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JUNE 8, 2026



LOS ANGELES BUSINESS JOURNAL

**WOMEN'S**

**LEADERSHIP AWARDS 2026**

# THE NOMINEES

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# THE WOMEN'S LEADERSHIP SYMPOSIUM & AWARDS

## Tuesday, June 9 | Intercontinental Los Angeles Downtown

Join us on Tuesday, June 9th as we honor and celebrate the terrific women business leaders in the Los Angeles community with our awards ceremony, the 2026 Women's Leadership Awards.

With 320 nominees (appearing in the pages of this issue), there are clearly many accomplished and impactful leaders to draw inspiration from. This year, we will name honorees in the following categories:

- NextGen Woman of the Year
- The Accelerator Award
- Champion of Women Award
- Community Impact Advocate of the Year
- Mentor of the Year
- Innovator of the Year
- Emerging Woman-Owned Business Leader of the Year
- Executive of the Year
- CEO of the Year

It's an event you won't want to miss!

### SYMPOSIUM BREAKFAST

8:30AM REGISTRATION, NETWORKING & BREAKFAST

9:15AM WELCOME REMARKS & INTRODUCTIONS

### PANEL DISCUSSIONS

9:30AM CULTURE, COLLABORATION & CONNECTION

IN MODERN LEADERSHIP

10:15AM BURNOUT, BOUNDARIES & BALANCE: SUSTAINABLE SUCCESS

AT EVERY STAGE

11:00AM BEYOND MENTORSHIP: ADVOCACY, ALLYSHIP & COLLECTIVE POWER

### AWARDS LUNCHEON TO FOLLOW

For more info, visit [labusinessjournal.com/events/wlsa2026](https://labusinessjournal.com/events/wlsa2026)



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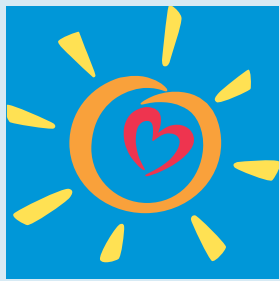
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CONGRATULATIONS TO THE LOS ANGELES BUSINESS JOURNAL'S  
**WOMEN'S LEADERSHIP AWARDS**  
**2026 NOMINEES**



# Leadership in 2026: Tips for Women Rising in Business

By ANDREA SANDOR

**W**omen leaders are continuing to reshape the business world in 2026, bringing new perspectives, collaborative leadership styles, and a stronger emphasis on adaptability and innovation. While progress has been made in corporate leadership representation, women executives and entrepreneurs still face unique challenges in navigating workplace dynamics, rapid technological transformation, and evolving expectations around leadership.

To thrive in today's competitive environment, women leaders are embracing strategies that prioritize authenticity, continuous learning, and strategic influence. Here are some of the most important tips helping women succeed in business leadership roles in 2026.

## EMBRACE AI AS A LEADERSHIP TOOL

Artificial intelligence is no longer simply an operational technology — it has become a critical leadership advantage. Successful women executives are learning how to integrate AI into decision-making, communication, hiring, marketing, and productivity workflows.

Leaders who understand AI are better equipped to guide teams through change and identify growth opportunities. However, experts caution that technology should complement human leadership rather than replace it.

Emotional intelligence, empathy, and relationship-building remain essential skills that distinguish strong leaders from automated systems.

Women leaders who combine technological fluency with strong interpersonal skills are positioning themselves ahead of the curve.

## BUILD STRATEGIC VISIBILITY

One of the biggest career accelerators in 2026 is visibility. High-performing professionals are increasingly encouraged to share their expertise publicly through speaking engagements, LinkedIn thought leadership, podcasts, industry panels, and executive networking groups.

Many women leaders have historically focused on results while avoiding self-promotion. Today's business climate rewards professionals who can clearly articulate their value.

Visibility also helps establish credibility within organizations and industries. Whether leading a startup, a nonprofit, or a Fortune 500 division, women executives are finding that strategic personal branding can open doors to career advancement opportunities.

