



BEYOND LEANING IN

Gender Equity and What Organizations are Up Against

A NEW KIND OF NOVEL TO SPARK DISCUSSION AND CHANGE

Professional women are tired of being told to just lean in. What about...

- the challenges that make it harder for women to lean in,
- the unequal rewards and penalties when they do,
- and the fact that “leaning in and acting more like men” ignores the stereotypically feminine traits needed for modern leadership?

A Silver Medalist in the 2022 Axiom Business Book Awards, BEYOND LEANING IN tells the story of Debra, a pioneering CEO in her early sixties who is much beloved by her team at her growing start-up. But sales are declining, and her strongest women leaders are departing one after the other. It isn't until she enlists the “reverse mentorship” of the much younger Cassandra that Debra begins to understand the challenges the next generation of women leaders face and the impact on the bottom line. But can she respond fast enough to save her company and her job?

BEYOND LEANING IN is a different kind of business book – based on research but told as a novel, alternating between the perspectives of male and female characters across all levels of the organizational chart at a fictional company. Readers gain new insights about why gender gaps are so hard to close despite our best intentions. We are inspired to think differently about what both individuals and organizations must do to ensure all employees thrive.

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“A timely, readable, and powerfully important book for all leaders, especially now, when so many women are feeling pressure to re-evaluate their place in the corporate world, and even the workforce. If we can't find a way to create more inclusive workplaces to retain talented young women, we will all feel the consequences.”

**- Melanie Bowen, President and COO,
Mindoula**

About the Author

Melanie Ho is a multi-media creator and founder of Strategic Imagination, an organizational consulting firm. She has been described by *Film Daily* as “one of the most empowering authors and visual artists right now.” In writing BEYOND LEANING IN, Melanie drew from hundreds of conversations with women across industries, secondary literature, and her own experience becoming a corporate executive in her thirties. Her career has also included serving as a consultant to hundreds of university presidents, vice presidents, and deans; teaching literature at UCLA while earning her PhD in English; and being a political activist and organizer. She was born and raised in Southern California and currently resides in Washington, DC.



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