

# Career Advice from Executive Women

“Be demanding of yourself but not always hard on yourself. Don't be afraid to be a woman in business, there's benefit in joining groups that provide support for women and additional skills and exposure outside of your day-to-day responsibilities. Find your voice early and be ready with your point of view, and create environments where others feel included, challenged, trusted, and able to do their best work right along with you.”

**-Patricia Rossman**  
BASF Chief Diversity Officer and HR Communications

*Responsible for providing strategic leadership to help BASF Corporation achieve its goals of creating a more diverse and inclusive work environment and being known internally and externally as a top company for Diversity & Inclusion*



“If no one is asking you to dance, then throw your own party! Don't wait for permission or an invitation. Once you decide it is worth it, anything is within your reach.”

**-Ije-Enu Udeze Nwosu**  
Kaiser Permanente Executive Director, Impact Spending

*Responsible for ensuring Kaiser Permanente's purchasing decisions are environmentally sound, economically viable and socially equitable*



“Diversity and inclusion is about making the most beautiful quilt of thought. Bringing all the pieces together, considering diversity of mind, body and beliefs will benefit everyone. Creating this quilt will launch a culture of diversity and inclusion within your organization that leads to success for all.”

**-Emily Lauder**  
Toyota Motor Manufacturing, Mississippi Vice President of Administration

*Responsible for all areas of administration including human resources, general affairs, safety and environmental, facilities, accounting and finance, and production control*



“Louis Pasteur’s “Luck favors the prepared,” is one of my favorite career quotes. Your journey of self-improvement is ongoing and needs constant prioritization. Continuous learning enhances your skills and knowledge and helps to mitigate imposter syndrome. Take every opportunity to learn from the people around you, read books and articles, and stay connected to societal impacts and trends. As the doors of opportunity open, you will be prepared to step through them with confidence and knowledge.”

**-Laura Long**  
Kaiser Permanente Vice President, National Equity, Inclusion and Diversity

*Responsible for leading, designing and directing systems alignment to drive equity in workforce, care and community; partnering with leaders across KP to align and advance Kaiser Permanente's NEID strategy; and facilitating and consulting on systems, policies and practices to align workforce and member lifecycle with EID strategy*



“One of the greatest leadership lessons I've learned throughout my career is to be flexible and open to reinventing yourself as opportunities present themselves. At the same time, it's important to stay grounded in those things that are most important to you. Once you're grounded, always be authentic. When you can be who you are, you're projecting your unique value.”

**-Mary Mack**  
Wells Fargo Consumer and Small Business Banking Chief Executive Officer



“Long before the days of social media, a judge who happened to be a woman advised me to 'Be who you want to be, not who others want AND protect the image.'”

**-Gerri Mason Hall**  
Sodexo Americas SVP Corporate Responsibility & Chief Diversity Officer

*Responsible for leading Sodexo's efforts to support small and local businesses, fight hunger, reduce waste and minimize its carbon footprint, while fostering an inclusive workplace*

