

MITRE Alumni Survey

July 2020





Dear reader,

At Orange Grove Consulting, we take data analytics very seriously. We know that high quality training & consulting services like ours are a big investment and we are committed to delivering results that make a difference for your organization.

We hope that the following demonstrates that commitment and can be used by MITRE to develop and deliver even more great results in the future.

Sincerely

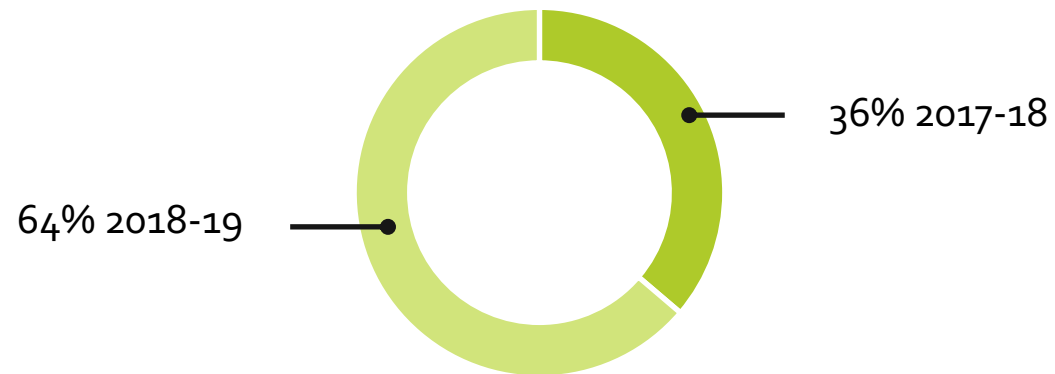
Jodi Detjen
Kelly Watson



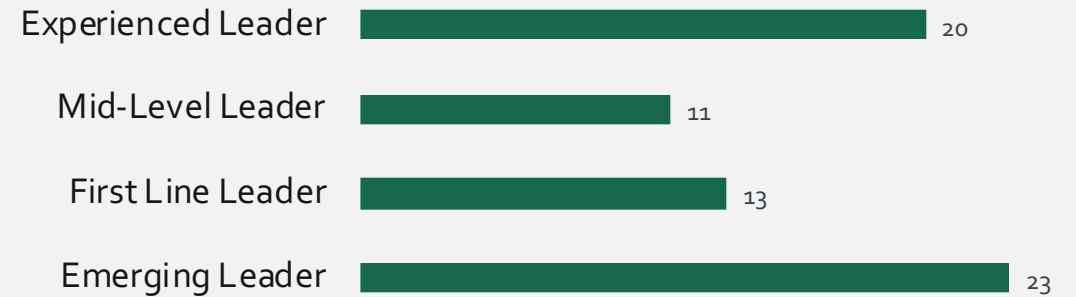
Participant Profile

69 Survey Respondents

Out of 327 total course attendees in 2017-18, 2018-19,
21% response rate



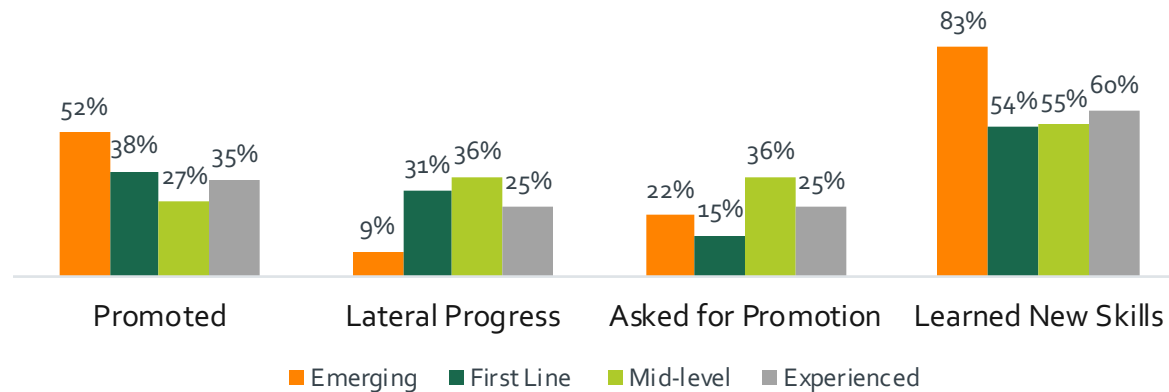
Course Attended:



Impact

Career Progress:

The most significant finding of the survey is that women have made career progress, across all levels. This suggests that graduates are using their skills for purpose and impact. MITRE is benefitting and so are the women. It's a real Win/Win.



