



Today's Mexican High Potentials at Work

To succeed in today's increasingly competitive global marketplace, savvy firms with Mexican operations know they need to keep a finger on the pulse of the Mexican high-potential employees that comprise the top talent pool. At which firms do high potentials in this study—all of whom currently work in pipeline-to-leadership positions and most of whom graduated from a top Mexican business school¹—choose to work? Are there gender differences in scope of responsibilities among top talent despite comparable educational and career experience? Understanding the answers to these questions will help firms position themselves as employers of choice and attract Mexico's top talent.²

FIGURE 1: GLOBAL VS. NON-GLOBAL FIRMS³

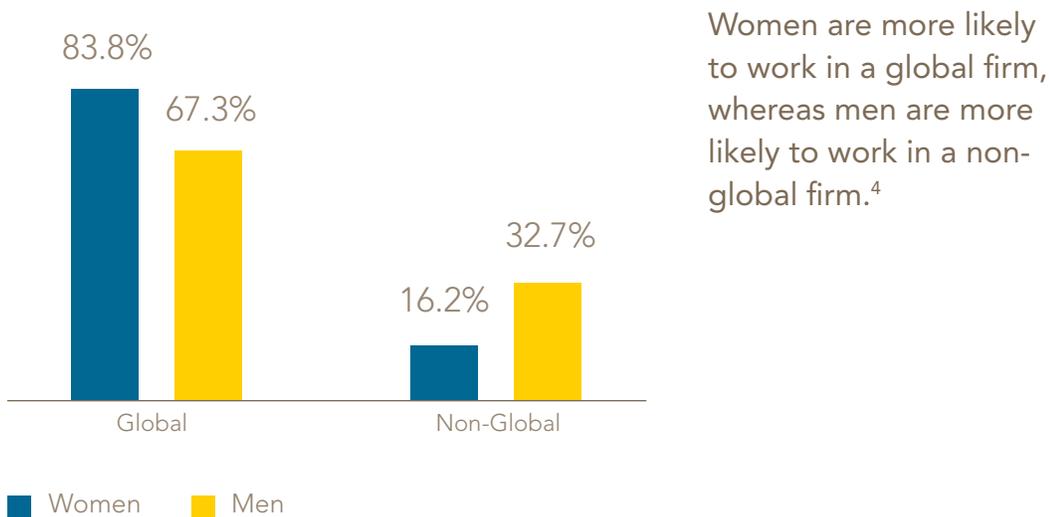
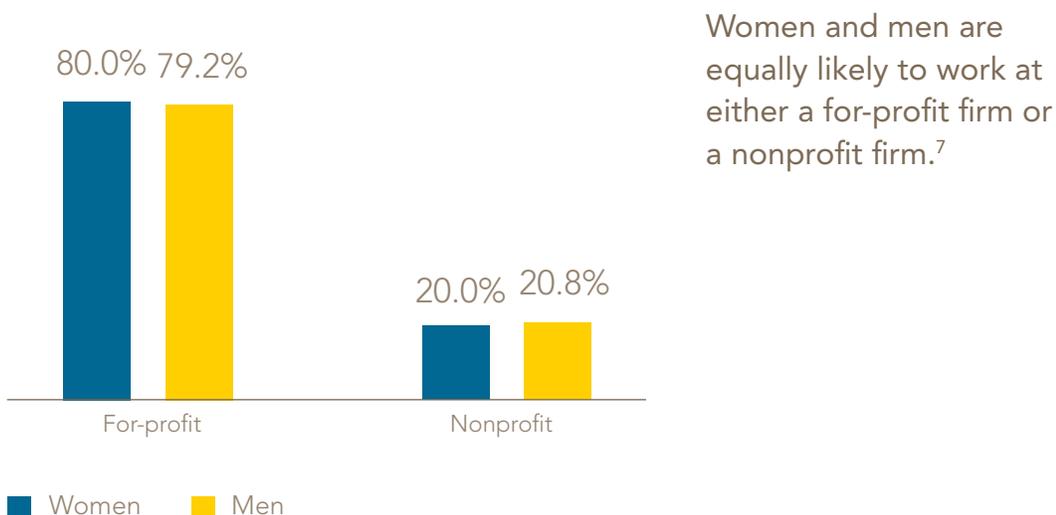


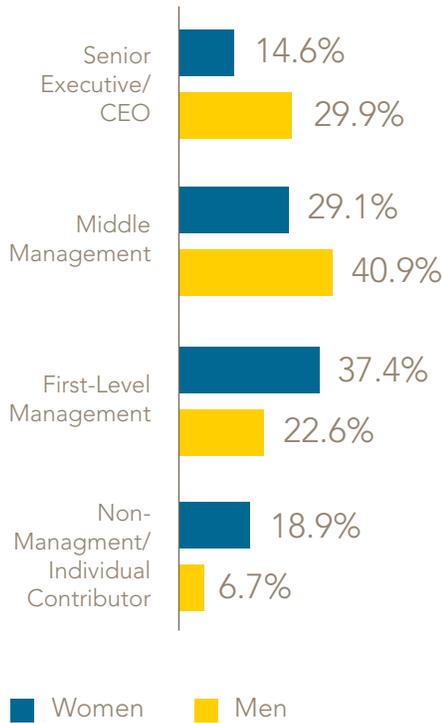
FIGURE 2: FOR-PROFIT⁵ VS. NONPROFIT FIRMS⁶





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FIGURE 3: CURRENT JOB LEVEL



Men are significantly more likely to work as a senior executive/CEO or in middle management than women, who are significantly more likely to work in first-level management or in non-management as an individual contributor.⁸

FIGURE 4: HIGH POTENTIALS WITH LINE⁹ AND PROFIT AND LOSS RESPONSIBILITY



Women and men are equally likely to work in a job with line responsibility.¹⁰

Men are significantly more likely than women to work in a job with profit and loss responsibility.¹¹



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This study was authored by Anna Beninger, Director, Research.

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1. The sample includes 365 men and 226 women who were living and working full time in Mexico at the time of the survey in 2012 and who had at least a college certificate or diploma.
 2. These results are not representative of the general working population in Mexico and should not be generalized beyond high-potential employees.
 3. Non-global firms include local, regional, and national firms.
 4. Gender difference is statistically significant, $p < .01$.
 5. The for-profit industries represented primarily include finance, accounting, real estate, high tech, business services, and consulting.
 6. The nonprofit sector includes government, nonprofit, and education.
 7. Gender difference is not statistically significant, $p > .1$.
 8. Gender differences are statistically significant, $p < .01$.
 9. Line jobs are those with responsibility for profit and loss, income/revenue generation, and/or direct client service (e.g., profit centers like sales, marketing, product development, and manufacturing). These statistics reflect the number of high potentials who reported having more than 0% line responsibility in their current job.
 10. Gender difference is not statistically significant, $p > .1$. When considering the percentage of their job that involves line responsibility, the average for women was 46.6% vs. men at 54.3%, $p > .1$.
 11. Gender difference is statistically significant, $p < .01$.