



Lifting Others Toward Success

Women helping women thrive

By Jeff Lyons, senior copywriter and public relations manager, CSC

A good leader lifts people up within their organization and improves their chances for success and growth. This is especially important for women, who historically haven't had the same opportunities as men. As of December 2021, only 35% of women held senior leadership positions in the United States, despite making up 54.3% of the workforce¹. At CSC, leaders are doing their part to lift others, women in particular. Leaders like Ally Lewis, Jill Cilmi, Kristen Jones, and Faith Meisinger-Petit have different approaches, but all have the same goal—helping women thrive.

Empowering women to make their voices heard is one of the most important things a leader can do, says Ally, a senior service manager. "A lot of women think they can't rock the boat and because of that, they don't speak out for things they believe in or ideas they have. They don't take risks to voice those things, and that overshadows what they're capable of." CSC has created a culture of direct, open, and honest communication. The company's open-door policy allows all employees—from those newly hired to senior leadership—to speak up and be heard.

"I'm a proponent of open lines of communication and fostering the visions of my team members," says Ally. "I encourage them to voice their opinions, give me their feedback, tell me what their ideas are. Women in any industry could really use that support, that reassurance, those constant reminders, and would really benefit from having their voices heard." It's that diversity of thought and perspective that has helped drive innovation for the more than 120-year-old company.

Jill stresses mentoring as a way of advancing people. "I have some amazing leaders within my own team, and my leaders within the company are women," the senior service manager says. "They mentored me, and it's important to mentor new people coming into CSC." Leaders and their employees meet in weekly one-on-ones to discuss ongoing projects and professional development goals. CSC employees are empowered to own their careers but not expected to do so alone. Through mentoring programs, a library of free skill-building resources, and the support of their leaders and teams, employees can grow their careers in the direction of their choice.

"With women within the company, I like to make sure we work together," Jill explains. "I can help them along the way and establish what they want to do with their careers. I make sure I use my knowledge and what I've done through my career to help them get to their goals in their own careers."

Kristen replaced a team's longtime leader in CSC's Digital Brand Services business, and her goal was to help identify the next leaders who would eventually replace her. "I looked at where the team members were doing really well and gave them opportunities to build on that with something else that was similar. I wanted to challenge them and see how they managed it." Regardless of position, employees are trusted to find solutions and make decisions when presented new challenges. That autonomy comes with the support of their leaders, who act as a resource. "As a leader, I need to find opportunities for people to continue to grow and expand in their knowledge so they're ready when the next step is available," Kristen says.

Faith, a technical portfolio manager, says she tries to understand the kind of people she's working with, especially the women. "What are their circumstances? What do they like? What do they dislike?" she asks. She enjoys getting to know people as their authentic selves, and CSC supports that. Through the company's Diversity and Belonging Program and its initiatives, such as its Strategic Equality Alliance and employee resource groups, CSC has prioritized inclusion and belonging, enabling employees to be their best, most authentic selves.

"I try to focus on their strengths, not weaknesses. I take someone and determine two or three areas where they're really strong. Let me put them in a role where those strengths will shine," Faith says. "I want to match them up with positions where they can do the things they do really well as the primary functions of their job. Even if that means creating new roles." By leaning into the strengths of its people, CSC continues to thrive and find new ways to offer an abundance of career opportunities.

There is still much work to be done in closing the gender gap in leadership among all industries. But CSC leaders like Ally, Jill, Kristen, Faith, and others are helping to create a better, more equitable workspace. It's through these efforts that the next generation of leaders will be able to thrive and reimagine how business is done. If you're interested in a company that empowers you to be your best and supports you along the way, visit and learn more at cscglobal.com/careers.

This is one in a series of articles celebrating women leaders at CSC and their paths to success. Stay tuned for additional Women in Leadership articles and more on CSC Insider—home to the latest stories from interns, leaders, and recruiters, and where you can find career advice, articles on career growth, and other interviews from this series. Be sure to follow CSC on Facebook, LinkedIn, and Twitter.

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