Made Career Progress Total:



Some Comments:

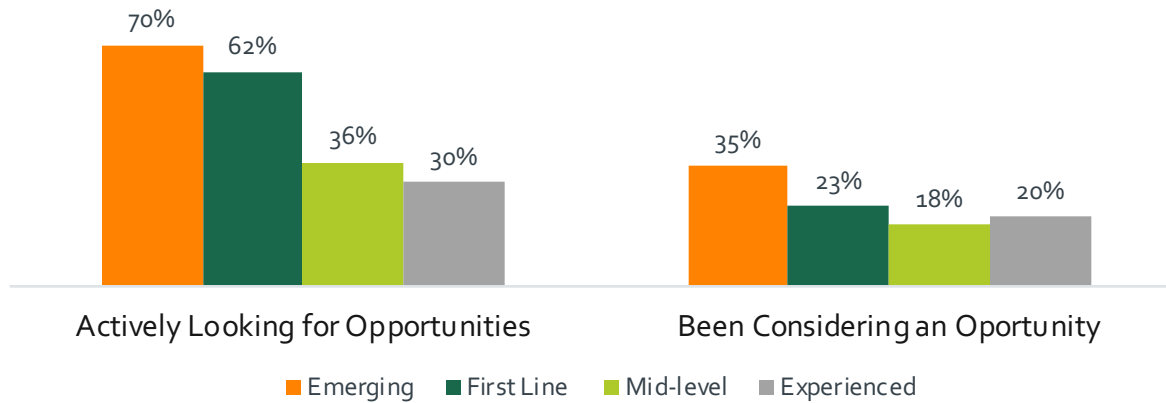
"I was promoted. It wasn't easy but WomenLEAD helped me know what I deserved, ask for it, and settle for nothing less."

"I interviewed for a career progression that I never would have without the tool set and thinking imparted by WomenLEAD. I did not receive the promotion, I did receive some visibility by taking that risk."

"I have taken on more projects and am willing to take on additional risks to learn new areas, which I would not have done before."



Opportunities



76% of respondents are looking for more!
This is an area of opportunity for MITRE

MITRE has a real opportunity. No longer are women waiting on the sidelines. WomenLEAD graduates want more opportunities to showcase their talent and add value to MITRE.

More Comments:

"I've taken a lot more chances - specifically in applying for (and being selected) roles that are a stretch for my current skill set. It's been very rewarding and led to a lot of growth both personally and professionally."

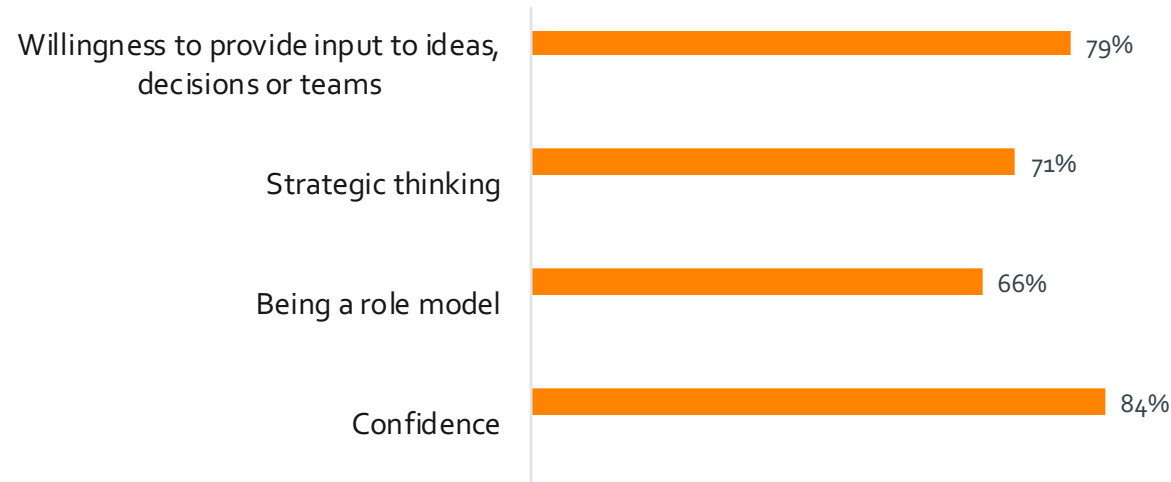
"It became more clear to me that taking charge of my own career just made sense, it wasn't something to be concerned about stepping on someone's toes or overreaching."

"I have jumped into the management chain. It is something I have resisted my entire career at MITRE. This seemed to be the right time and it felt right overall to make a change."



Leadership Skills Improvement

Across the board, women's leadership skills have improved. Confidence coupled with the willingness to provide input were especially strong, indicating that women have been able to maintain and integrate their WomenLEAD skillsets.



"I am more aware of the impact that my influence can have, which in turn makes me want to ensure that I am providing a good influence."



Building Value for Participants – 91% Increased Value to MITRE

MITRE has benefitted from its investment. Women are showing up with their experience and skills in ways they were not before.

“

I think I am more valuable to MITRE. I have a broader network, and deeper insight into what my co-workers are facing.”

