Women in Leadership

Unseen Barriers

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Member Events

Female Drivers – Women in Leadership
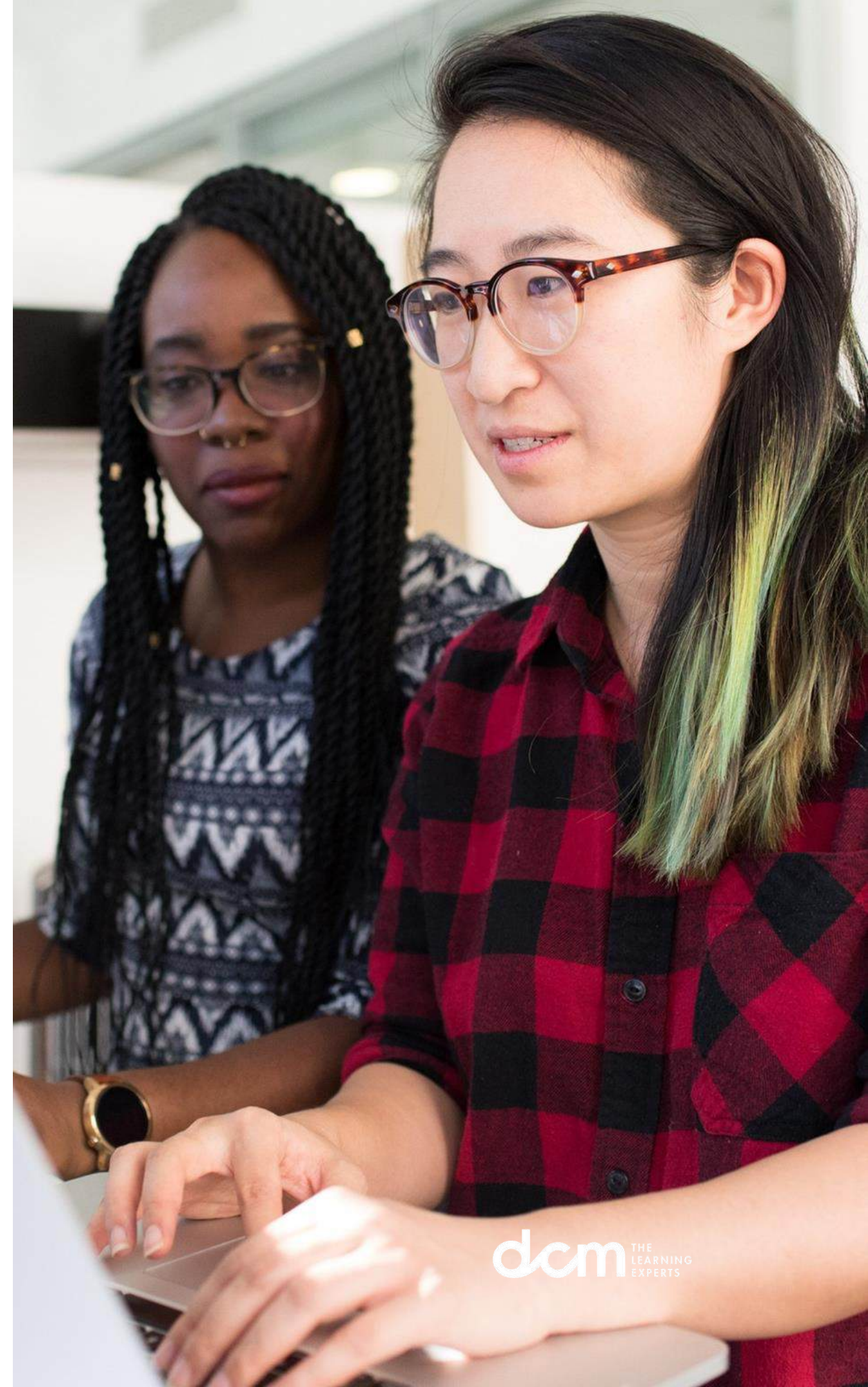
November 25th
Pursuit of Leadership

December 13th
Celebrating & Recognising Female Leaders

Unseen Barriers

- The Identity Shift – You have to believe to achieve!

