

## International Women's Day Interviews with Moody's Senior Women

In recognition of International Women's Day (IWD) and US Women's History Month programs in March, Moody's Office of Diversity and Inclusion conducted interviews with senior women to gain their perspectives on leadership and learn from their career insights.

### Moody's Senior Women Interviews



**Q: What brought you to Moody's and what keeps you here?**

A: Susan Knapp, MD-Regional Head Americas, Moody's Investors Service (New York)

*When I joined Moody's almost 20 years ago, I was looking to make a move to a global financial services company which was a leader in its field. I was also looking for a firm which values work-life balance and where, as a working mother, I could attain some level of flexibility in my day-to-day work life. That is what brought me here. Moody's values teamwork and a commitment to excellence. As the company has grown, the ability to work across different geographies and parts of the company has become increasingly important for Moody's employees. With respect to what keeps me here, it's that I love what I do, and I appreciate the workplace values which Moody's fosters.*



**Q: Why is diversity and inclusion important for Moody's?**

A: Sandra Altiné, MD-Global Diversity & Inclusion, Moody's Shared Services (New York)

*My vision for D&I at Moody's is for every employee to understand what diversity and inclusion is and why it is important to our organization, our people and our culture. Retaining and attracting high-performing employees regardless of their background, culture, gender, sexual orientation, generation or ethnicity is paramount to our success. Our goal is to continue to create an environment where diverse perspectives and experiences help us in making the best decisions in all aspects of our business. Our workforce and business needs are constantly changing and as an organization we need to be prepared for those changes.*



**Q: What opportunities does Moody's offer for women to develop themselves?**

A: Sophia Koropeckyj, MD-Economic Research, Moody's Analytics (West Chester)

*Moody's has made a commitment to foster career development for its female employees in several ways. Moody's Women's ERG is one avenue that provides women with a variety of tools, including its speaker series and leadership opportunities, that enable women at all levels to participate and network with other women. Moody's supports the Senior Women's Leadership Forum and Building Leadership Presence Through Powerful Communication training, and sends senior women to external leadership development programs. Moody's commitment to attracting, developing and retaining talent gives women the confidence and the opportunity to "sit at the table," as Sheryl Sandberg mentions in her book Lean In.*



**Q: In an increasingly global organization, what skills are needed to be successful at Moody's?**

A: Andrea Blackman, MD-Marketing & Product Strategy, Moody's Analytics (London)

*The very basics of being able to work effectively across functions and teams to motivate and manage virtual teams remain key. Working in a global organization can make doing this much more of a challenge, but also more interesting. Having well-developed listening, observational and communication skills makes a real difference, as careful attention to differences in the markets and our customers, as well as being able to demonstrate cross-cultural sensitivity, are essential.*



**Q: How do you define influential leadership?**

A: Myriam Durand, MD-EMEA Corporate Finance, Moody's Investors Service (Paris)

*An influential leader has the ability to articulate a vision and inspire and lead people to translate this vision into action. A leader has executive presence, which refers to your level of influence and assertiveness when presenting your opinion. To transition from a manager to a leader, you need to build self-confidence and believe in yourself and your team's ability to successfully adapt and navigate a changing environment.*



**Q: How has your participation in Moody's women's leadership programs impacted your Moody's career?**

A: Kitty Chan, Senior Director-Sales Manager, Moody's Analytics (Singapore)

*Moody's Senior Women's Leadership Forum has been an enriching and transformative experience for me both personally and professionally. The focused curriculum, quality of the interaction with other Moody's senior women and the practical tools the program provides have given me new insights and actionable strategies to hone my leadership skills. I have a renewed sense of purpose on my Moody's career and more clarity on how I can contribute to the positive growth of not just myself, but to others and to Moody's businesses.*



**Q: What advice do you have for women on how to successfully manage their careers?**

A: Amy Coleman, MD-Software Engineering, Moody's Analytics (San Francisco)

*Life is a series of seasons. The career structure that works best for you in one season may not be ideal in another. Don't be afraid to adjust your expectations and your goals to fit the season. If you are a dedicated, hard-working employee with sound judgment, you will add value to the company throughout your career.*

