

# Women@Page



**Alyssa Rybicki**  
Human Resources Director, North America

## What are some of your greatest celebrations and achievements during your time at PageGroup?

I have achieved and celebrated some of the greatest personal and professional moments in my life thus far over my 10 years with Page. On a professional level, I have continuously progressed my career over the years and had the opportunity to meet and work with some of the most supportive, talented and fun people. I have been challenged and motivated – life at Page is never boring! People ask me what I love most and it's the people most of which don't know how much they have impacted my life along the journey (thank you).

On a personal level, I got married, built a house *and now the greatest moment of all, I will be a mom.* Even as I say the words, I am still in awe of all the pieces of my life that have fell into place over the years at Page.

## This is the 10 year anniversary of Women@Page how from your perspective has this network and its mission made an impact since its inception?

As I am coming on my 10-year anniversary in April, I have seen the evolution of Women@Page from the very beginning. To see the support and progression of so many female leaders has been both an amazing and rewarding experience - seeing the shift on placing a priority and focus

on creating a truly inclusive culture where there are no barriers to succeed for women. I am extremely proud to have been a part of this journey and to have helped shape what that looks like in NA.

## If you were to offer a message to all future female leaders at PageGroup North America what would it be?

Stay true to who you are, keep focused on the goal, feed your passion, embrace your fears, solicit feedback and most importantly, listen. While every journey is different, these are the principles I've lived by. Often times you can become distracted by what you can't control instead of putting 100% into what you can. Pay attention to your curiosity, don't get lost in it. And listen – I say it every chance I get – when you speak you tell everyone what you know and when you listen you learn what you don't.

## How would you encourage all employees at Page to challenge gender bias and stereotype?

In life and specifically now in the age of digital, we are consistently overloaded with information. It is almost impossible at times to absorb and process it all. As a result, we tend to rely on what we know or think we know from past experiences and perceptions and then make quick decisions on imperfect information. This can often lead to reinforcing stereotypes and biases. I read a great article earlier last

year on breaking implicit bias and how to address challenges and issues directly before they manifest into derailers. They offered great suggestions on how specific behavioral changes can help [#breakthebias](#).

- Increase contact with people who are different from you – work to form organic and genuine relationships rather than relying on casual contact.
- Take reflection on the positive actions of people outside of your normal social groups to create new patterns and ways of thinking.
- Be specific in your intent to make success more achievable
- Change the way you do things – often times we aren't aware how are bias plays out and this is for both women and men.
- Heighten your awareness – while you believe that women are equally as capable as men as being effective leaders, you may hear things like glass ceiling and gender pay gap and that may undermine your belief.
- Take care of yourself – when we are stressed or mentally or physically exhausted, we tend to rely on former unconscious patterns and less effective at processing new information.



**“Stay true to who you are, keep focused on the goal, feed your passion, embrace your fears, solicit feedback and most importantly, listen.”**



International Women's Day

**#BREAK  
THE  
BIAS**