- Company Culture – It takes more than a change of policy!

"Many CEOs who make gender diversity a priority—by setting aspirational goals for the proportion of women in leadership roles, insisting on diverse slates of candidates for senior positions, and developing mentoring and training programs—are frustrated. They and their companies spend time, money, and good intentions on efforts to build a more robust pipeline of upwardly mobile women, and then not much happens."
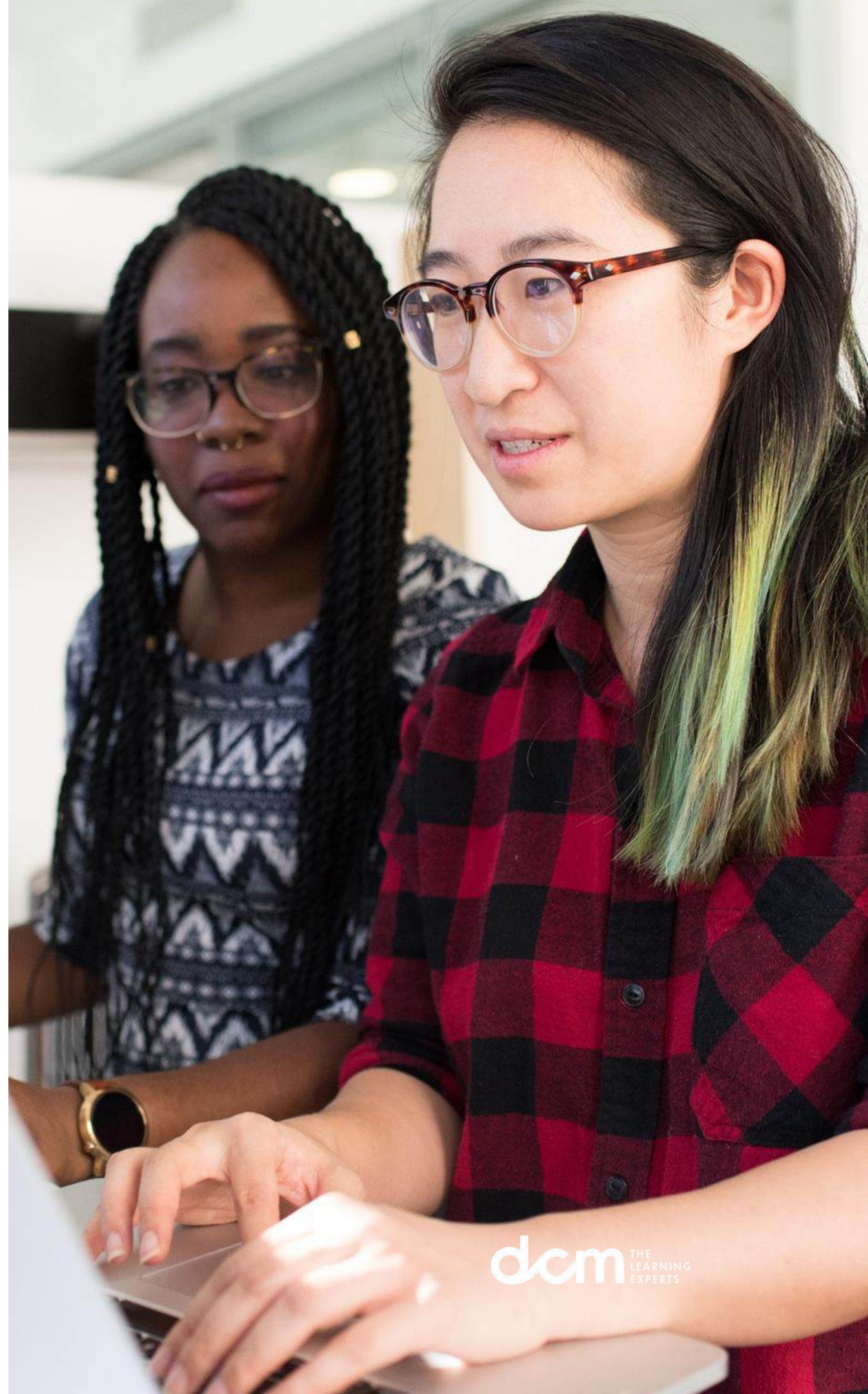
So why is it not working?

