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analyzed data surrounding women's advancement for more than 30 years, conducted an internal survey for Armanino LLP that showcased several areas of disconnect between men ...

Nov. 13, 2018



The accounting and business consulting firm [Armanino](#) has announced a new Executive Access Program that pairs high-potential female managers with firm executive committee members to provide them the opportunity to build relationships with key leaders and help drive career advancement. The firm also announced a Transparency to Partnership educational track to provide clearer insight and more transparency about what it takes to be a partner. Both initiatives were developed by Armanino's Women's Advancement Network (WAN) and comes after extensive survey findings of male and female Armanino partners and managers provided insights on barriers and opportunities for female partner promotion. The WAN was created by the firm to address the gender gap at the partner level, by creating initiatives and events that foster an environment encouraging women's leadership at the highest levels.

“Armanino is committed to not only meeting but exceeding the industry average of

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executive sponsorship was one of the most important factors in achieving partnership. The survey also revealed gaps in the understanding of the qualifications and benefits of partnership for both men and women.

The Executive Access Program provides high-potential females access to executives earlier in their careers to help them understand the path to partnership and recognize the benefits of partnership, and to encourage women to pursue partnership. The firm recently welcomed its inaugural class of 18 women who were paired with executive sponsors. Program members will meet regularly with their sponsors to track career progress and set goals.

“We have had a lot of great feedback so far, and people are very interested in participating in these new initiatives,” said WAN board co-chair and Armanino partner Stacie Kowalczyk. “The Executive Access Program filled up quickly, and we expect to see more women taking advantage of this opportunity in the future,” added WAN board co-chair and Armanino partner Min Riblett.

Additionally, the firm tapped its Learning and Development team to create training modules on partner qualifications, the benefits of partnership, flexibility and expectations, partner profiles and other relevant topics. These courses will be available to all interested firm employees, in order to address misconceptions and barriers.

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