

# BREAKING THROUGH BIAS



ANDREA S. KRAMER

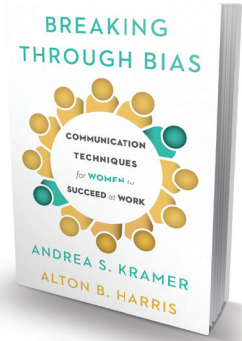
ALTON B. HARRIS

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Communication Techniques for Women  
to Succeed at Work

All too often today, a woman's career success is at risk because of discriminatory gender stereotypes. This is particularly the case in career paths that have been traditionally male but remains true even in many of the most well-intentioned organizations. *Breaking Through Bias* makes clear that women don't need to act more like men to succeed. They do, however, need to be attuned to gender stereotypes, anticipate the biases these stereotypes foster, and manage the impressions they make to avoid or overcome them.

Based on the authors' extensive business and professional experiences, long involvement in compensation and hiring decisions, and many years of mentoring talented, ambitious women, this book provides a how-to series of unique, sensible, and effective techniques for women to use to break through gender bias in the workplace and win at the career advancement game.



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**Andrea S. Kramer** is a partner in the international law firm McDermott Will & Emery LLP. Andie is nationally recognized as an advocate for women's advancement and an authority on gender communication in the workplace. For almost thirty years, she has helped women navigate the turbulent waters of career advancement. She founded the Women's Leadership and Mentoring Alliance (WLMA), was named **one of the 50 Most Influential Women Lawyers in America** by the *National Law Journal*, and received the prestigious Gender Diversity Lawyer of 2014 award from ChambersUSA for her efforts to retain and promote women lawyers.

**Alton B. Harris** was a founding partner of the Chicago law firm Ungaretti & Harris, now part of Nixon Peabody LLP. He is an adjunct professor of law at Northwestern University School of Law, where he teaches the regulation of derivative products and the financial markets. Throughout his career, Al has served as advisor and counselor to many successful businesswomen.

Al and Andie are married and former law partners. For years they have acted as sounding boards for each other's ideas and have collaborated on twenty-nine articles and numerous efforts to promote gender equality in the workplace.

Connect with Andie and Al at [www.andieandal.com](http://www.andieandal.com)

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