

Leadership Conversation
 Diane Creel – BOD for ATI
 Video length: 19:24

<https://www.youtube.com/watch?v=2VmDCNXVNZY>

Topic	Time
What are the responsibilities of being a director on a publicly traded board? <ul style="list-style-type: none"> • Balancing the needs of shareholders, managers, employees, and clients • Managing the risk related to keeping the right management in place, capital expenditures, and everyday business decisions 	1:09
What is the difference between lead director and another director? <ul style="list-style-type: none"> • The SEC looks for a lead director to help the Chairman make decisions • Middleman between board and CEO • Board and CEO succession planning 	4:16
How do boards function? <ul style="list-style-type: none"> • If you can settle on the right decision for the company you have a good board • They function as a team and are represent many areas of expertise • Consensus-based decisions are usually made after healthy debate 	5:38
What is the importance of diversity on a board? <ul style="list-style-type: none"> • The more diverse the better because you get different perspectives • Women lead directors are rare • Boards are not exempt from the dynamic challenges of being a minority • California boards require at least one woman • Quality of experience is more important than gender 	13:22

Discussion Questions:

1. Should boards have quotas for gender representation?
2. How difficult or important is it for boards to reach a consensus on an issue?

Company	CHRO	Topics
Allegheny Tech Inc.	Diane Creel	Executive Succession, Board leadership, Diversity

