## 5 Points of 3i Leadership Model

The rate of **women** IPO's is approximately 3 percent of the filing total for each year. This number is surprising to many because it is not an everyday conversation. The discussion is usually why we do not have more women CEOs especially in fortune 500 companies and how to increase their presence.

Typical Conversation Piece

We live in a pro-male society. Significant observations can affirm that fact by looking at the CEOs of "corporate" America which are not void of female leadership. However, our presence and success in that area *should be* more visible. Is management or leadership the issue? We have many women in human resource professions and numerous managers male and female in US industries. Therefore the issue is not management alone. ***The solution is a managed leadership model.***

Why is Leadership Significant?

The 5 Points of 3*i* is a leadership model that establishes an interest in women through a vested interest backed by mentoring. Therefore a major part of this discussion must deal with women in science, technology, engineering and math (STEM). Partnership is common; but mentorship is valuable to progression and decreasing disparities, changing profiles of socio-economic indicators. It serves as a catalyst to merging cultures to meet demands and profitable interest. The last decade has seen _minority growth_ and increase in double digit IPO filings in Technology considered "Silicon Valley". This was the result of established mentorship with the intent of seeing substantial progress in this endeavor. The rate of progress **and** longevity can validate leadership and managed process designed to manufacture a vehicle of mobile success that could be observed throughout the United States.

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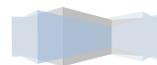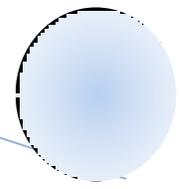
What differentiates the 5 Points of 3*i* from other models? *Women success & Immediacy*

It acknowledges that mentorship with support is very successful. It is very much like team success but the intent is to see women progress. A car has to have a motor, body and wheels in order to move from one place to the next. The analogy is similar to the type of design/function needed for specific achievement. We've identified a need to see an increase of women in top management positions; therefore we have to have a leadership model backed by validated and affirmed methods to support these assertions as well as produce tangible outcomes. The 5 Points of 3*i* is simplistic in style, not a system of exclusion but inclusion with a thorough approach and methodology. It is not a collective bargain approach but it does bear and embrace the spirit of that type of fairness.

This leadership model is mindful of socio-economic indicators and uses a complex of unique samples to understand challenges, inequalities and societal structures that may be inherent to continued disadvantages. It can be implemented and manipulated during adversity. These results validate a 5Point concerted effort toward changing some of the demographics of many platforms where women continue to be in the minority. For example, in 2001 there were 82 Master of Science Chemistry graduates classified under African American (S& E 2008). The percentage of this specific group was less than 5% of total graduates for this degree and the percentage of women in this unique cluster less than 4%. These statistics detected alone or in a group of complex samples can support a meaningful inquiry regarding advancement, promotion, senior leadership, and major positions in science and technology industries (for a specific group). When discoveries lead to validated outcomes it makes the case for a managed process such as the 5Points. It aids in seeing a correlation between small business and corporate fortune 500 as well as leadership transitions from one business/industry platform to the next and vice-versa.
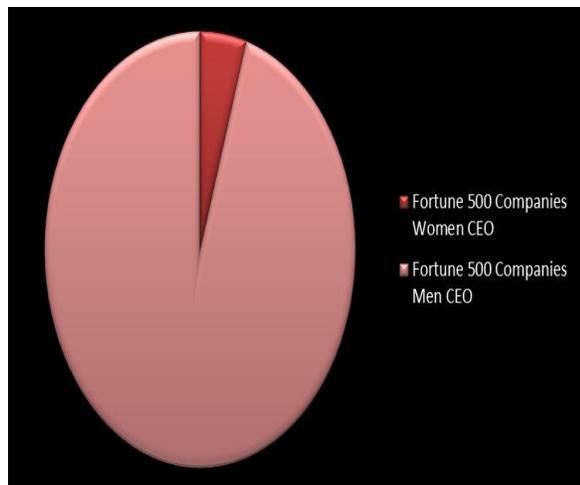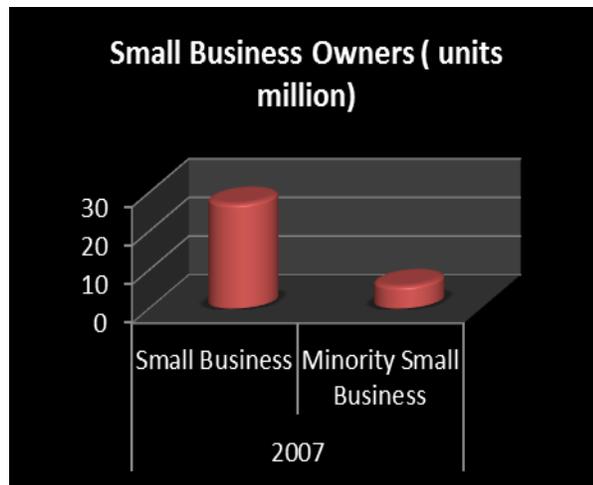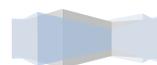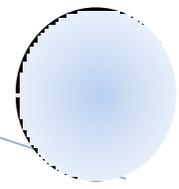

