



The Bay Area's Most Influential

# Women in Business

## Succession

Companies need women to fill the ranks as baby boomers retire, but many women professionals are taking a break to care for their children.

Page 6



## Best practices

Companies that adopt strategies to retain women are seeing results.

Page 12



## Support at home

The husbands of high-powered women are often staying at home to support their spouses' careers.

Page 15



## Interviews

Conversations with four women 40 and under who are going places fast.

Page 10



## The List

Profiles of visionary women leaders in Bay Area business, nonprofits and the public arena.

Page 16



LISA STEVENS: Wells Fargo's president of the San Francisco Bay region talks about succession.

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## FROM THE PUBLISHER

## A celebration of women taking leadership roles



'A huge round of applause to this year's Most Influential Women.'

Mary Huss  
Publisher

In this issue, we celebrate an amazing group of Bay Area women who were cited by their peers and others as the most influential in our business community.

These women were chosen because they are in high-ranking positions in mostly large companies, and because they are exceptional leaders and role models with a wide range of influence in their industries and the community.

Our group of Influential Women this year numbers nearly 150, and includes over 100 women from the corporate arena, and the remainder from large nonprofit organizations or public/government agencies.

We include very few elected officials, although clearly there are many incredible women who deserve recognition for their leadership in that arena.

Most of the women control sizeable budgets and lead large numbers of employees. Most serve on outside boards — many on for-profit boards.

Although we weigh many factors in deciding the group of women to honor each year, our selection of these women is largely subjective.

## Not an easy task

The most difficult thing about publishing this annual edition is deciding who not to include in the group — because there are so many accomplished women leaders in our region. We simply had to make a choice in order to narrow the list.

Every year in preparation for this special edition, we host a small gathering of women leaders who tell us their views on the current progress and continued challenges for women in the corporate arena. Each time we pose the question — is it still relevant to publish a special edition focused on women in business?

This year, in fact, the women we gathered said the need is greater than ever to chronicle progress and share best practices on how companies foster diversity in their corporate leadership.

The group voiced concerns that the numbers of women in top positions at Fortune 500 companies and on corporate boards are not growing. They fear the pipeline of women moving up the ranks is not full enough. Too many women, they said, are opting out before they reach the top ranks, and not enough companies or boards are addressing the reasons behind this.

Adding to that challenge is the fact that there too few women at the helm of Fortune 500 companies — 10. In the Bay Area, Carol Bartz announced earlier this year she is retiring as CEO of Autodesk. And Carly Fiorina left her post as CEO of Hewlett-Packard over a year ago.

We've also lost some other high profile

leaders of very large organizations. Last year, Myrtle Potter retired as president at Genentech.

Mary Cranston, who as worldwide firm chair for Pillsbury Winthrop Shaw Pittman for the past seven years, has been the top ranking woman in the legal profession, announced that next year she will step down as chair.

They're not necessarily being replaced by women.

It's not all grim — but bears watching. As you'll read in these pages, there is much good news — and much hope for the next generation of leaders.

We look forward to hosting the dynamic women featured in these pages at a reception and dinner in their honor Tuesday, June 13, at the Westin St. Francis Hotel in San Francisco. This lively dinner and awards program has become a highly anticipated "must attend" event. Many of the honored women share the evening with younger colleagues, daughters and other special people who are able to see bigger possibilities for themselves in the company of these women.

## Making it possible

Many thanks to our title sponsor Pillsbury Winthrop Shaw Pittman LLP, who has partnered with us on this publication and the awards dinner for many years. We thank all of our sponsors for their generous support. They are: Kaiser Permanente; Wells Fargo; Deloitte; AAA of Northern California; AT&T and Cingular. All will help us celebrate the achievements of these outstanding women at the June 13 awards dinner.

A number of our talented women contributed to this project — as well as a few of our talented men. Thanks to our rising star and senior editor Emily Fancher for her inspired leadership on the content of this publication. Also thanks to senior editor Patrick Twoby for directing the research, and to Susan Smith Hendrickson for doing all the research that resulted in our list of honored women. Art director Carol Collier designed the cover and publication, and Joe Hakim took the cover photo of the wonderful Lisa Stevens. Event manager Felicia Brown is planning a fun and festive celebration dinner.

