In this paper I estimate that female executives increase female employment shares by 14% (3.4ppt) and female earnings ratios by 5% (4ppt). Using matched employer-employee data from Germany, I analyze establishments with female executives before and after executive turnover, using comparable male run establishments as controls. Female run establishments see a compositional shift towards higher earning female employees. Using novel survey data, I test and rule out that female executives provide greater childcare assistance, implement policies to promote gender equality or change operational working hours.