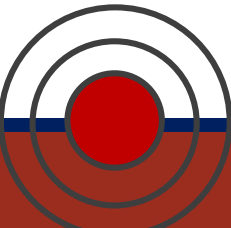


We A.R.E

Women in Seafood

LEADERSHIP SUMMIT – SAN DIEGO

JANUARY 16 - 2019





VIDEO



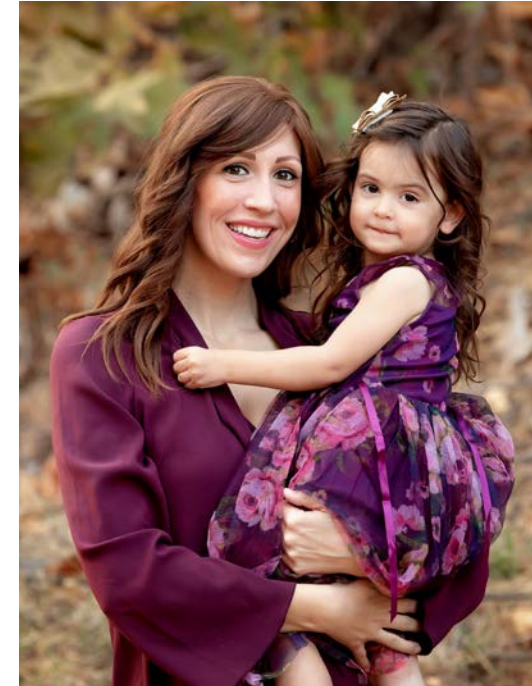
We Are



Ali Turner



Torunn Halhjem



Analise Gonzales

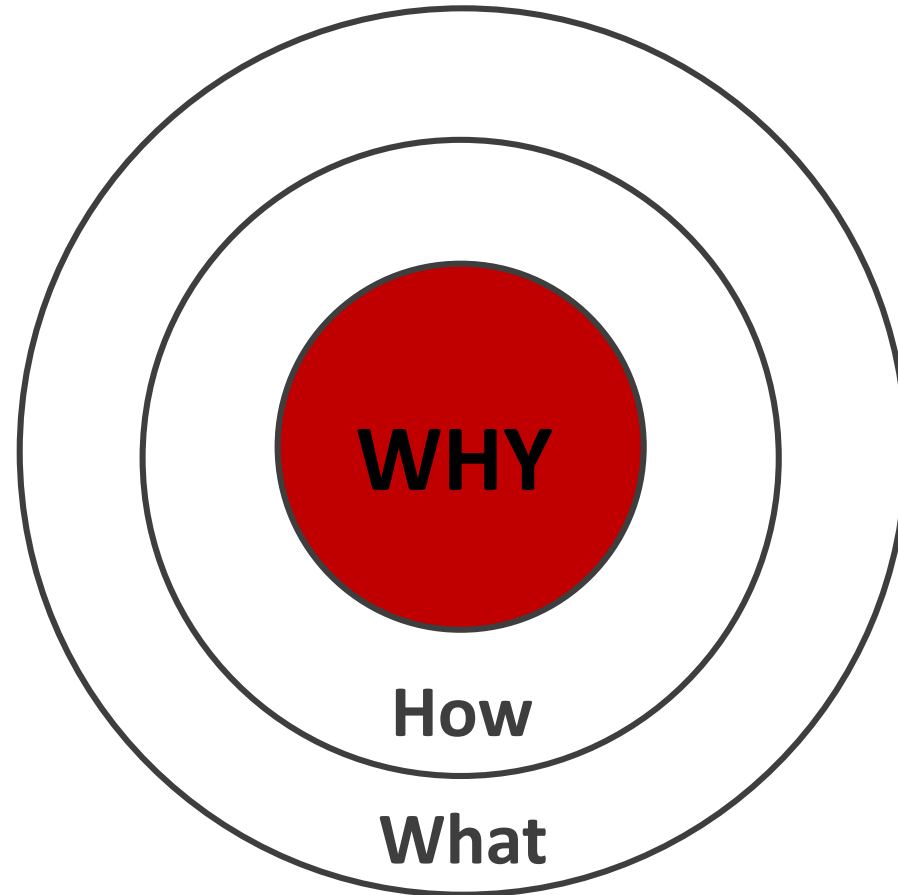




Attract

Retain

Empower



WHY Join

- **People & Culture**
- **Ever Changing**
- **Fish is Healthy! = Food of the Future!**

🎯 HOW To Succeed

- Ignore all the **MEN** who tell you “*You can NOT....!*”
- Ignore all the **WOMEN** who tell you “*You can NOT.....!*”
- Surround yourself with like-minded women
- Speak up and stand tall
- Find a mentor: Man or Woman
- “**RESPECTED**” versus “**LIKED**”
- Dress-code...!



WHY Attract, Retain, Empower Women... A Word From Our CEO

VIDEO



The Power of

WE **A**.**R**.**E**
WOMEN

Attract Retain Empower



Attract

Retain

Empower

“Your vibe attracts your tribe”

- **Reflect and Prepare Culture:** Leaders, mentors, work-life balance, SER
- **Career Growth Plan:** Avenues for career development
- **Benefits:** Pat/Mat Leave, 401K, bonus, equal pay
- **Promote, Attend, Recruit:** Social media, conferences, job fairs.
Promote your culture, benefits, opportunities, and support to women and work life balance



Attract

Retain

Empower

“What’s the purpose in attracting people, when you can’t retain them?”

- **Onboarding-** employee retention starts with great onboarding
- **Flexibility-** align work and personal life; impact, not presence
- **Collaboration-** employee collaboration groups, provide candid feedback
- **Opportunity-** engage, broaden network, fluidity throughout organization



Attract

Retain

Empower

“If you are not given empowerment, take it... no one was fired for making something better” –Keith Mcfarland

- **Ask & Solution**
- **Encourage learning and experience**
- **Give us a goal... Don't judge how we achieve it**



Women of Trident

VIDEO



🎯 Our Challenge

“Growth and comfort do not coexist.”

— *Ginni Rometty*

- **Sit at the table**
- **1,2,3 Speak up**
- **Implement**



Attract

Retain

Empower