## PRIORITIZE MENTORSHIP AND SPONSORSHIP

Mentorship remains important, but sponsorship has become even more valuable. Mentors offer advice and perspective, while sponsors actively advocate for promotions, leadership

opportunities, and high-profile projects.

Women leaders are increasingly seeking both. At the same time, many are also paying it forward by mentoring younger professionals and helping create stronger leadership pipelines for future generations.

Organizations that foster mentorship and sponsorship programs are often seeing stronger employee retention and more inclusive workplace cultures.

## LEAD WITH ADAPTABILITY

The pace of change across industries continues to accelerate. Economic uncertainty, hybrid work environments, global competition, and technological disruption require leaders to remain flexible and responsive.

In 2026, effective leadership is less about rigid management styles and more about adaptability. Women executives are increasingly succeeding by embracing collaboration, listening to employee feedback, and remaining open to innovation.

Leaders who can pivot quickly while maintaining team morale are becoming highly valuable across industries ranging from healthcare and finance to technology and entertainment.

## FOCUS ON WELL-BEING AND SUSTAINABLE SUCCESS

Burnout remains a major concern among executives and entrepreneurs. Many women

leaders are redefining success by placing greater emphasis on mental health, work-life integration, and sustainable performance.

Rather than glorifying constant hustle culture, today's leadership trends favor balance, resilience, and long-term effectiveness. Companies are also recognizing that healthier leadership teams contribute to stronger workplace cultures and improved productivity.

Successful leaders are learning to delegate effectively, establish boundaries, and create workplace environments that support employee well-being.

## CONTINUE INVESTING IN FINANCIAL AND EXECUTIVE EDUCATION

Continuous education remains a critical component of leadership growth. Women executives are increasingly pursuing executive coaching, leadership certifications, financial education, and specialized training in emerging technologies and global business trends.

Understanding financial strategy, negotiation, and operational leadership is especially important for women seeking C-suite positions or entrepreneurial growth.

In a business environment that evolves rapidly, lifelong learning has become one of the strongest competitive advantages.

*Andrea Sandor is a freelance writer.*

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# Empowering the Future: Top Trends Women Health Care Leaders are Observing in 2026

As the healthcare industry enters 2026, women leaders and executives are at the forefront of profound change. Women now hold prominent roles across health systems, payers, life sciences, and digital health companies.

These executives—many with clinical backgrounds—bring perspectives shaped by workforce realities, patient advocacy, and a commitment to equity. They report a sector under financial pressure yet poised for innovation, with AI, consumer empowerment, and women's health emerging as dominant forces.

One unmistakable trend is the rapid scaling of artificial intelligence and digital tools. Deloitte's 2026 U.S. Health Care Outlook survey of C-suite executives reveals that generative and agentic AI top strategic priorities, with over 80 percent of leaders anticipating moderate-to-significant value in clinical, operational, and administrative functions.

Women executives highlight AI's dual promise and pitfalls: it reduces documentation burdens (one study cited 20 percent time savings per clinician) and supports diagnostics, yet requires vigilant governance to mitigate bias—particularly in women's health data, where “male default” assumptions persist. Leaders like those advancing FemTech platforms

emphasize AI-enabled wearables and remote monitoring as mainstream tools for personalized, preventive care. Virtual visits, once optional, now feel indispensable; more than 90 percent of users would repeat them. These technologies are easing workforce strain amid shortages while enabling hybrid models that blend in-person and at-home care.

Closely tied to technology is the mainstreaming of women's health. Once marginalized, this area is shifting “from margin to mainstream,” according to PwC analysis, with a projected global market exceeding \$600 billion by 2030. Conditions unique to or disproportionately affecting women—menopause, endometriosis, cardiovascular differences, autoimmune disorders—are finally drawing investment. Private capital has poured nearly \$60 billion into the space since 2020, expanding beyond fertility into AI diagnostics, non-hormonal therapies, and longitudinal digital platforms. Women leaders observe this as both economic opportunity and moral imperative. They note that women drive most healthcare decisions yet face persistent gaps in research and access.