“

The information presented in the WomenLEAD course equipped me to continue improving myself as a professional, as a leader, as a team member, and personally. “

“

I think WomenLEAD was a great experience that has helped me come out of my comfort zone. I believe I'm a better value for MITRE because I'm willing and capable of doing more.”

How could MITRE further support women's development?

More Training

Overwhelmingly, respondents suggested more training as a key outcome. Training includes the next level of WomenLEAD and also train men and leaders about unconscious bias. This key aspect of widening the training beyond just women will enable even more opportunity to arise.

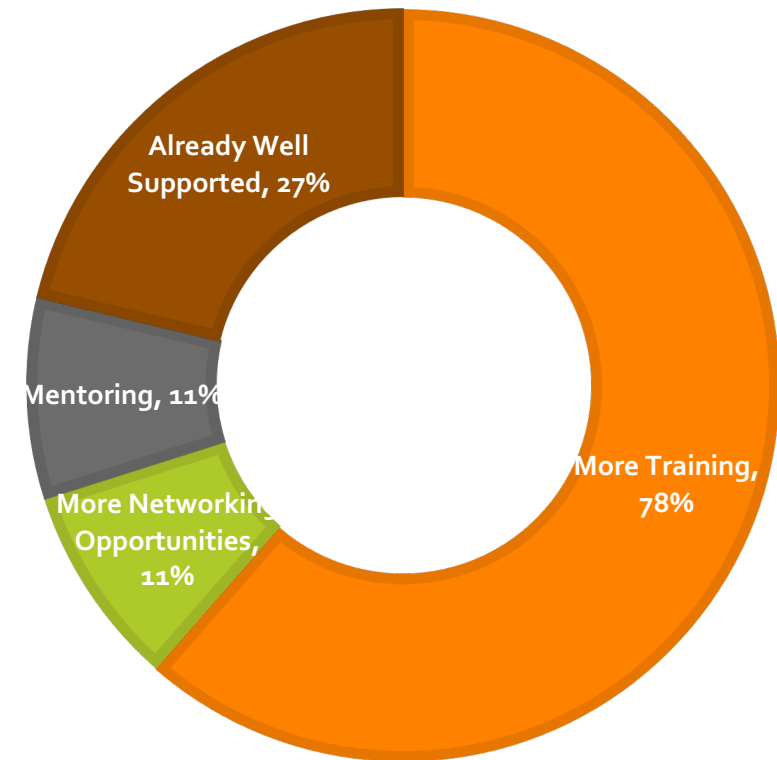
“

Allow me to continue in the WomenLead curriculum. I completed Emerging Leaders. Maybe after a year or two bring me back to complete the next level of training.”

“

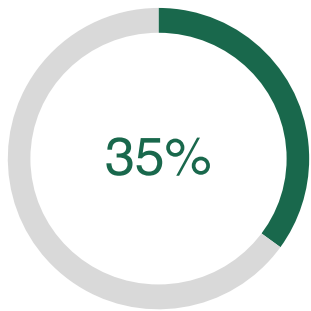
Continue to invest in courses such as GroupLEAD, ProjectLEAD and WomenLEAD.”

“Get us back together for once a year ongoing training.”

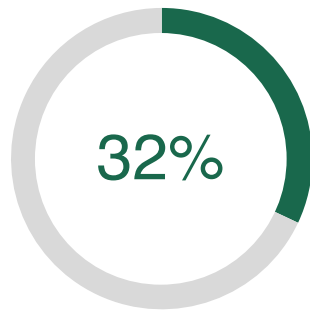


What can MITRE do to increase gender equity?

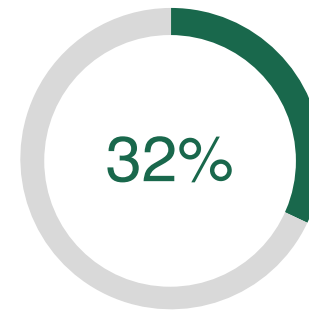
Training, structural changes and of course outcomes such as increased hiring and promotion all indicated that the more systemic change is needed to expand the outcomes of WomenLEAD.



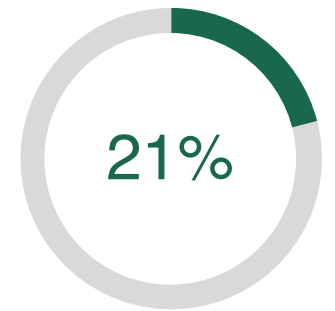
Hire / Promote
more women
into leadership



Train men &
leaders in
Unconscious
Bias



Other including structural changes
(e.g. Diversify interview panels,
collect data about less visible
milestones by gender such as
resource funding)



No Change
Required





Key Takeaways

WomenLEAD is extremely effective at improving career advancement

- It builds confidence & skills in women (especially emerging and mid-level leaders) to take their careers forward

But, there is still bias in the system

- Men and Leaders need to be as aware of bias barriers as women and work to eliminate it