CEO Jerry Grisko: CWA
Ingrained in the Fabric of CBIZ

Reflecting back on the past 10 years, I’m struck by how much CBIZ Women’s Advantage has achieved in such a short period of time and, more importantly, how integrated the Program is with our core values. For instance, We Do the Right Thing – Developing a program such as CWA is something that other companies are still trying to figure out while ours is fully developed, proven and continually evolving. Our People Matter – More than half (53%) of our team members are women so having a program in place that can help more than half of them grow personally and professionally, win new business and help our clients succeed just makes sense. We are Dedicated to the Success of our Clients – Being dedicated to our clients’ success starts with supporting the success of our own team members. CWA’s professional and business development modules, Networking Circles I and II, were created to help our team members help our clients. We Want to Win – Since we began tracking it in 2010, we’ve seen well over $10 million in CWA-inspired cross-serving revenue. CWA is an important factor in helping CBIZ win new clients and win new business. Just as important, it has been a proven differentiator in attracting acquisition targets and talented people that will help us to keep winning. We are One CBIZ – CWA has been growing right alongside of CBIZ and is very much ingrained in our fabric. It further enhances our ONE CBIZ culture by attracting, retaining, engaging, developing and recognizing a diverse workforce.

The success of CWA would not be possible without outstanding leadership. Over ten years ago when we discussed who could lead such a program it did not take long to determine it was Nancy Mellard. And to no one’s surprise Nancy has far exceeded our lofty expectations.

A Message from Nancy Mellard

Ahead of Our Time ... Again

On Feb. 20, 2018, I had the honor of ringing the bell at the New York Stock Exchange with members of the CBIZ Women’s Advantage Executive Board. I was blown away by it all! Honored and thankful! The women that stood on the Stock Exchange podium with me have been through personal and professional challenges, and each one of them has made me a better person. I had often experienced the joy of working together with them, but no other event signified the magnitude of what we could accomplish together like that moment.

I had simple expectations for the Program when we began in 2007. CWA started as a Program for women within CBIZ to find support personally and professionally. My personal goal was that we would create a successful and sustainable Program. Over the years, this first goal has been achieved time and time again. Our Networking Circles have enriched the careers of countless female associates at CBIZ, and events have brought women together in ways where they may never have had the opportunity to connect otherwise. And to measure the goal of sustainability, we are now in our eleventh year, with no end in sight!

As we head into our second decade, I look forward to returning to CWA’s roots and re-energizing what made CWA so unique in the first place. In 2007, CWA was ahead of its time. It’s hard to imagine now, in an environment...
The Legacy of CBIZ Women’s Advantage

CWA actively networks in our communities, providing women decision makers (prospects, clients and referral sources) access to a network of highly skilled, seasoned, professional women to assist their every business need.

• 2014 – 2016 National Sponsor, Mentoring Monday, hosted by the American City Business Journals. 43 cities in the U.S., 1,800 mentors and 8,000 mentees each year.

• 2010, achieved $10.8 million in client revenue tracked to our efforts.

• Effective January, 2017 we have 28 CWA Network Advantage Leaders now fulfilling two-year terms.

• CWA is committed to philanthropy in our communities and supports Dress for Success affiliates and other women’s programs. Since 2008 we have raised more than $500,000 and collected more than 58,000 clothing, accessory and hygiene items.

• Effective January, 2017 we have 32 CWA Professional Advantage Leaders now fulfilling two-year terms in CBIZ offices.

• CWA facilitates the nominations of our female professionals for media opportunities in their areas of expertise, and industry recognition awards for contributions to their clients, communities and CBIZ.

• 29 women have been recognized from 2014-2016.

• Mentoring Guidelines were developed outlining the art and importance of selecting a mentor along with best practice tips and recommendations.

• Effective January, 2017 we have 32 CWA Professional Advantage Leaders now fulfilling two-year terms in CBIZ offices.
Ahead of Our Time ... Again  continued from pg. 1

where women in the workforce are front and center in national conversations, but our concept was unique ten years ago. We took pride in how we knew that together we could offer talented women within CBIZ support and opportunities.

My goal is that moving forward, CBIZ Women’s Advantage will be ahead of its time again. We have created the road map and are excited for the changes and challenges we are facing as we approach our priorities for the next few years.

1. Deepening the Diversity Culture

CWA will continue to be an advocate for women in the workforce by identifying best practices for recruitment, retention, and advancement of women. We will partner with CBIZ senior leadership on policies that support women, whether that be policies to assist working mothers, or practices that support the talented professional women within our company in other ways. The key will be continuing the open dialogue and working together so that we all support the same set of goals. We will also continue to be intentional in all that we do.

2. Enhancing CWA Business Development

We have so many talented women business developers within CBIZ. Moving forward, CWA will be laser-focused on identifying where our talents are and matching those appropriate skills in our CBIZ practice areas. This will include placing our talented women in industry groups or identifying key external networking opportunities. As I like to say: We have the talent, so let’s exploit it!

3. Encourage and Prepare Women

As a “women in business organization,” it could be easy for CWA to fall into a cheerleader role; rooting the team on from the sidelines. CWA is more than that. We are here to encourage and prepare women for the current business environment. CWA encourages our professionals not to stop at one ledge, but to keep looking upward and considering new career possibilities. Every day brings an opportunity for positive change.

There is so much in our future to be excited about and, at the same time, so much to be thankful for in the present. One of the major reasons CWA has made it ten years was Steve Gerard’s vision and support for what the Program could be. Now Jerry Grisko, as our President and CEO since March 2016, has embraced that vision and has taken it to the next level. He is intentional with his support and encouragement of this Program and is taking an active role in meetings and conversations with CWA leadership.

With this kind of support, vision and leadership, CBIZ Women’s Advantage will be “ahead of its time ... again!”

Grisko: CWA Ingrained in the Fabric of CBIZ  continued from pg. 1

Nancy’s vision and passion have been a driving force in CWA’s success. But Nancy will be the first to tell you this was a team effort. The entire CWA Executive Board, current and former members, and our team members throughout CBIZ have helped make CWA the success that it is today. While this milestone is well worth celebrating, the Program continues to grow and evolve, and I am already looking forward to future success it will bring to our company, team members and our clients.

I could not be more proud of what CWA stands for and has accomplished for CBIZ and its team members.

On behalf of our 4,800 team members, Board of Directors and shareholders I say thank you and congratulations!

Jerry