**Q: What is the best career advice you received or would like to offer?**

*Be true to yourself. Always take the high road and go with your gut. If it feels wrong, it probably is.*

**- Sandra Altiné, MD-Global Diversity & Inclusion, Moody's (New York)**

*Loyalty is an essential ingredient for career success. Give it and foster it.*

**- Andrea Blackman, MD-Marketing & Product Strategy, Moody's Analytics (London)**

*You can steer yourself in any direction you choose—each of us is in full control of our own career path. There will be challenges and opportunities, but it is important to have an open mind and focus on your goals.*

**- Kitty Chan, Senior Director-Sales Manager, Moody's Analytics (Singapore)**

*Everyone has both strengths and weaknesses. Find ways to capitalize on your strengths and be honest with yourself about your weaknesses so that you have the opportunity to grow in those areas.*

**- Amy Coleman, MD-Software Engineering, Moody's Analytics (San Francisco)**

*Never assume. Never assume you will fail, never assume things won't work out, don't hold yourself back or restrict yourself from trying to achieve things. Be yourself, know who you are (but equally who you are not ...) and go for it!*

**- Myriam Durand, MD-EMEA Corporate Finance, Moody's Investors Service (Paris)**

*Find a mentor or sponsor whom you trust to give you the constructive feedback you need to succeed. And don't shy away from honest feedback—embrace it!*

**- Susan Knapp, MD-Regional Head Americas, Moody's Investors Service (New York)**

*Speak up and look for opportunities. Do something that you care about deeply. Your passion will drive your success.*

**- Sophia Koropecykj, MD-Economic Research, Moody's Analytics (West Chester)**

## International Women's Day

International Women's Day (IWD), observed annually around the world on March 8, has celebrated the economic, political and social accomplishments of women since the early 1900s. This year's theme, "Make it Happen," also describes the activities and progress made here at Moody's.



Moody's ability to attract, develop and retain outstanding talent from every population is vital to our success. Our core value of inclusion drives our efforts and informs how we manage diversity at Moody's. We approach diversity and inclusion as a powerful employee engagement initiative that is aligned with our business strategies globally. In 2014, Moody's moved forward with its global rollout of Women in Leadership programs such as Building Leadership Presence Through Powerful Communication and the Senior Women's Leadership Forum, which provide development opportunities for officer-level and senior-level women. These programs help participants refine their skills and gain visibility across the company.

## Moody's Women's Employee Resource Groups

Moody's also sponsors Women's Employee Resource Groups (ERG) chapters in Moody's offices around the world, along with LGBT & Allies, Multicultural and Veterans ERGs. Formed in 2008 and open to all employees, Moody's ERGs foster employee engagement by offering opportunities to network, learn and develop leadership skills. ERGs are valuable business resources that promote a more effective and inclusive work environment and allow employees to have a voice in making Moody's work culture even more inclusive. Today, we have 17 ERG chapters worldwide that have the commitment of our senior leaders, who serve as their executive sponsors. These leaders are visible advocates for the ERGs and provide guidance to the ERG steering committees.



Moody's Women's ERG helps position Moody's as an employer of choice for women. Our 10 Women's ERG chapters help members navigate their professional and personal worlds. Program topics include career development, mentoring, family resources, building networks, meeting with senior leaders and health and wellness issues. In addition, Linda Huber, EVP & Chief Financial Officer and Moody's Veterans and Women's ERG Global Executive Sponsor, conducts meetings with women in a number of Moody's global offices to help identify ways to grow and recognize our female talent.

## About Moody's

Moody's is an essential component of the global capital markets, providing credit ratings, research, tools and analysis that contribute to transparent and integrated financial markets. Moody's Corporation (NYSE: MCO) is the parent company of Moody's Investors Service, which provides credit ratings and research covering debt instruments and securities, and Moody's Analytics, which offers leading-edge software, advisory services and research for credit and economic analysis and financial risk management. The Corporation, which reported revenue of \$3.0 billion in 2013, employs approximately 9,500 people worldwide and maintains a presence in 33 countries. To learn more about Moody's career opportunities, please visit [Moody's Career Page](#).