Fig.1

Fig. 2

Both Fortune.com (current 2014) and the U.S. Census from 2007 verify disproportionate numbers indicating that on two economic platforms a leadership model is needed to visualize increased minority and women success.

5 Points

❖ Establish an applied genuine interest toward women in science supported by functionality

> **The manner in which you function (your division or organization) is geared toward the following goals which affirm women success in the sciences.**

        Genuine networking (from within)
        Developing talents and skillsets
        Mentoring (from within) and providing professional support through the above or other efforts
   Promotion-Promoting qualified individuals based on established and applied interests in this endeavor

❖ Direct Mentoring (Both Internal & External)

❖ Affirm Networking(emphasis on external networking backed by the above internal)

> **Establish target goals for networking and cultivating specialty areas (unique industries and skillsets) along with vocalizing the benefits of networking. Discuss early on the characteristics of promotion and be honest in that description- discuss transitions to platforms with increased leadership and authority.**

❖ Reference Ready: {You are qualified}. By meeting established objectives and targets you gain the privilege or benefit of valued references and referrals.

> **This is where integrity and experienced management are vital characteristics and components of your management and organization. People are intimidated by the performance review and they shouldn't be. Why? Often times the performance review is conducted and administered without having a realized picture of what professional growth looks like. It is in form only but does not actualize itself in substantive value to those of the annual cycle. The reference ready component has to have buy-in from all who will be responsible for the leadership model. Those who will execute, implement, encourage and benefit from involvement. Too often professional growth is short circuited when an applied and established interest in success is not an intrinsic value by each member of the group.**
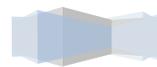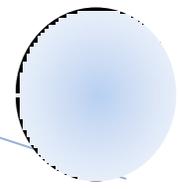
❖ Leadership "Before and After Hire"

Leadership before hire is developing yourself to advance the company
Leadership after hire is developing yourself to advance women
Being cognizant of disparities
Discussions on how to overcome inequalities, unusual and unique challenges
Leading in the New Face of Discrimination (recognizing what that looks like)
Extrapolating leadership back to results and tangible statistics.

The proof is in the hire. In other words, how observable is professional growth, advancement both individually and collectively.

The 5 Points Flow into the 3*i*

✓ Innovate
✓ Impact
✓ Ignite(It has to be more than a moment)

When a trend becomes a behavior which becomes a brand because of the strength of the message and outcome- it is an exponential upshot. The process innovative enough to make an impact that establishes a difference among the similar, a presence among worthy peers and create longevity toward continued achievement. A leadership model with All-Star potential. We watch the NBA, NFL, MLB playoffs yearly. We never tire, or cease to come back for more. The major leagues have established a phenomenon of developing leaders and we have watched them do it on and off the court. It is one of the most successful mentorship models as well as evidence of another pro-male grooming organization. It is confirmation that women can do the same in other arenas as well; and a major inspiration for the 5 Points of 3*i* Leadership Model.
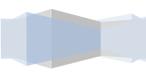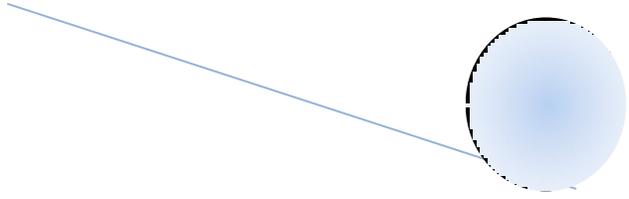
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