The Identity Shift

Company culture

The Identity Shift

To be it we have to believe it!

Becoming a leader requires more than just knowledge, skills & experience.

It requires an attitude and belief in oneself to lead, to achieve, to speak out and to succeed.

Women have always fallen short in these areas due to ingrained societal beliefs & the lack of opportunity to exert their abilities and in turn grow with confidence

Common Bias Women Face At Work

Performance
incorrect assumptions about women's & men's abilities

Attribution
Because we see women as less competent than men, we tend to give them less credit for accomplishments and blame them more for mistakes.

Affinity
we gravitate toward people like ourselves in appearance, beliefs, and background. And we may avoid or even dislike people who are different from us.

Common Bias Women Face At Work

Maternal
Motherhood triggers false assumptions that women are less committed to their careers—and even less competent.

Likeability
We expect men to be assertive, so when they lead, it feels natural. We expect women to be kind and communal, so when they assert themselves, we like them less.

Intersectionality
Women can also experience biases due to their race, sexual orientation, a disability, or other aspects of their identity.

"Leadership identity begins as a tentative, peripheral aspect of the self"

As a person's leadership capabilities grow and opportunities to demonstrate them expand, high-profile, challenging assignments and other organisational endorsements become more likely.

Such affirmation gives the person the confidence to step outside a comfort zone and experiment with unfamiliar behaviors and new ways of exercising leadership.

An absence of affirmation, however, diminishes self-confidence and discourages them from seeking developmental opportunities or experimenting.

What can we do to shift our internal beliefs?

Change your mindset – whenever you are faced with a 'barrier' take a step back and ask why then proceed with a new perspective

Write down your strengths – find opportunities to showcase them and self advocate. Think SMART.

Bring an awareness to your weaknesses and challenge yourself to grow and develop. Create a KSA Audit