Executives champion sex-specific R&D, biomarker-driven personalization, and integrated care models that address life-stage transitions

rather than isolated symptoms. GLP-1 therapies and healthspan-focused innovations further amplify prevention, helping employers and payers manage chronic conditions more effectively.

Consumer-centric care and value-based models represent another priority. With only 38 percent of U.S. healthcare spending directed toward prevention and well-being, leaders are investing in digital platforms that aggregate data from electronic health records, wearables, and community resources. Cross-industry partnerships—with tech giants, retailers, and nonprofits—are accelerating, as 80 percent of executives in Deloitte's survey prioritize such collaborations. Ambulatory surgery centers, home health, and price transparency are gaining traction, shifting volume from high-cost hospital settings. Women executives, often attuned to social determinants of health, stress equitable access, especially in rural areas where service gaps persist. They view these shifts as essential for building resilience against policy volatility, including Medicaid disenrollments and ACA subsidy changes flagged in McKinsey's 2026 outlook.

Finally, leadership itself is evolving. Amid regulatory uncertainty—43 percent of executives feel neutral or uncertain about the near-term outlook—women leaders emphasize

empathetic, trauma-informed approaches. They model authenticity, sponsor emerging female talent, and prioritize workforce retention through clearer expectations and reduced administrative loads. Harvard programs and industry events underscore the need to close the executive gender gap, ensuring women move into roles with budget and strategic authority.

In 2026, these trends signal not disruption for its own sake but deliberate reinvention. Women executives see AI as an efficiency engine, women's health as an untapped value pool, digital tools as equity enablers, and collaboration as the path to sustainable growth. Their vantage point—rooted in clinical insight and lived experience—positions them to lead healthcare toward more personalized, preventive, and inclusive models. As one Cigna chief medical officer noted, breakthroughs in AI and therapies are redefining health itself, creating opportunities for better outcomes and simpler experiences. The women steering these changes are optimistic: the industry's challenges are real, but so is its potential when diverse leaders drive the agenda.

Information for this article was provided by Deloitte, PwC, McKinsey and Cigna.



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# Is it Too Much to Ask?

By DANONE SIMPSON

do not believe we can strive for perfection; however, we can strive for excellence and inspire others along the way.

While on what I call “time out” - otherwise known as vacation - I went to a spa with a friend, ready to be fully present for the experience. During my massage, I noticed the masseuse seemed distracted. She frequently lifted her hands and shifted her feet while working on my back. The constant movement fascinated me, so I asked, “Do you believe work is just a job, or do you believe in working with passion?”

I told her I was writing an article and was curious about her thoughts.

She immediately replied, “I believe we should work with passion. So many people don’t want to work today.”

Then I paused and considered what she may have been carrying internally. In Maui, many have suffered tremendously from the fires, losing homes, loved ones, and jobs.

She continued, “You don’t have to be educated to work.”

I agreed and added, “Yes, you can work with your hands, your mind, or both.”

Then we fell silent.

Gradually, her pace slowed. Her hands moved more intentionally across my back, relieving tension I did not even realize I was

holding. Something shifted. She began working with passion instead of distraction, no longer simply doing a job, but fully present in it. She carefully massaged my neck, back, legs, and arms with purpose and care.

When the session ended, she gently walked me from the room and handed me water flavored with lemon and cucumber.

“Josie, that is your name, correct?” I asked.

“Yes,” she replied.

“Josie, that was truly lovely. Thank you.”

A job well done.

How do we bring that same mindset into our own world – at work and at home? When we approach what we do with purpose, something changes. The pressure eases. We relax into the moment and can truly love what we do – even the difficult parts.

When we shift the narrative, we stop living distracted, trapped in our thoughts, or feeling like victims of circumstance. No matter what we face, we can meet it head-on with passion and intention, creating less “dis-ease” in our lives.

We are all on a journey with those we meet, work with, and serve. How we serve often dictates how far we go on this path of life. Leading and living with authenticity creates connection, builds teams, and forms the kind of bond that inspires excellence.

