

Value to Finance Organizations: Women and Their Perspectives

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Stephanie Beran

STEPHANIE M. BERAN, Managing Director, Business and Operational Risk Management, joined Legg Mason in May 2002. Previously, she served as Chief Financial Officer of Ferris, Baker Watts, Incorporated; Business Area Controller of the Private Clients and Equity Capital Markets divisions of Deutsche Bank Securities, Inc.; and senior manager in KPMG's Investment Services practice. Ms. Beran graduated summa cum laude with a B.S. in Economics and Business Administration, Accounting Concentration from Towson University. Ms. Beran is a Certified Public Accountant and holds a Series 27 registration. She is a member of the Risk Management Committee of the Investment Company Institute and a member of the Advisory Board to the Towson University Department of Accounting.

Ms. Beran was the first chair of Legg Mason's Women's Leadership Network, an employee resource group. In 2014 she was a guest columnist in The Baltimore Sun writing on themes related to women in business. She has been recognized twice in The Maryland Daily Record Top 100 Women and was profiled in Diversity Journal Women Worth Watching issue in 2013. Ms. Beran is a lifelong resident of Baltimore City, a Trustee and Director of The Enoch Pratt Free Library and Director of United Way of Central Maryland.

Agenda

- Reflections
- Ideas
- Encouragement
- Conclusion

Reflections

Value that women and their perspectives bring

Why should we care?

- Innovation – Diversity is essential for business innovation
- Effectiveness – Reaching your constituents and customers
- Effectiveness - Teamwork

Ideas

Ideas

Attracting and retaining top talent

- Sponsoring and mentoring
- Women's leadership networks

Encouragement

Encouragement

For you, or tell a talented and ambitious woman

- Carefully choose your employers, work teams and colleagues
- See something, say something
- Be confident – do not fear failure (or, if all else fails, *fake it to you make it*)
- It's a journey – enjoy it – a career lasts decades

My least favorite topic

Least favorite topic

Appearance

- Present the best image
- Embrace the opportunity
 - Distinguish yourself
 - Express your personality

Another inevitable topic

Another inevitable topic

Lean In: Women, Work and the Will to Lead

- Now part of our popular culture
- Read it to form your own opinion
- Value is in the conversations

Conclusion

Conclusion

Diversity is essential; Enjoy the journey

- Diversity is essential
 - Innovation – Diversity is essential for business innovation
 - Effectiveness – Reaching your constituents and customers
 - Effectiveness - Teamwork
- Careers are long, challenges arise
 - Choose your path
 - Set your pace
 - Be prepared to adjust
 - Take some risks
 - Enjoy the journey

Questions