

"A must read for talent warriors! For leaders concerned about attracting and retaining talented women, this is your playbook. *You Should Smile More* takes on gender bias in the workplace and provides practical, strategic guidance at all levels—for women navigating the work world, for men who would be allies and for leaders who know this topic cannot be ignored."

Indra Nooyi—Former Chairman and CEO, PepsiCo

"Required reading—make sure you aren't making any of these mistakes unknowingly. Friendly and actionable, this book will empower your relationships at work and at home."

Scott Galloway—New York Times bestselling author and entrepreneur

"The Band of Sisters reminds us that little things matter in the fight against gender bias—little words, little acts, little comments. With realism, humor, and elegance, *You Should Smile More* shows us how we can all step up to make a meaningful difference."

Alisyn Camerota—Anchor of CNN Newsroom, Author of *Amanda Wakes Up*

"*You Should Smile More* does an excellent job highlighting the subtle things said to and about women in the workplace that reinforce gender norms and make it harder for women to succeed. The authors point out seemingly innocuous examples that are anything but—and provide realistic options women and their allies can use to influence these conversations. This book is an important addition to our efforts to ensure top talent rises to the top."

Lauren Hobart—CEO, Dick's Sporting Goods

"*You Should Smile More* is the collective experience and wisdom of six women who have navigated the corporate and entrepreneurial worlds and succeeded. They have written this book with one goal in mind: to help leaders, working women, and their allies finally dismantle gender bias and build an environment in which true inclusivity, collaboration, and innovation can thrive. This is a terrific, thought-provoking read and one I highly recommend."

Brian Cornell—Chairman and CEO, Target Corporation

"We must continue to face the reality that inclusion for women at work remains a goal, not a given—and that it is the job of all of us to create the environment where we do better. Reflective of their seasoned leadership experience, The Band of Sisters shows us precisely how we can work together to build the type of workplace that benefits us all."

Tracey T. Travis—EVP and CFO, The Estee Lauder Companies

"The Band of Sisters has embraced my first golden rule for changing the gamebook enabling all women to finally succeed in the workplace. For all women to advance in the masculine-centered workplace, they must come together using their voices and energy to dismantle gender discriminatory systems brick by brick. These sisters have the proven grit, influence, and grace (GIG) to do just that! Their combined wisdom and proven actions for creating a cultural workplace where both women and men can thrive is truly invaluable."

Dr. Ella Bell—Professor of Management, Tuck School of Business. Author of *Our Separate Ways: Black and White Women and The Struggle for Professional Identity* (2001 and 2021); and *Career GPS: Strategies for Women Navigating the New Corporate Landscape*.

"I applaud the focus on these micro-aggressions that many of us have learned to ignore but still get in the way of a fully inclusive workplace—time for these to be addressed once and for all."

Debra Sandler—Former President, Mars Chocolate NA. Board Member of multiple Fortune 100 Companies

"This book makes a seminal contribution to dismantling the remaining everyday gender bias that all too often still pervades the workplace. For aspiring women business executives, it contains invaluable practical tips to navigate the micro moments of gender bias with savvy while effectively advancing their career. For male executive allies, it is an eye opener into the often-unrealized slights women experience. This book is a must read for anyone trying to build a winning, more gender neutral, inclusive organization where everyone can realize their full potential to make a difference."

Mike White—Former CEO, DIRECTV

"*You Should Smile More* is a 'must read' that captures the many unfortunate situations that women of all backgrounds and experiences still encounter today during their ascension and arrival to the C-suite of organizations."

Ronald C. Parker—Former President & CEO, The Executive Leadership Council

"*You Should Smile More* is a must read for any executive that wants to make an impact and lead by example. It answers the questions you have and even the ones you didn't know you should have. The book is filled with real life examples of how to (and not to) get the most out of your teams."

Russell Weiner—Chief Operating Officer and President, Domino's US



**HOW TO DISMANTLE
GENDER BIAS IN THE WORKPLACE**

THE BAND OF SISTERS

who have seen it all, from the bottom rung to the boardroom:

Dawn Hudson, Angelique Bellmer Krembs, Katie Lacey,
Lori Tauber Marcus, Cie Nicholson, and Mitzi Short

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