Recently, I came across a note once shared

**‘When we shift the narrative, we stop living distracted, trapped in our thoughts, or feeling like victims of circumstance.’**

**DANONE SIMPSON**  
Montage Insurance Solutions

with me. It lifted me tremendously after the fires in Los Angeles spread through Malibu and the Palisades. When you are forced to pack quickly, you suddenly realize what matters most. What if we lived every day with that same clarity?

After surviving two fires — one in Lahaina and another behind our home and business property — I have found myself leaning into gratitude and asking how I can pay it forward.

An ancient Hawaiian pastor Kipa once said:

“Everything in your next season requires a woman who thinks with clarity, walks with authority, and sees with precision. Your trauma mind is being overthrown. A new stage has been set for you, and we can no longer think with yesterday’s understanding.”

Time often feels like the enemy of the modern woman. It moves relentlessly forward. Time lost cannot be recaptured, nor can future time be expanded. Therefore, we must learn to live

fully within the time allotted to us in every season of life.

Make it count. Seize the day — Carpe Diem.

Know your strengths through StrengthsFinder, discover your two geniuses through Patrick Lencioni’s “Working Genius,” understand your Love Language, and learn your Language of Appreciation at Work. Then learn those of your loved ones and your teams. Doing so builds trust, strengthens culture, and creates purpose-driven organizations where people work with passion.

Then, in the later seasons of life, you can look back and say to yourself:

“You did well. You were a good and faithful servant, living passionately toward your mission.”

*Danone Simpson, EMBA, GBDS, is founder and CEO of Montage Insurance Solutions. Learn more at [montageinsurance.com](http://montageinsurance.com).*

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# Women Business Leaders Move Philanthropy Forward

By LISA WILSON

**A**cross industries and regions, women business leaders are reshaping the future of philanthropy with a more collaborative, strategic, and impact-driven approach to giving. No longer viewed as a side endeavor separate from corporate leadership, philanthropy has become deeply integrated into how many women executives lead companies, engage employees, and influence social change.

In 2026, the modern philanthropic landscape looks significantly different than it did even a decade ago. Women entrepreneurs, CEOs, investors, and corporate executives are increasingly using their influence and resources to address issues ranging from education and healthcare to climate resilience, workforce development, and economic equity. Their approach often emphasizes measurable outcomes, long-term partnerships, and community engagement rather than one-time donations or high-profile check presentations.

One of the defining characteristics of women-led philanthropy is its focus on purpose-driven leadership. Many female executives are aligning charitable initiatives directly with company values and business missions. This alignment not only creates stronger brand authenticity but also helps employees feel more connected to the organization's broader impact.

In sectors such as technology, healthcare, finance, and consumer products, women leaders are championing initiatives that support underserved communities while also strengthening future talent pipelines. Scholarship programs for young women entering STEM careers, mentorship networks for entrepreneurs, and investments in affordable healthcare access are becoming increasingly common examples of business-led philanthropy with long-term societal benefits.

Another notable trend is the rise of collaborative philanthropy. Rather than operating independently, many women leaders are building coalitions among corporations, nonprofit organizations, civic institutions, and local governments. These partnerships allow resources and expertise to be pooled together to tackle larger systemic challenges.

This collaborative mindset reflects a broader leadership philosophy often associated with women executives: the belief that sustainable progress comes from inclusion and shared responsibility. By convening diverse stakeholders and encouraging cross-sector participation, women leaders are helping philanthropy evolve from isolated charitable acts into coordinated social impact strategies.

The growing emphasis on measurable impact is also transforming the philanthropic conversation. Today's business leaders increasingly expect data, transparency, and accountability from non-

profit partnerships. Women executives are often at the forefront of applying business principles to charitable work, using metrics and performance evaluations to ensure initiatives are delivering meaningful outcomes.

This results-oriented approach has helped shift philanthropy toward scalable solutions. For example, instead of simply funding short-term programs, many women-led initiatives are investing in workforce training, small business incubation, mental health services, and educational infrastructure that can create generational change.

