directors of Kaiser Foundation Health Plan of Washington and Kaiser Foundation Health Plan of Washington Options, Inc.





Stephanie Cox, Board Member and Former CEO Americas Wood, Former President North America Land Drilling Schlumberger, C16, spoke at the International Conference for Women 2024

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Karlyn Mattson, Chief Merchandising Officer (Interim) at Rite Aid, Cohort 17, has completed her executive coaching training certificate.

Amie Chang, Managing Director at Nardello & Co., C18, participated as a panelist at the JC Executive Women's Forum.





Maria Lane, Chief Human Resources Officer at Reyes Coca-Cola Bottling, C19 celebrates RCCB being named one of the 2024 Fortune Best Workplaces in Manufacturing & Production™ by Great Place to Work® and Fortune magazine.

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Roslyn Schneider, MD, FACP, FCCP, GFMD, C20, has been appointed to the restructured Board of Directors of the GMDP Academy.

Holly Beeman, MD, MBA, Chief Medical Officer at HCA HealthONE, C20, has been appointed Chief Medical Officer at HCA HealthONE.





Kristen Shields, President of Graymills Corp, C21, has earned the Artificial Intelligence: Implications for Business Strategy certification from MIT Sloan School of Management.

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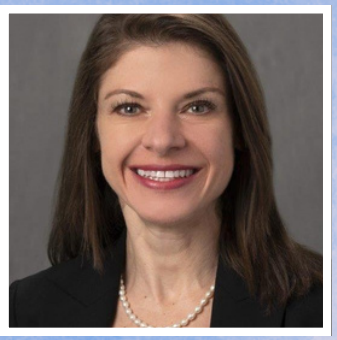
Melanie Osborne, Senior Counsel of Alyeska Pipeline, C21, has been inducted into the Anchorage ATHENA Society's Class of 2025, recognizing her leadership and service to the community.

Emily Moorhead, President of Central Market/Jackson Region at Henry Ford Health,C21, has been recognized as one of the Top 50 Women Leaders in Healthcare for 2025 by Women We Admire.





Casey Bull, COO of MyOrthoVA, C22, became a Board Member at the Health Care Foundation For Ventura County!

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A very special highlight from Zartico: **Sarah Lehman, Chief Executive Officer, C10** exemplifying the true EWA spirit, brought on **Nicole Brownell, Chief Operating Officer, C18, and Regine Lawton, Chief Technology Officer, C15,** all three are outstanding EWA leaders who drive innovation and excellence at the company.

EWA is just getting started in 2025, and the excitement is building! We're already witnessing exceptional acts of support and leadership from our sisterhood, setting the stage for a year filled with remarkable achievements. This is just the beginning—2025 is shaping up to be a year where our women will truly shine!

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EWA 2024 Impact Report

March 2025

EWA: Diverse Industries, United Excellence

Empowering women across the globe in nearly 50 different industries.



Business & Leadership

- Legal Services
- Risk Consulting and Advisory
- Wealth Management
- Management Consulting
- Financial Services
- Sales Leadership
- Venture Capital
- Private Equity
- Competitive Market Analysis
- Real Estate Development
- Talent and Human Resources
- Diversity and Inclusion Consulting
- Staffing and Workforce Solutions

Technology & Innovation

- Technology Strategy and Operations
- Telecommunications
- Consumer Technology
- Privacy and Data Security
- SaaS Solutions
- Software Development
- Artificial Intelligence and Machine Learning
- Health Technology
- Biotechnology

Global Impact & Specialized Fields

- Environmental Sustainability and Consulting
- Pharmaceuticals
- Public Safety and Federal Agencies
- Safety and Security for Global Events
- Aerospace and Defense
- Hospitality and Tourism
- Urban Development

Media, Marketing, & Education

- Strategic Communications
- Media Production and Entertainment
- Content Marketing
- Digital Marketing
- Brand Development
- Academic Leadership
- Higher Education Initiatives







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EWA 2024 Impact Report

March 2025

In 2024, EWA Sisters Came Together to Launch the Women of Power Series

In 2024, EWA united to create the Women of Power video series—a dynamic platform showcasing our exceptional sisters' wisdom, journeys, and leadership. This initiative not only amplified the voices of women making an impact but also reinforced our commitment to uplifting one another. Through this powerful series, we shared insights, fostered connections, and inspired change—all while raising funds for a charitable cause. This achievement stands as a testament to the strength of the EWA community and our dedication to driving meaningful progress together. (Click here to be redirected to the course!)

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Only in EWA Programs in 2024, from Sisterhood Town Halls to expert-led sessions on finance, healthcare, executive presence, and more. These are sometimes hosted by special guests, and other times by our exceptional women.

100%

of EWA Sisters in distress received direct support, surrounded by sisterhood and provided with immediate resources during critical moments, career transitions, unexpected life events, and more

50%

Over 50% of EWA Sisters have taken the chance to pay it forward and are trained & certified as mentors; providing guidance, support, and expertise to empower their peers within EWA

Connect

EWA provides countless in-person and virtual opportunities, with successful regional events, a yearly retreat, and programs that bring Sisters together to learn, grow, and support one another.

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What is EWA's Secret Sauce?

Lifetime Mentoring Support

The Exceptional Women Alliance (EWA) ensures lifetime mentoring for every member, offering unparalleled support in both personal and professional arenas. Through peer-to-peer guidance, EWAs gain access to a dynamic network of accomplished leaders who are dedicated to empowering and uplifting one another.

Volunteer SWAT Teams

EWA's Volunteer SWAT Teams mobilize weekly to provide critical counsel and expertise to members in need. These teams are tailored to address specific challenges—ranging from board leadership, legal, and HR matters, to personal, medical, or business issues. Comprised of members with domain expertise, these teams donate their time and talents to ensure that no EWA faces obstacles alone, fostering a culture of collaboration and sisterhood.



