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Mini Tech MBA

BUSINESS GROWTH THROUGH DIVERSITY

Innovation is key to business growth, yet many companies are overlooking one of their greatest competitive assets: diversity. According to McKinsey & Company's Diversity Matters Even More, companies with the highest levels of gender diversity on executive teams are 39% more likely to outperform their peers financially.

For industries driven by technological innovation, the stakes are even higher. To compete, companies must foster inclusive workplaces where new perspectives can flourish - particularly in IT, where women remain underrepresented.

THE INNOVATION GAP: WOMEN IN TECHNOLOGY

Despite progress in some sectors, women continue to lag behind in technology adoption and leadership. According to research by Rembrand Koning, Associate Professor at Harvard Business School, women use AI tools 25% less than men, limiting both their opportunities and organizations' potential for innovation. A European Commission report highlights that only 17% of ICT specialists are women, and globally, women hold fewer than one in five leadership positions in tech. This imbalance is not just a social issue - it's a business challenge. As technology evolves rapidly, the gender gap risks leaving talent untapped and slowing the pace of innovation.

MIRKA UHNAK AND THE MINI TECH MBA VISION

Bridging this gap requires systemic change - not isolated training. This is where leaders like Mirka Uhnak, CEO of Mini Tech MBA - an IT academy for women - are reshaping the landscape. Recognized for her visionary approach, Mirka's initiative goes beyond skill-building. Mini Tech MBA creates tailored programs that empower professionals, particularly women, to thrive in tech and business-driven roles. The academy provides a comprehensive technological overview. Participants take deeper dives into programming, web design, data, and AI. This approach allows participants to see the bigger picture while also gaining practical skills in key areas. By combining accessible education with business partnerships, the initiative addresses the dual challenge of digital upskilling and gender inclusion.

The results are clear: 64% of Mini Tech MBA graduates have achieved a career shift into technology roles. Many step into technical and leadership positions such as Product Owner, IT Project Manager, Data Scientist, or Cybersecurity Specialist. Beyond new skills, they gain the confidence to pursue opportunities in industries where women remain underrepresented - and in doing so, they help organizations benefit from the diverse perspectives that drive innovation.

Mirka notes: "Innovation is not just about technology; it's about people. When businesses invest in diverse talent, they invest in their own growth." Her message resonates with forward-thinking organizations seeking to embed diversity into their innovation strategies.

STORIES THAT INSPIRE CHANGE

The shift toward inclusive technology cultures is not theoretical - it's happening. Companies collaborating with Mini Tech MBA are seeing measurable results. One such example is Takeda, a global biopharmaceutical leader that actively supports diversity and inclusion across its teams. As Marek Hitka, Communication & Brand Manager at the Innovation Capability Center at Takeda, explains:

"Diverse teams, with strong female representation, drive innovation and better business outcomes. At Takeda, this commitment helps us make better decisions, increase creativity, and support sustainable growth."

Another notable example comes from Tatra banka, which has been collaborating with Mini Tech MBA for three years. Each year, two to three female colleagues enter the academy, systematically building an internal pipeline of IT talent. As Mária Hatalová, Head of Innovation, explains:

"Supporting women through the Mini Tech MBA enables us to identify and develop IT talent within the bank. Participants gain a comprehensive understanding of information technologies, enhance their digital skills, and strengthen their leadership capabilities. This allows them to pursue IT roles within the bank while bringing a new perspective that enriches our teams."

She also notes that these women add diverse viewpoints and varied approaches to problem-solving, which has reinforced team performance. The trend extends beyond Slovakia: six of American Banker's 25 Most Powerful Women in Banking now hold key IT leadership roles, underscoring the essential role women play in driving innovation and sector transformation.

These examples demonstrate that when businesses intentionally close the gender gap, they not only advance equity but also unlock new opportunities for growth and market leadership.

ACTION AND FUTURE VISION

For today's corporate leaders, the path forward is unmistakable. Investing in education and inclusion is no longer optional - it is a strategic imperative essential to long-term competitiveness.

Companies that fail to embrace diversity risk stagnation. Those that succeed will unlock the full potential of AI, cloud, and cybersecurity through teams delivering fresh perspectives and bold ideas.

AmCham members are uniquely positioned to lead this transformation. By cultivating environments where women are empowered to innovate, organizations can secure the talent pipelines of tomorrow while strengthening market leadership today. Partnering with a forward-thinking academy like Mini Tech MBA provides a proven framework - not a quick fix, but a sustained cultural shift that embeds innovation at every level of the business.

The message is clear: innovation thrives where diversity is intentionally embraced. For executives willing to act decisively, the rewards are tangible - accelerated growth, heightened resilience, and enduring leadership in an increasingly competitive and tech-driven world.