Pegge George

Pegge is the only Lost Leader in this book with a degree in engineering. Despite having such a highly marketable degree, she did not build her career in engineering, a field in which women are still very much in the minority. At the time she attended college, Pegge would have been one of only a handful of women in her classes. She quickly made the decision not to pursue what she terms “real” engineering but was able to use her technical knowledge to build a career in sales for manufacturing companies. Although she did not elaborate on that decision, it seems likely that being so much in the minority in the ranks of the “real” engineers played a role. Pegge also has a very pleasant, open personality, a trait that served her well in sales but may have been a detriment in the more masculine world of engineering. Pegge worked for large corporations, EngineerInc and Consolidated Manufacturing, which were subject to strict affirmative action regulations. Although she does not believe she benefitted from affirmative action, these companies were always very anxious to offer her the next step-up. Despite this, her career stalled because she was not willing to relocate once her husband became a company president. She also struggled to limit her business travel. It was the travel that eventually led her to leave the corporate workplace. She was tired of trying to balance her travel with that of her husband’s and the needs of their young
children. Pegge started a consulting practice, which gives her the flexibility she needs to balance her family and work lives.

**Patricia Alexander**

Patricia made a decision to go into business when she was only 12 years old. When her parents got divorced, she watched her mother struggle and their standard of living decline. She was determined that she would always be financially independent. She earned a double major in accounting and finance and started her career at a large accounting firm. She left after just three years because she wanted to start a family and did not feel that the work schedule required in that business was compatible with parenting. The company where she spent most of her career, and which she speaks of here, is a large regional retail organization we will call Big Box. Beginning on the professional staff in the finance area in 1990, she progressed quickly and eventually was the director of a large group of internal consultants. She was involved in all aspects of the business and reported directly to the president. But management changes led Patricia and this prestigious group to be devalued and she never reached the vice president level at Big Box. She also struggled, as she will share in part 2, with what she terms a “face time” culture. Living far from her office and raising children, she had difficulty meeting the expectations of some who felt she needed to spend more time physically in the office. She left to pursue commercial real estate as an independent broker where she has more flexibility and can work closer to home.

**Mary Anne Josephson**

Mary Anne built her career in the still relatively new field of human resources. No longer just the “personnel” folks who handle hiring and payroll, these professionals study organizational behavior and strive to make people-intensive businesses more effective. Mary Anne parlayed this expertise into her own