

# Women in Leadership

Mini-Programme

**dcm** THE  
LEARNING  
EXPERTS

 **Member  
Events**







# Age is Just a Number – Breaking Stereotypes







# About Me

**Rachel Owens**

**DCM Trainer**

**Adult Educator**

**Industry Knowledge**

**Public Sector**

**Life Science**

**Hospitality**

**Roles & Experience**

**PA & Administration**

**Marketing**

**Leadership/Management**





# Female Drivers – Women in Leadership

**March 26<sup>th</sup>**

Its Never to Late to Step Up

**April 18th**

Speaking with Strength

**May 20th**

Finding Your Tribe

**June 24th**

Self Advocacy







# Our Journey

- **Challenges related to age and career progression**
- **Strategies for overcoming age related obstacles**
- **Trailblazers & Success Stories**







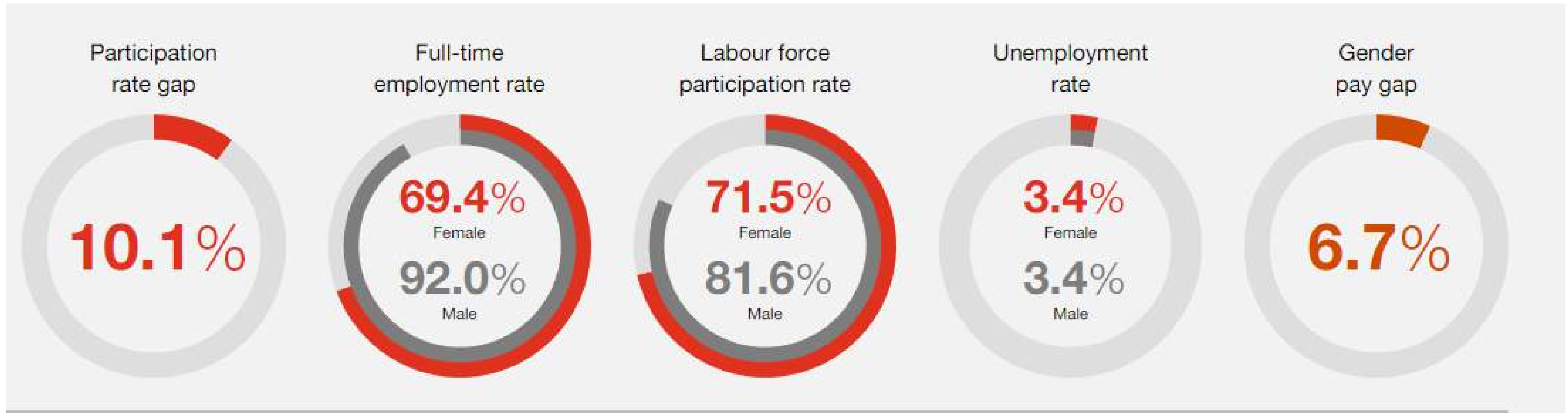
Just over half of workers in Ireland have either experienced or witnessed discrimination in the workplace

Inequality in relation to pay and age (30%) was the most common form of discrimination followed by gender discrimination (25%).





# Gender Pay Gap







# Challenges



**Fewer Opportunities  
for over 50's**



**Parenthood for  
women affects  
Career Progression**



**The broken rung is a  
big challenge for  
young women  
starting their career  
progression**





# Ageism



90%

Workers over 55 believe age is an issue when seeking employment



# **Main Challenges for over 50's**

**Lack of  
Opportunities**

**Work life  
Balance**

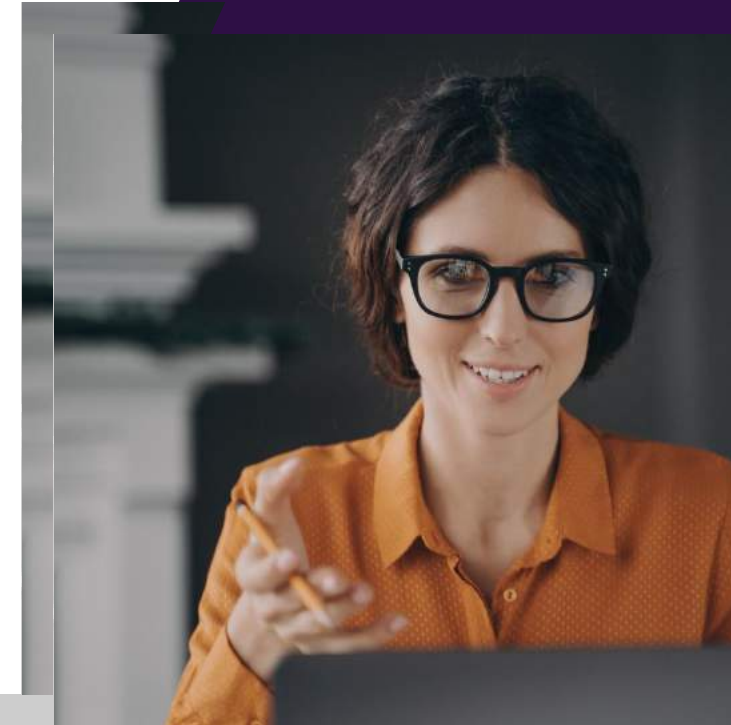
**Lack of  
Training**





# Your Thoughts . . .

- ❖ What do you think is the biggest challenge for women over 50 in the workplace?
- ❖ Have you experienced this or witnessed discrimination due to age and or gender?
- ❖ Any advice or insights?







