Economist and Columbia University professor Sylvia Ann Hewlett is one of the world's leading experts on talent management, workplace transformation, and diversity. Dr. Hewlett has been charting new ground for companies and employees with her bestselling books and cutting-edge research. In 2014 HR magazine ranked her #1 on its list of the "Most Influential International Thinkers."

Dr. Hewlett is the Chair and CEO of the Center for Talent Innovation. The Center’s flagship project is the Task Force for Talent Innovation, helping corporations leverage their talent across gender, generation, race, and culture. More than 70 global companies constitute the Task Force. She ranked #16 on the 2013 Thinkers50, a listing of the world's top business gurus.

In her 2014 book, Executive Presence, Hewlett identifies the qualities that true leaders exude, a presence that telegraphs you're in charge or deserve to be. Mark Bertolini, CEO & President of Aetna said, “Authenticity is the new currency of leadership. In Sylvia Ann Hewlett's valuable book, she demonstrates how you can crack the code of executive presence by embracing what differentiates you from the pack.” The book was named “best book of the month” in June 2014 by Amazon.

2013’s Forget a Mentor, Find a Sponsor describes how different corporate programs can create better jobs for women, generating greater innovation and stronger leadership. Working with Microsoft, NBCUniversal, American Express, Deloitte, and others, Dr. Hewlett has developed innovative models of best practice.

She explains how companies can retain, re-engage, and re-energize their star performers in her book, Top Talent. Hewlett’s Off-Ramps and On-Ramps was named one of the top 10 business books of 2007 by Amazon.com. Her other books include: Winning the War for Talent in Emerging Markets and When the Bough Breaks.

Dr. Hewlett has authored 11 Harvard Business Review articles on issues including leveraging talent and sustaining high performance. Shumeet Banerji of Booz & Company comments “Sylvia Hewlett makes a compelling case for the intangibles that genuinely help you engage your top talent and, ultimately, build the bottom line—during bear or bull markets.”

Named Woman of the Year by the Financial Women's Association, Dr. Hewlett directs Columbia University's Gender and Policy Program in the School of International and Public Affairs. She is a member of the Council on Foreign Relations and the World Economic Forum Council on Women’s Empowerment.

We were all 'wowed' by Sylvia Ann Hewlett's scholarship, passion and willingness to share from her own amazing personal journey. There is no doubt that we will invite Dr. Hewlett to speak to us again. We believe her work is blazing a trail and impacting the way we all (women and men) work.

Time Warner
Suggested Topics

Executive Presence
Are you leadership material? Do you exude confidence and credibility? Can you command a room? Sylvia Ann Hewlett cracks the code of Executive Presence for men and women intent on winning the next plum assignment and doing something extraordinary with their lives. Dr. Hewlett lays out the three key factors for success: gravitas, communication, and appearance. EP is an amalgam of qualities that true leaders exude, a presence that telegraphs you're in charge or deserve to be. It is a dynamic mix of confidence, poise, and authenticity. The good news is that Executive Presence is teachable. In this speech, Hewlett shows you how to ace Executive Presence and fully realize your unique potential — no matter who you are, no matter where you work.

Sponsorship — The New Way to Fast-Track Your Career
Why do some qualified people lack the powerful backing necessary to inspire, propel and protect them through the perilous straits of upper management? They lack, in a word, sponsorship. Sponsors advocate and facilitate career moves; they push their protégés to achieve high-level visibility and forge crucial connections. Without sponsors, it is nearly impossible to climb the last and steepest rungs of the career ladder—where competition is at its most intense. "Forget a Mentor, Find a Sponsor: The New Way to Fast-Track Your Career" maps out the two-way street of this strategic alliance, one that results, for the protégé, in promotion and, for the sponsor, in protection. How does this mutually beneficial relationship form? What keeps it going? What makes it work for both parties? And how can everyone get in the game? Join Sylvia Hewlett as she explores the dynamics of this vital relationship.

The Power of Difference: The Impact on the Bottom Line
There’s no stopping change, so why not be the one who makes it? Promoting a culture of innovation begins with cultivating a diverse talent pool to offer new perspectives, experiences, and ideas. Recent studies have shown that a diverse workforce throughout a company, from the boardroom to the sales floor, is critical to innovation, counters groupthink, and sees increased profits. Put simply, a diverse staff breeds and fosters innovation. In "The Power of Difference: The Impact of the Bottom Line," Hewlett spells out the vitality of variety and asks you to take charge of the future and focus on new ways of getting results.

Top Talent: How to Re-Engage and Re-Energize Your Workforce
In difficult economic times it's essential to hold onto your top performers. They've got the dedication and out-size smarts your company needs to survive flat-lined growth and emerge a winner. In Top Talent economist Sylvia Ann Hewlett presents new data detailing how star performers are at risk in a downturn—despite high rates of unemployment. She then presents eight pragmatic interventions for engaging and re-energizing your best people (women as well as men) so they can, in turn, drive productivity and profits.
Books and Other Works

**Women Want Five Things Published 2015**

This report examines the flywheels of women’s fierce ambition: What drives them, what inspires them to remain fully engaged and on track for leadership roles. We find that across geographies, well-qualified women have a five-point value proposition.

