



March 8: How Women Leaders Ignite Impact

By Beth Almes of DDI

Gender equality is still one hundred seventy years away, according to the World Economic Forum's 2016 Global Gender Gap Report. On International Women's Day, March 8, DDI chief executive Tacy Byham, PhD, will work to shorten the timeline for gender equality by energizing women worldwide to pursue leadership. Byham will ask women and men to unite to increase women in leadership when she gives her virtual keynote "#LeadLikeAGirl: How Women Leaders Ignite Impact" on March 8, 2017, at 10:00 am EST. "Research shows that having more women in leadership is not just a women's issue, but a business issue," said Byham. "Organizations that have more women in leadership roles perform better financially, and yet less than five percent of Fortune Five Hundred companies are led by women. My goal with the #LeadLikeAGirl campaign is to show women and men how to take measurable action that will propel women forward as leaders."

The research behind the business case for more women in leadership shows that there are fewer women in the candidate pool among progressively higher levels of leadership, which may be at least partially attributed to a confidence gap. Leadership development programs, however, can help to close the confidence gap. Organizations that successfully hire more women leaders tend to perform significantly better financially. Specifically, studies show that:

- 1. The biggest gap between men and women leaders is confidence.** In an analysis of 13,124 leaders, DDI found that men consistently ranked themselves as more effective leaders than their peers, while women were less confident. The confidence gap grew larger among higher levels of leadership. "The gap in confidence often translates to men putting themselves forward for new challenges, jobs, and projects, while women may hold back, waiting to be recognized for their hard work," said Byham.
- 2. Women have a stronger fear of failure than men.** In an article for the *Harvard Business Review*, Tara Sophia Mohr examined the reasons



why men and women chose not to apply for jobs for which they were not one hundred percent qualified. For both genders, the top reason was that applicants didn't want to waste their time if they probably weren't going to get the job. But, notably,

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IS SOLICITING BIDS FROM DBE SUBCONTRACTORS AND SUPPLIERS CERTIFIED WITH THE NEW YORK STATE UNIFIED CERTIFICATION PROGRAM
Replacement of Bruckner Expressway over Westchester Creek (Unionport Bridge)
 NYCDOT Contract No: 84116BXR008
 Bid Date: April 3, 2017

Subcontracting opportunities include but are not limited to Asbestos Abatement, Barrier, CPM Scheduling, Demolition, Drainage, Electrical, Fencing, Field Trailer, Haul and Dispose, Landscaping, Marine Boats, Marine Works, Miscellaneous Metals, MPT, Painting, Paving, Railings, Rebar, Saw Cutting, Sealing, Striping, Surveying, and Testing. Please see contract documents for further opportunities.

Interested firms please contact John Papagiannakis at Skanska Koch Inc., john.papagiannakis@skanska.com

SKANSKA
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IS SOLICITING COST PROPOSALS FROM NEW YORK STATE CERTIFIED MWBE SUBCONTRACTORS/VENDORS
North River WWTP Cogeneration and Electrification Project
 NYC Department of Environmental Protection Contract No. NR-38
 Bid Date: March 21, 2017

Description of project:
 The contract includes the installation of a cogeneration system of five cogenerating engines, heat recovery, exhaust treatment, noise reduction, and other auxiliary equipment that will supply combined heat and power to the WWTP. The city has preselected the equipment that will constitute the cogeneration system to be installed under this contract (the "pre-selected equipment") and has entered into a supply and services contract with the designated supplier of such equipment. The contractor will be required upon notice to proceed to enter into a contract with the designated supplier for the purchase and performance of the pre-selected equipment. The contract also includes removal of (5) five main sewage pump combustion engines and drive systems, removal of (5) five multi-stage process air blowers, installation of (5) five three-megawatt generators, installation of new heat recovery and dissipation systems and associated equipment required for the cogeneration system, installation of (1) one new main sewage pump, piping and valves, and a complete pump power train (PPT) for each of the (6) six main sewage pumps. The PPT includes, at a minimum, electric motor, motor controller, shafting, speed reducers, and intermediate line shafting.

Subcontracting opportunities include, but are not limited to:
 Instrumentation, Mechanical, Demolition-Mechanical, Demolition-Structural, Demolition-Electrical, Demolition-Architectural, Pump Supply, Valve Supply Piping Supply, HVAC, Plumbing, Fire Suppression, Fire Alarm, Electrical, Switch Gear Supply, Concrete Surface Repair, Concrete Joint Repair, Concrete Crack Repair, Structural Concrete, Concrete Reinforcing, Container Services, Doors, Louvers, Flood Doors, Terrazzo Flooring, Concrete Topping, Flood Protection, CPM, Masonry, Miscellaneous Metals, Railings, Structural Steel, Fill Materials, Hauling and Disposal, Signs, Cleaning, System Integration, Material Testing, Operation and Maintenance Manuals.

If you are interested in bidding on this project, please contact Skanska's Outreach Coordinator: Julia.Omanoff@skanska.com

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NORTHEAST EVENTS FOR YOUR BUSINESS

2017

Responsive and Responsible Bidding
 Friday, March 10, 2017, 9:30 am–12:00 pm
 Gateway Community College, 20 Church Street, Small Business Resource Center, Room S-106, New Haven, CT
 Main Sponsor(s): Small Business Administration
 Contact: Lisa Powell, 860-240-4892, lisa.powell@sba.gov
 Fee: Free; registration required

Responsive and Responsible bidding. They sound so similar and it's easy to get them confused. The concepts are very different. A bid is responsive if the bid meets all the requirements. Bidders are responsible if they are capable or qualified to perform the work. Most public agencies are required to award to the low bidder. Some agencies have authority to establish criteria that permit an evaluation of the low bidder to determine if they are responsible, qualified, and capable. This seminar will help you understand and be compliant.

Is Your Small Business Ready for Government Contracting?
 Tuesday, March 21, 2017, 5:30–6:30 pm
 Roxbury Innovation Center, 2300 Washington Street, 2nd Floor, Boston, MA
 Main Sponsor(s): Small Business Administration
 Contact: Nadine Boone, 617-565-5590, nadine.boone@sba.gov
 Fee: Free; registration required
 The United States Government is the world's largest customer—it buys all types of products and services in both large and small quantities, and it is required by law to provide opportunities for small businesses. The Small Business Administration's Office of Government Contracting and Business Development works with other federal agencies to award at least twenty-three percent of all prime government contract dollars to small businesses and to help federal agencies meet specific statutory goals for small disadvantaged businesses, women-owned small businesses, service-disabled veteran-owned small businesses, and other small businesses. Are you and your small business ready to start participating?

How to Become a Vendor for the US Department of Homeland Security
 Thursday, March 23, 2017, 8:30 am–1:00 pm
 Liberty Hall Corporate Center, 1085 Morris Avenue, Union, NJ
 Main Sponsor(s): Union County EDC
 Contact: Rogers Raymond, 908-527-1166, rramsey@ucedc.com
 Fee: Free; registration required

This is a free program offered by UCEDC, a nonprofit economic development corporation that is dedicated to helping New Jersey's small business community. The Department of Homeland Security purchases a wide variety of goods and services and they are committed to small business participation in their acquisition. The department consists of many agencies: Customs and Border Protection, Citizenship and Immigration Services, Coast Guard, FEMA, Immigration and Customs Enforcement, Secret Service, and TSA. Don't miss this opportunity to learn how to expand into a new market and grow your revenues at this FREE seminar.