Employee engagement has become another major area where women leaders are influencing modern philanthropy. Corporate giving programs are no longer limited to executive decisions made at the top. Many women-led organizations encourage employees at all levels to participate in volunteerism, donation matching, community outreach, and nonprofit partnerships.

This participatory model strengthens workplace culture while helping companies build stronger community relationships. Employees increasingly want to work for organizations that reflect their values, and women executives are often leading the way in creating socially engaged corporate environments that foster both business success and civic responsibility.

Technology and digital innovation are also expanding the reach of philanthropy. Women leaders are leveraging social media, digital fund-

raising platforms, artificial intelligence, and data analytics to identify community needs and scale charitable efforts more efficiently. This tech-enabled approach allows philanthropic organizations to respond faster to crises, personalize donor engagement, and measure outcomes with greater precision.

Importantly, many women business leaders are also redefining what philanthropy itself means. Beyond financial donations, they are contributing expertise, mentorship, board leadership, advocacy, and professional networks. This broader definition of giving recognizes that influence and access can often be just as valuable as capital.

The next generation of women leaders is expected to continue accelerating this evolution. Younger executives and entrepreneurs are entering leadership roles with a strong expectation that businesses should contribute positively to society.

As philanthropy continues to evolve, women business leaders are playing an increasingly influential role in shaping how organizations give back, build partnerships, and create measurable impact. Their leadership is helping move philanthropy beyond traditional charity models toward more strategic, inclusive, and transformative solutions that aim to strengthen communities for the long term.

*Lisa Wilson is a freelance writer.*

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Congratulations to Teresa Huang, Director of Originations at CIT Commercial Services, and all the Women's Leadership Awards nominees for your contributions to the industry and your commitment to building a foundation for future generations of women to succeed.



**Teresa Huang**  
Director, Originations

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# Women on Boards: Progress Continues, but the Gender Gap Remains

By LISA WILSON

For decades, corporate boards of directors were overwhelmingly dominated by men. Today, that picture is steadily changing as businesses, investors, and regulators increasingly recognize the value of gender diversity in leadership. While women still remain underrepresented in many boardrooms, recent statistics show meaningful progress toward a more balanced corporate governance landscape.

According to recent reports from organizations such as Catalyst, Deloitte, and Spencer Stuart, women now hold approximately 32% of board seats among S&P 500 companies in the United States, a dramatic improvement from just 16% a decade ago. In California — one of the first states to aggressively push for board diversity — many large public companies have reached or exceeded one-third female representation on their boards.

The momentum reflects a broader shift in how businesses view leadership diversity. Investors increasingly see diverse boards as a sign of stronger governance, better risk management, and improved long-term performance. Studies from McKinsey & Company and Credit Suisse have repeatedly found correlations between com-

panies with more diverse leadership teams and stronger financial results.

“Board diversity is no longer viewed as simply a social initiative,” said one governance consultant. “It’s increasingly considered a business imperative.”

Several factors have contributed to the rise of women on boards. Institutional investors such as BlackRock, State Street, and Vanguard have pressured companies to diversify their leadership ranks. Proxy advisory firms now routinely evaluate diversity when making governance recommendations. In addition, many companies have adopted formal diversity goals as part of their ESG commitments.

California played a major role in accelerating the trend. In 2018, the state passed Senate Bill 826, requiring publicly traded companies headquartered in California to include women on their boards. Although the law later faced legal challenges and was ultimately struck down, many companies had already responded by adding female directors and broadening recruitment pipelines.

The impact has been significant. Spencer Stuart’s annual Board Index found that women accounted for roughly 46% of all new indepen-

dent directors added to S&P 500 boards in recent years.

Yet despite the gains, parity has not been fully achieved. Women remain less represented in key board leadership positions such as chairperson and lead independent director roles. Female representation also varies substantially across industries. Sectors such as healthcare, consumer products, and technology have generally made faster progress, while industrial, energy, and manufacturing companies often lag behind.