Speak up and call it out not just for you but for others too.
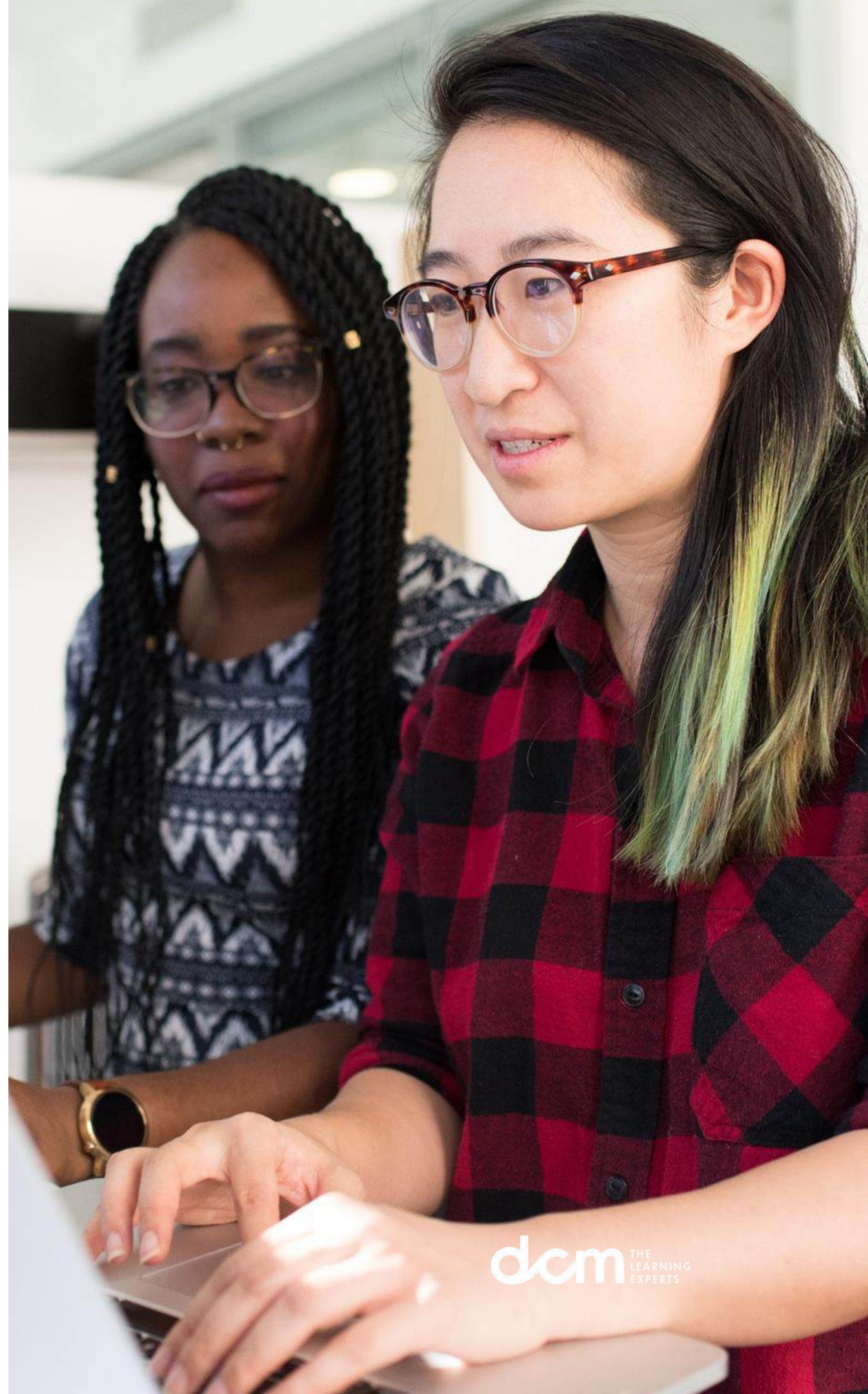
Self Praise IS Praise!

- Every time you achieve something – write it down , however small it may seem.

- Use performance reviews as an opportunity to speak up and highlight your successes.

- Put yourself forward for tasks that you KNOW you can achieve

- Ask to be included in tasks that you know will help you work on areas of improvement.

- Do something out of your comfort zone and reflect afterwards on how you performed

- Reward yourself and share that you are

- Find your tribe!

Culture is everything

Policies & Procedures alone wont do!

Policies & Procedures

Women-friendly policies, including fertility, miscarriage, menstrual, menopause, maternity and breastfeeding leave, are on the rise.

Employers are taking a proactive approach to achieving gender equality in the workplace.

Some companies are revisiting their own policies to ensure they are more inclusive, perhaps expanding their employee assistance programme or changing their wellbeing policy,

Policies & Procedures

Many organisations have introduced specific policies in recognition of the challenges such life events can bring but not everyone is availing of them.

Some women whilst appreciating issues such as menopause and menstruation being considered in the workplace as a genuine health concern/issue etc. they do not like it to be highlighted.

Separating men and women and it feels like the dominant sex game all over again!

It all comes down to Company Culture

Simply changing or introducing new policies & procedures wont help

Women need to feel confident, comfortable and respected to utilise them when required

This comes down to the culture within a company and changing the mindsets , taboos and processes to make it possible.

How?

Training & Awareness Programmes

Men advocating for women not just women

Mentors & Champions

Calling it out!

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Reflect & share

Does your organisation have specific policies and procedures for women?

Are they working?

Would you feel comfortable speaking up and using them?
Why? Why not?

How is your company's culture?
What are they doing well?
What could be done better?

Questions
&
Further Discussion

Thank You

Women in Leadership
Mini-Programme

Member Events

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