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Reflections by EWAs about the value of the sisterhood

Voviette M:
Safe haven – unexpected sisterhood – broad spectrum of women – an absolute delight and every time I am with my sisters, I am better for it; candid honest feedback and extremely meaningful.

Stephanie A:
EWA gave me the time space and opportunity to examine all facets of my life without judgement to imagine a better life and to develop an action plan with support, the intellectual capital and the network of the EWA sisterhood.

Elisa B:
Has changed the way I look at the world and the support and insights and learning is constant. It's about the love – you cannot find this anywhere else – you belong from the day you start – it has changed my life.

Charlotte F:
EWA changed the trajectory of my career and literally changed my life.

Ellen M:
Appreciate Larraine's vision to communicate to women across the private sector from women in govt – we have the same skills and ties and goals – in my cohort I was the only govt person but I ran a $15billion and 15000 person organization – it's a chance to learn that you have run the equivalent of a Fortune 500 company - running strategy, budgets, people and operations and you can and should talk about it that way – once I made that flip it helped the whole cohort of business women to see what we as govt women add to the game. None of the board (SAP Global) or academic positions (Harvard Fellowship) that I have just received would have happened without EWA- the way the sisterhood has helped me think about myself and my capabilities to reach for the stars and the support and advice all the way.

Joanna M.
Larraine has a magic ability to match people in cohorts – and that magic has now translated to others in the sisterhood so that the sisterhood is incredibly diverse. It was not about sharing my stuff – I thought of it as another networking and business thing. As I worked with my ML I refined what I wanted in board service. I was on two boards and was not lead director and not chairman. Now I am on three and am lead director on one and Chairman of another. EWA enabled me to refine what I wanted and to manifest that – the affirmations, the intentionality, the focus and the connections. I had never seen the path for myself so clearly before.

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Reflections by EWAs about the value of the sisterhood

Ena H:
I cannot begin to describe the transformation that takes place – your MENTOR with bi weekly calls – very special relationship – when I look back at the year and the mentor relationship you begin to realign what is important to you – post graduation you find in that relationship process we will drop whatever we need to do to take care of our sisters – and ask you become a Mentor so that their cohorts become part of your close group and the love continues to go on..

Anita S:
I am exactly where I want to be. Thanks to EWA and my EWA sisters. I know I was ready for change, but it was the sisterhood and guidance that did the trick. I am in a good place and I'm getting excited for the next chapter. I've got a lot of runway left! EWA is a support system like no other and there is magic in the sisterhood that has been created. I know for me it has already changed my life for the better and I look forward to passing what I have learned and experienced by mentoring other women.

Jeri H:
I found my tribe in EWA.I didn't need career help or another network – it was about a personal sisterhood that is so hard to find. This is so different from Vistage and WPO – it's a real sisterhood where all of us can be vulnerable and not consider it a sign of weakness.

Christy S:
Women who never say to me 'you work too much' – as we all do and that's ok. Incredible women that I would not have otherwise met.

Amy T:
I will never be alone for the rest of my life – the sisterhood is for life.

CK:
Support, joy, a sense of belonging

Amy H:
EWAs are the muses that finally got the BIG IDEA to pop out of my head and the confidence to roll out a startup company.

LP:
High-quality diverse women to be my thought partners in life

NM:
Deep connections and the generosity of spirit that is almost unconditional support to help in whatever challenge may be in front of me.

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Reflections by EWAs about the value of the sisterhood

Kelly C:
What I didn't expect was the level of trust to talk about the things I never talk about to anyone. I realized I was in a very tough work situation and having my cohort as partners was so key and the opportunities that emerged for me. My EWA sisters helped me be brave and confident in doing something different.

Sejal P:
There is genius behind the pairing of the MLs – Ena my ML has been amazing and is my role model. Three main takeaways – I have gained a sense of self-worth and self-respect knowing where you are valuable and not settling for less. I have learned to say no. I have clarity of purpose – life stage, family need, my need, fun. I am also having more fun – I am a real nerd – so I have learned to have more fun. I have the deepest gratitude to EWA.

Danielle P:
It's been a year of self-discovery. And I am coming out of it happier than I have ever been.

Gia D:
I didn't expect what I got – I expected a business thing and I found self-respect and realized the value I bring to a situation. I have always been the 'helpful' one and realized through EWA that I don't need to do that. I can be strategic not helpful. My ML Amy HR makes me cut out the nonsense and get to the important stuff.

SS:
I have an array of women, most of whom I don't know personally because they weren't in my cohort, but they are still willing to step up for any help I need, anything I ask for, no questions asked. It is a network of women dedicated to each other personally and professionally.

D.H.
EWA's mission has been a guiding light in my life, personally and professionally. Their unwavering commitment to addressing the gender gap in leadership and providing holistic coaching has empowered countless women to reach new heights. As Larraine Segil's legacy, EWA stands as a testament to the power of women supporting women on the less traveled road to success. EWA is not just an organization; it's a community of peers - sisters dedicated to nurturing and uplifting each other on the journey to leadership and life fulfillment. I feel privileged to belong to a sisterhood of resilient, altruistic, and empowered women who grasp the intricacies of leadership in our current era. The mentorship and coaching I've received have been transformative, enriching both my leadership skills and personal growth.

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EWA opens the door to the music in our lives. When an EWA lights the candle of mentorship for a peer, she passes on enlightenment as well as light, warmth, and joy. Her own candle still glows as brightly as before.

EWA is made up of nearly 150 women leaders, growing by no more than 40 a year. Our EWA candles contribute happiness for all.

A quote from an EWA:
I am truly happy in ways I have not been for decades. Thank you, EWA!
(J.P September 2024)

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