Another ongoing challenge is intersectional diversity. Women of color remain significantly underrepresented on corporate boards. While the number of Black, Latina, and Asian women directors has increased in recent years, many governance experts say the pace of change remains slower than desired.

Critics also argue that some companies continue to recruit from a relatively small pool of experienced female executives, leading to what some call “overboarding,” where the same women serve on multiple boards. As a result, many organizations are expanding searches beyond traditional CEO candidates and looking to leaders in technology, marketing, cybersecurity, finance, academia, and nonprofit management.

The rise of younger directors is also helping diversify boards. Companies increasingly seek expertise in areas such as artificial intelligence, cybersecurity, sustainability, and digital transformation — fields where women leaders are gaining greater visibility and influence.

Beyond statistics, many business leaders say the conversation itself has evolved. Diversity initiatives once centered primarily on compliance and optics. Today, more boards are openly discussing how varied perspectives improve decision-making and corporate culture.

Looking ahead, experts expect the overall percentage of women on boards to continue climbing, although the pace may gradually slow as companies approach equilibrium. Many governance analysts predict women could hold 40% or more of major public company board seats within the next decade.

The progress made over the past 10 years represents a major transformation in corporate leadership. While challenges remain, the modern boardroom is undeniably becoming more inclusive — and increasingly reflective of the broader business world it serves.

*Lisa Wilson is a freelance writer.*



## Congratulations Ashley Tesoriero

Congratulations to our own Ashley Tesoriero, Director of National Project Management, and all of the Women's Leadership Awards nominees. We thank you for your leadership and continual pursuit of excellence.





# Women in Business are Good for Business

**W**omen Business Collaborative (WBC), led by CEO Gwen Young, represents a coalition of the world's most influential companies and 87 organizations dedicated to advancing women in business. WBC advocates for data-driven results that prove the impact of women on business success.

Even though for decades there has been consensus among business leaders on the importance of increased representation by women, recent debates have questioned the role of women in the workforce. WBC is setting the record straight. Women in business are indeed good for business.

WBC has identified key facts informed by data that reinforce the power of women in business:

- 14 million women-owned businesses in the U.S. represent 39.1% of all U.S. firms, employ 12.2 million people, and generate \$2.7 trillion in revenue (Wells Fargo)
- Organizations with 30% or more women on executive teams are 27% more likely to outperform on profitability (McKinsey & Company)
- Companies with above-average diversity generate 19% more innovation revenue than their less diverse counterparts (Boston Consulting Group)
- The share of majority women-owned businesses rose from 15.6% to 20.3%—doubling participation in the market since 2020—and their



revenues have helped drive economic growth (Small Business Administration)

- Minority Women Business Enterprises (MWBEs) generated \$67 billion in revenue, created 221,000 U.S. jobs, and contributed \$19.5 billion in wages (National Minority Supplier Development Council)

Women drive business forward. They make up 57% of the workforce yet hold only 8.72% of CEO positions and 28% of board seats. Women founders receive only 2% of venture capital funding. Women still only make 84 cents to the

dollar, with women of color earning less than that.

“These aren’t just gaps—they’re failures to recognize an undeniable business advantage. The time to close these gaps isn’t tomorrow. It’s now,” said Young. “WBC calls on leaders to recognize that supporting women in business isn’t just the right thing to do—it’s the smartest business decision.”

Women Business Collaborative is an unprecedented alliance of more than 85 women’s business organizations and hundreds of business leaders building a movement to achieve equal

**‘These aren’t just gaps — they’re failures to recognize an undeniable business advantage. The time to close these gaps isn’t tomorrow. It’s now.’**

**GWEN YOUNG**  
Women Business Collaborative

position, pay, and power for all women in business. Through collaboration, advocacy, action, and accountability, WBC mobilizes thousands of diverse professional women and men, business organizations, public and private companies to accelerate change.

The organization believes that working in silos, change will not occur. WBC convenes with its partners, champions, and sponsors to move faster together toward its action initiative goals.