**Executive Presence Published June 2014**

Do you exude confidence and credibility? Can you command a room? Sylvia Ann Hewlett, one of the world’s most influential business thinkers, cracks the code of Executive Presence (EP) for men and women intent on winning the next plum assignment and doing something extraordinary with their lives. You might have the qualifications to be considered for your dream job, but you won’t get it unless you can signal that you’re “leadership material” and that you “have what it takes.” Professionals are judged on presence as well as performance. Using a wealth of hard data—including a new nation-wide survey and dozens of focus groups—Hewlett reveals EP to be a dynamic mix of three things: how you act (gravitas), how you speak (communication) and how you look (appearance). She also draws on in-depth interviews with a wide selection of admired leaders to reveal how they embody and deploy key elements of EP. This book is immensely practical. Hewlett teases out tactics that can help you lift your game and close the gap between merit and success. She offers the unvarnished advice you won’t get from supportive friends, and tackles head on such touchy subjects as too tight clothing and too shrill voices. She shows how the standards for EP vary for men, women, multicultural and LGBT employees, and she shares how to get actionable feedback from politically correct bosses intent on avoiding the real issues. The good news is that EP is eminently teachable. You can learn how to “show teeth” while remaining likeable, and you can teach yourself how to dress appropriately while staying true to oneself. You don’t have to be born with the voice of James Earl Jones or the looks of Angelina Jolie to hurdle the EP bar. With hard facts and vivid examples, Hewlett shows you how to ace EP and fully realize your unique potential—no matter who you are, no matter where you work.
Harnessing the Power of the Purse: Female Investors and Global Opportunities for Growth Published May 2014

As more women become breadwinners and business owners who generate income and make financial decisions for their households, the power of the purse - and the market opportunity it represents - will grow exponentially. Yet this robust female market is startlingly untapped. CTI finds that tapping the power of the purse depends on correcting industry misperceptions about female investors and an industry tendency to perceive women as a monolithic market. Geography, generation, source of wealth, and asset level are all factors affecting how women perceive wealth and arrive at decisions about its allocation. In this report, CTI explores these nuances.

Athena 2.0: Accelerating Female Talent in Science, Engineering and Technology Published February 2014

In this report we revisit the science, engineering and tech landscape—expanded to include Brazil, China, India, as well as the U.S.—to determine what has changed for women for the better (since our 2008 report), and to offer solutions for what has resisted change. The good news: the pipeline of global female talent in SET remains rich and deep, with women being the majority of SET college graduates in many key geographies.
Sylvia Ann Hewlett is the founding president and CEO of the Center for Talent Innovation, and the founder of Hewlett Consulting Partners LLC. She’s the co-director of the Women’s Leadership Program at the Columbia Business School and a member of the Council on Foreign Relations and the Century Association. An economist with 20 years of experience in global talent management, Hewlett has particularly focused on the “power of difference” and the challenges and opportunities faced by women, minorities and other previously excluded groups. She has forged a signature style of enquiry which blends hard data and rigorous analysis with concrete solutions and on-the-ground action.

She is the author of eleven Harvard Business Review articles and twelve critically acclaimed books, including When the Bough Breaks (winner of a Robert F. Kennedy Memorial Book Award); Off-Ramps and On-Ramps; Winning the War for Talent in Emerging Markets; Forget a Mentor, Find a Sponsor (named one of the best business books of 2013 by the Globe and Mail and winner of the 2014 Axiom book award); and Executive Presence: The Missing Link Between Merit and Success (an Amazon “Best Book of the Month,” June 2014). In 2014 she was recognized as the Most Influential International Thinker by HR magazine and won the Google Global Diversity award. Her writings have appeared in the New York Times, Financial Times, and Wall Street Journal, she’s a featured blogger on the HBR Blog Network. In 2011 she received the Isabel Benham Award from the Women’s Bond Club, and a Women of the Year Award from the Financial Women’s Association, and in 2013 she received a Work Life Legacy Award from the Families and Work Institute.

Hewlett Consulting Partners, the advisory services firm that she founded, focuses on helping organizations leverage talent across the divides of culture, gender, geography, and generation. Hewlett has taught at Cambridge, Columbia, and Princeton universities and has held fellowships at the Institute for Public Policy Research in London and the Center for the Study of Values in Public Life at Harvard. In the 1980s she became the first woman to head the Economic Policy Council, a nonprofit composed of 125 business and labor leaders.

Hewlett is a sought-after speaker on the international stage. She has keynoted International Women’s Day at the IMF, given the featured address at Pfizer’s Emerging Markets Leadership Summit in Dubai, and spoken at the White House. She is a frequent guest on TV and radio programs, appearing on The NewsHour with Jim Lehrer, Charlie Rose, ABC World News Tonight, The Today Show, The View, BBC World News, and Talk of the Nation —and she has been lampooned on Saturday Night Live.

A Kennedy Scholar and graduate of Cambridge University, Hewlett earned her PhD in economics at London University.