



Benefits of Women's Networks Featured at Conference

Research Showcases Value of Networking Groups for Individuals and Companies Presented at 27th Annual Society for Industrial and Organizational Psychology (SIOP) Conference

ATLANTA – April 26, 2012 – Turknett Leadership Group (TLG), a talent management company, announced today the results of research led by Dr. Elizabeth Scharlau Roling and University of Georgia Professor Dr. Karl Kuhnert. Both have been invited to present their national study on the impact of women's networks on women and organizations at the Conference of the Society for Industrial and Organizational Psychology (SIOP) in San Diego April 27, 2012.

Dr. Roling conducted a study among over 300 women nationwide to understand the impact of women's networks on both women and their organizations. The inquiry on this issue was based on Catalyst-reported information that **81 percent of organizations** supported an internal women's network¹. However, Dr. Roling recognized that there has been very little research on the **outcomes associated with participating in the groups**.

The results of Roling's quantitative study provide evidence that there are significant benefits to women's networks in organizations. Her findings suggest that participating in women's network social activities is associated **with higher levels of career-related social support, a greater sense of well-being and more positive attitudes toward the organization or company for whom the woman works**.

- It appears that the social activities provided by women's networks provide women with the opportunity to develop more career-supportive relationships within their organizations.
- These supportive relationships are likely to play a direct role in helping more women advance to higher levels of their organizations.
- These more supportive relationships appear to be related to greater well-being and more positive retention-related variables.

Considering the prevalence of women's networks in organizations and the lack of empirical research on this subject up to this point, this finding is very important and suggests that women's networks should continue to be recommended and supported.

¹ Pomeroy, E. & Foust-Cummings, H. (2009). 2009 Catalyst member benchmarking report. http://www.catalyst.org/file/306/bench_web.pdf

² Women's Networks were defined as, "formally or informally organized groups of women within organizations who meet regularly to organize and participate in programs and events to help women develop and advance professionally."

Leaders of women's networks say their experience confirms Roling's finding that networks can play a role in helping women advance in the company. Says Liz Yancey, Lead Consultant/Diversity and President of *Women at AT&T /Atlanta Chapter*, "Joining a women's network may or may not lead to a promotion – that depends on you and your abilities - but it certainly gives you the exposure and visibility to officers in your company as well as leaders outside of your company when you invite them to meetings or ask them to speak at your meetings."

Additionally in the current economic environment in which organizations do not have access to abundant resources but still need to retain valuable employees, Roling points out that women's networks "may be a relatively inexpensive initiative to help increase the retention and well-being of half of their workforce."

About Turknett Leadership Group

The Turknett Leadership Group (TLG) is a talent management company that helps advance talent return on investment. For over three decades, TLG has helped organizations to select, develop, engage, and retain top talent so that organizations can perform at their highest level. Our staff includes licensed psychologists, organizational development consultants, and business leaders.

About TLG's Women in Leadership (WIL) Programs

TLG's Women in Leadership (WIL) Programs are designed to help women leaders maximize their strengths and benefit the organizations they represent by increasing their pipeline of strong women in management and leadership roles.

The TLG Women in Leadership Programs include the Women's Leadership Development Program (a high-impact development process that strengthens an individual's ability to manage successfully in changing business conditions at any stage of her career) and the monthly Women in Leadership Seminar Series, which provides a small group forum for female leaders to interact with each other as well as with inspirational and successful leadership role models, thought leaders, and other experts.

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