

## **Parsons to Speak about Research on How to End the Glass Ceiling for Women in Energy and Women Helping Women**

*The key reason that the glass ceiling exists today is not what most people think. With this latest research, solutions are at hand to make the glass ceiling a thing of the past.*

SUGAR LAND, Texas ([PRWEB](#)) March 08, 2018 -- Nancy E. Parsons will be speaking about her research-based book, [Fresh Insights to End the Glass Ceiling](#), which details why the glass ceiling exists and solutions for making it a thing of the past on Thursday, March 8, 2018, at the Central Center Auditorium in Tulsa, Oklahoma. The [Women's Energy Network](#) is co-hosting the event with Women Helping Women (WHW), a newly formed group sponsored by [Mariner Wealth Advisors](#).

Parsons is considered one of the foremost globally recognized experts in combing the science of assessments with the art of developing talent. She, along with her business partner, Kimberly Leveridge, Ph.D. founded [CDR Assessment Group, Inc.](#) in 1998. Since then, CDR has provided assessments and leadership and talent development services for clients in all sectors around the globe.

According to Parsons, "what we found is that the key reason that the glass ceiling exists today is not what people think. In fact, with our personality-based research of inherent risk factors, we discovered that women leaders' risks under stress, adversity and conflict are significantly different than the men leader study group. It turns out that no one is 'doing it to women' when it comes to the glass ceiling, they are pulling themselves out of the running with self-defeating behaviors."

"This is wrongly perceived as only a woman's issue. It is a business issue impacting the bottom line in a big way," according to Parsons. She explains, "A study of 22,000 global companies by the Peterson Institute of Global Economics in 2016 showed that those companies that had at least 30% women in senior leadership positions showed a 15% increase in profitability. Numerous studies are showing that the more women are in key leader posts, the more successful the bottom line. So, promoting more women is good for business."

There is much good news in the book that Parsons will share in her presentation. She explains, "now that we understand what is derailing women from rising to the top positions, they can develop skills and tactics to prevent these self-defeating behaviors from undermining their success. Clearly, despite their risks, women are highly capable leaders who just need development that is often different than male counterparts. Also, we need to re-train executives and talent management leaders to identify the true characteristics of highly effective leaders. Unfortunately, today many candidates are being promoted for overly aggressive behaviors, yet their performance often misses the mark."

Nancy E. Parsons is President of Sugar Land, Texas-based CDR Assessment Group Inc., and their premier [CDR 3-D Suite](#) is a cutting-edge psychological trio of tools which comprehensively measures leadership character traits, risk factors for derailment and intrinsic motivators. These assessments are used for executive coaching, Authentic Leadership Workshops, strategic team development, succession planning, talent capability analysis, and employee selection screening. Parsons is also the architect of Vets Coaching Vets, a philanthropic initiative helping transitioning veterans accelerate their careers onto the best path. CDR has also been a WBENC nationally certified women-owned business since 2000.

About the co-hosts:



Women's Energy Network (WEN)'s vision is to be the premier organization that educates, attracts, retains and develops professional women working across the value chain. WEN's mission is to develop programs to provide networking opportunities and foster career and leadership development of women who work in the energy industries and currently has over 4,500 members across 16 chapters.

Women Helping Women (WHW) is a group of female professionals committed to supporting one another in navigating both personal and professional challenges. The group's goal is to educate, elevate and empower each other by sharing professional talents and life experiences with women across a wide range of industries and at varying life and career stages.



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