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## Congratulations to Dr. Elizabeth “Becky” Yano



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# Advancing Your Career in the Health Care Industry

**A**dvancing in the health care industry—whether in clinical, administrative, or executive roles—requires a combination of strategic career planning, leadership development, and strong professional networks. For women in particular, navigating advancement can also mean proactively addressing structural barriers while leveraging unique strengths. Collected from discussions with healthcare executives and consultants, here are practical tips and best practices that women can use to grow into leadership roles in health care in 2026 and beyond.

## 1. Be intentional about career direction

Many successful women leaders emphasize the importance of having a clear vision. Health care is vast—ranging from hospital administration to digital health, biotech, and policy—so defining your path early helps guide decisions about roles, certifications, and skill-building. Regularly reassess your goals and align them with emerging industry trends like telehealth, AI, and value-based care.

## 2. Build both clinical and business acumen

One of the biggest differentiators for leadership roles is the ability to understand both patient care and business operations. Women aiming for executive positions should develop fluency in finance, operations, and strategy. This might mean pursuing an MBA, certifications, or simply seeking cross-functional projects that

expose you to budgeting, analytics, or organizational decision-making.

## 3. Seek out sponsors—not just mentors

Mentors provide guidance, but sponsors actively advocate for your advancement. Identify senior leaders who can open doors, recommend you for promotions, and connect you to high-visibility opportunities. Don't hesitate to express your ambitions—many sponsors step in when they see clarity and initiative.

## 4. Develop a strong leadership voice

Executive presence matters. This doesn't mean changing your personality, but rather becoming confident in communicating ideas clearly and assertively. Practice speaking up in meetings, presenting to leadership, and articulating your impact. Strong communication skills are consistently cited as a key factor in career advancement.

## 5. Prioritize networking and relationship-building

Relationships are critical in health care, where collaboration is constant. Join industry associations, attend conferences, and participate in leadership forums. Building a strong internal and external network increases visibility and exposes you to new opportunities, partnerships, and career pathways.

## 6. Embrace technology and innovation

Health care is rapidly evolving with advancements in AI, digital health platforms,

and data analytics. Women who proactively build digital literacy and stay informed about emerging technologies position themselves as forward-thinking leaders. Even non-technical roles now require comfort with data-driven decision-making.

## 7. Advocate for yourself—and track your impact

Women are often less likely to self-promote, but documenting and communicating your achievements is essential. Keep a record of measurable outcomes—cost savings, patient outcomes, efficiency improvements—and share them during performance reviews or promotion discussions. Make your contributions visible.

## 8. Take strategic risk

Career growth often requires stepping outside your comfort zone. This could mean taking on a challenging role, moving into a new department, or leading a high-stakes initiative. Many women leaders cite pivotal “stretch roles” as key turning points in their careers.

## 9. Find organizations that support growth and inclusion

Not all workplaces are equally supportive. Look for organizations that prioritize diversity, equity, and inclusion, offer leadership development programs, and have women represented at senior levels. Culture plays a major role in long-term career success.

## 10. Invest in continuous learning

Health care is one of the fastest-changing industries. Staying current through certifications, workshops, and continuing education is critical. Leadership development programs, especially those focused on women in health care, can also provide targeted skills and peer support.

## 11. Maintain resilience and work-life integration

Leadership roles can be demanding, and burnout remains a real challenge in health care. Successful women leaders often emphasize resilience, boundary-setting, and finding a sustainable balance. This isn't just about personal well-being—it's also about maintaining long-term performance and effectiveness.

## 12. Lift others as you rise

Finally, one of the most powerful ways to advance is by helping others do the same. Mentoring junior colleagues, supporting peers, and contributing to a culture of inclusion not only strengthens organizations but also builds your reputation as a leader.

Women advancing in health care today are doing so by combining expertise, adaptability, and strategic visibility. By taking ownership of career growth, building strong networks, and staying ahead of industry changes, women can position themselves not just to succeed—but to lead transformation across the health care sector.

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