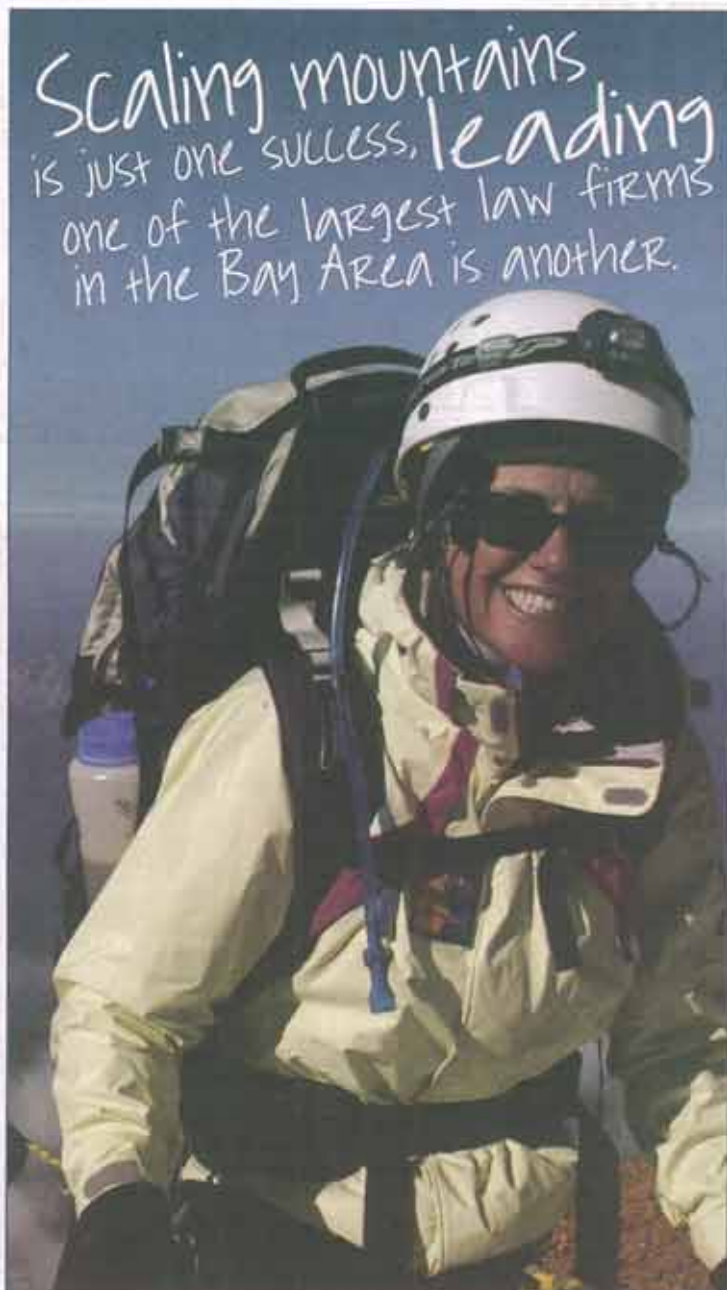
This is one of two annual special editions we publish that focuses on high-achieving women. While this edition focuses on women in the corporate arena, in September, we will publish a ranking of the 100 Top Women Business Owners. That special edition will look at women who have successfully built their own businesses.

## Inspiration found

Congratulations and a huge round of applause to this year's Most Influential Women. You inspire us. You are the mentors and role models for the next generation of leaders. We count on your continued leadership and contributions to your industries and the community.

I look forward to seeing many old friends, and making many new ones, at this year's celebration dinner.

— Mary Huss ■



Gordon & Rees LLP congratulates Sara Thorpe, SF Managing Partner and the 99 other most influential women in Bay Area Business.

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## Most Influential Women in Bay Area Business



Joyce Taylor



Mary Ann Thode



Sara Thorpe



Wendy Tice-Wallner



Carrie Tolstedt



Amy Trask

### Mary Ann Thode

President, Northern California region, Kaiser Permanente.

