

INSIDER'S CAREER CLUB NEWSLETTER

November/December 2023

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CORPORATE AMERICA PROMISED TO HIRE MORE DIVERSITY

According to a Bloomberg analysis, more than 300,000 jobs were added to the S&P 100 in 2021, the most recent year for this data, and about 94% of those jobs went to people of color. While the biggest increases occurred in lower-level roles, data shows that the number of people of color in executive and managerial roles increased by 2% from 2020, more than double the annual average gains in previous years .



BLOOMBERG - THE ECONOMY

US Federal Reserve Chair Jerome Powell says the central bank will continue to move carefully but won't hesitate to tighten policy further to finish off inflation...But two of his colleagues added a new twist to the interest rate guessing game Thursday when they said they said the economy has yet to feel the full effect of past hikes, suggesting more pain is yet to come. "In aggregate, we are still not seeing the full effects of policy," Richmond Fed President Thomas Barkin said in New Orleans. Atlanta Fed President Raphael Bostic, agreed adding that the road to 2% will include some potholes. "I think we're going to still have bumps along the way,"



FORTUNE - STAYING AUTHENTIC

Many women find it challenging to be themselves at work. Women in technology may face isolating and even hostile workplaces that cause them to quit the industry, one expert shares. More than half of women employed in tech leave the field by the time they are middle managers. But like any other skill, leaders can develop an ability to lead authentically. By cultivating a deeper understanding of themselves and colleagues, leaders can adapt their responses to different circumstances while staying true to their values.

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WHOSE SENIOR? WALL STREET JOURNAL

Age is just a number. Between pandemic-era quitting, layoffs, and the fact that older workers are retiring later, seniority at work is no longer determined by age alone. Millennials, now the largest generational cohort in the workforce, are taking on management roles and often find themselves leading teams that include older colleagues. While tensions may arise from expectations on the speed of work or other issues, younger workers who are willing to learn from colleagues and can focus on a shared goal are more likely to earn the respect of their teams. [WSJ]



CFO DIVE – DIVE BRIEF REPORTS:

- Roughly three out of every four CEOs (74%) plan to boost wages by at least 3% during the next year, with most top executives identifying wage growth as the sharpest spur to inflation during the coming 18 months, according to a quarterly survey by the Conference Board and Business Council.
- “Attracting qualified workers remained difficult for the majority of companies,” Conference Board Chief Economist Dana Peterson said in a statement.
- “The competition for talent is fierce,” she said, noting that two out of five CEOs “are maintaining the size of their workforce — a sign of labor hoarding in an extremely tight labor market.”



S&P GLOBAL INTELLIGENCE MARKETS

S&P projects Women Will Be 50% of Leadership by 2030

As of 2021, nearly 22% of board seats and C-Suite roles in the Russell 3000 were held by women, up from 9.5% in 2010. If progress continues at this rate, S&P Global predicts women could hold half of leadership positions at U.S. companies within seven years. This prediction is far ahead of the World Economic Forum, which projects it will take 131 years to reach parity.

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PODCASTS ON TAP

RELEASED 11.15.2023

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INSPIRATION

"It's not who you are that holds you back, it's who you think you're not." Unknown

"A champion is afraid of losing. Everyone else is afraid of winning." Billie Jean King

"Growth is the only evidence of life." John Henry Newman

Happy Holiday's Insider Family!