**Residence:** Alameda.

**Education:** Kaiser School of Nursing; R.N., B.S., nursing education, Holy Names College; M.P.H., University of California, Berkeley; J.D., John F. Kennedy University.

**Boards:** Mercy Housing, Larkin Street, California Chamber of Commerce.

**Community involvement:** American Literacy Project.

**What is the most important advice you ever received?**

Always keep your integrity, it is the most important value in life and the workplace.

### Sara Thorpe

Managing partner, San Francisco office, Gordon & Rees LLP.

**Residence:** Kentfield.

**Education:** B.A., University of California, Santa Barbara; J.D., University of San Francisco.

**Community involvement:** Defense Research Institute; Breast Cancer Fund; Susan G. Komen Breast Cancer Foundation.

**What is the biggest issue facing women in the workplace?**

Most women have more to juggle in their lives than men because of the expectations others have for women or women have for themselves. It is a difficult balance that requires creativity, a spouse/partner that is willing to help and support a woman's aspirations, and flexibility at work.

### Wendy Tice-Wallner

Board chair and managing director, global strategies, Littler Mendelson P.C.

**Residence:** San Francisco.

**Education:** B.A., Tulane University; J.D., Villanova University.

**Community involvement:** Villanova Law School board; Bar Association of San Francisco "No Glass Ceiling" Taskforce.

**What is the biggest issue facing women in the workplace?**

The struggle of bright, motivated women to balance career and family. Increasing domestic and global competition is undermining the "best practice" goals of progressive companies in this area.

**"Always show up, do your best, never give up, listen, give more than you receive and enjoy every moment."**

**Laura Stein**

Senior VP, general counsel, corporate secretary, Clorox Co.

### Carrie Tolstedt

Group executive vice president, regional banking, Wells Fargo & Co.

**Residence:** Alamo.

**Education:** Bachelor's degree, business, University of Nebraska; completed Pacific Coast Banking School, University of Washington.

**Community involvement:** California Chamber of Commerce board; Consumer Bankers Association board.

### Amy Trask

Chief executive, Oakland Raiders.

**Residence:** Oakland.

**Education:** B.A., political science, University of California, Berkeley; J.D., University of California.

**Community involvement:** Tony La Russa's Animal Rescue Foundation board chair.

**How would you define success?** Winning the Super Bowl.

### Glenna Vaskelis

President and administrator, Sequoia Hospital.

**Residence:** Half Moon Bay.

**Education:** B.S., accounting and management, University of Alabama.

**Community involvement:** Redwood City/San Mateo County Chamber of Commerce board; Hospital Consortium of San Mateo County chair.

**How would you define success?** Doing what you are passionate about, being the best at what you do and making a difference in other people's lives by your

contributions.

### Laura Wallace

General manager, Northern California, Microsoft Corp.

**Residence:** Alamo.

**Education:** B.A., mathematics and computer science, Vassar College.

**Community involvement:** Professional Businesswomen of California board; Human Rights Campaign.

**How would you define success?** Being involved with work that you love and people you admire in an environment that stretches you. Having the love of family to sustain you.

### Tracey Warson

Executive vice president, managing director for private client services in Northern California, Wells Fargo & Co.

**Residence:** Marin County.

**Education:** Bachelor's, business, University of Minnesota; Université de Tours, France, fellow; Wharton School executive coursework.

**Boards:** San Francisco Ballet; Committee of 200.

**Community involvement:** Contributing, "Enlightened Power: How Women are Transforming the Practice of Leadership."

**How would you define success?** When wondering what effect my career would have on my young children, a friend suggested, "What if they're proud of you?" It was terrific career advice.

### Mary Wiese

President and founder, CAC Real Estate Management Co.

**Residence:** Mill Valley.

**Education:** B.S., psychology, University of Oregon.

**Community involvement:** Fred Hutchinson Cancer Research Center board; Building Owners and Managers Association board.

**What's the biggest issue facing women in the workplace?** As a wife, mother of two teenage daughters and president of a growing company, my biggest issue is having enough

Continued on page 34



Glenna Vaskelis



Laura Wallace



Tracey Warson



Mary Wiese



Sonja Weissman



Jane Williams