## What can we do ?

- Fight the Stereotype – Speak up!
- Don't let your own bias affect your outlook and decisions
- Invest in your own Continual Professional Development
- Find a mentor
- Keep your network active and your options open





# What can organisations do?

- Re think recruitment – from job description to onboarding
- Cross generational mentoring programs
- Diversifying teams and departments
- Social media & Promotional content/branding
- Dignity & Respect Training
- Hybrid work and flexi hours







# The Motherhood Penalty

In Europe first time mums see a **30%** drop in pay after giving birth for the first time

A decade after having a child a women's earnings plateau to around **20%** below the original level she was earning before becoming a parent







- ❑ Balancing childcare and work can seem a daunting and difficult task, with women usually cutting back their hours or ‘finding a job’ that works around the family
- ❑ Misconceptions and assumptions that women with children won't be as dedicated, focused and available.
- ❑ Juggling work and family pressures is hard – and when parents are ashamed of how they're managing the “impossible balancing act”, research shows their careers suffer

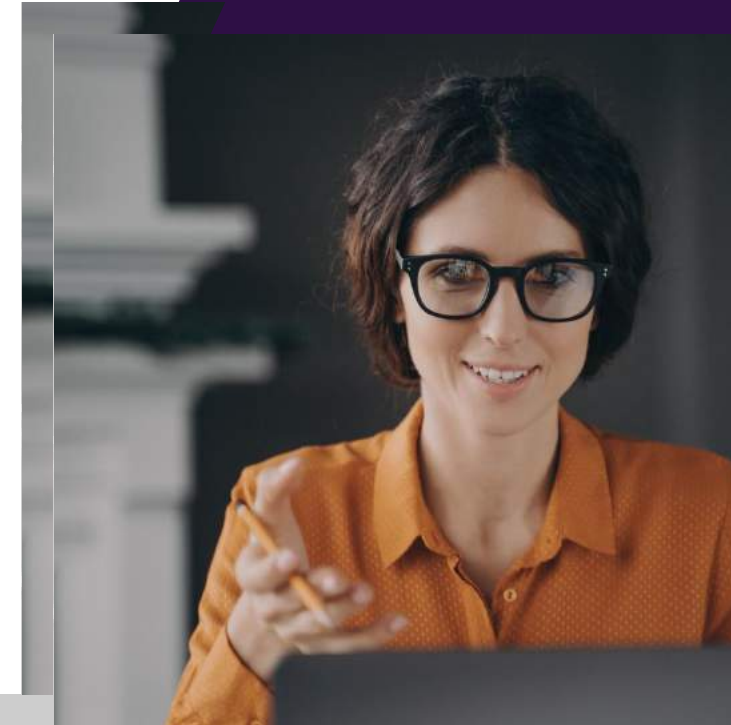






# Your Thoughts . . .

- ❖ What do you think is the biggest challenge with motherhood and work?
- ❖ Have you experienced situations or issues at work?
- ❖ Any advice or insights?





# What can we do ?



- Be aware of your inner critic
- Know your values and beliefs and align them to your work & home life
- Remember every woman and every individual is different and has different views and ways of doing things
- Speak to your partner & communicate openly
- Concentrate on what you CAN do , don't spread yourself too thin
- Push back politely



# The Broken Rung



- ❑ Women missing the first step up to promotion/manager is cited as the biggest issue and main factor of the gender pay gap
- ❑ For every 100 men promoted from entry level to manager only 87 women were promoted.
- ❑ Women can and are blamed for this with;  
“Women don’t ask for promotions”  
  
“Women decide to take a step back from work during parent hood”
- ❑ Bias is a strong driver





# If women's career choices don't explain the broken rung, what does?

## Performance Bias

Women are often hired and promoted based on past accomplishments

Men are hired and promoted based on future potential . . .





# Your Thoughts . . .

- ❖ Do you think the Broken Rung is one of the biggest causes of the Gender Pay Gap?
- ❖ Have you seen others promoted before you , why was this ?
- ❖ Do you feel your merit lies in past performance rather than future potential?
- ❖ Any advice or insights?







# Time to Take Control Be Proactive!



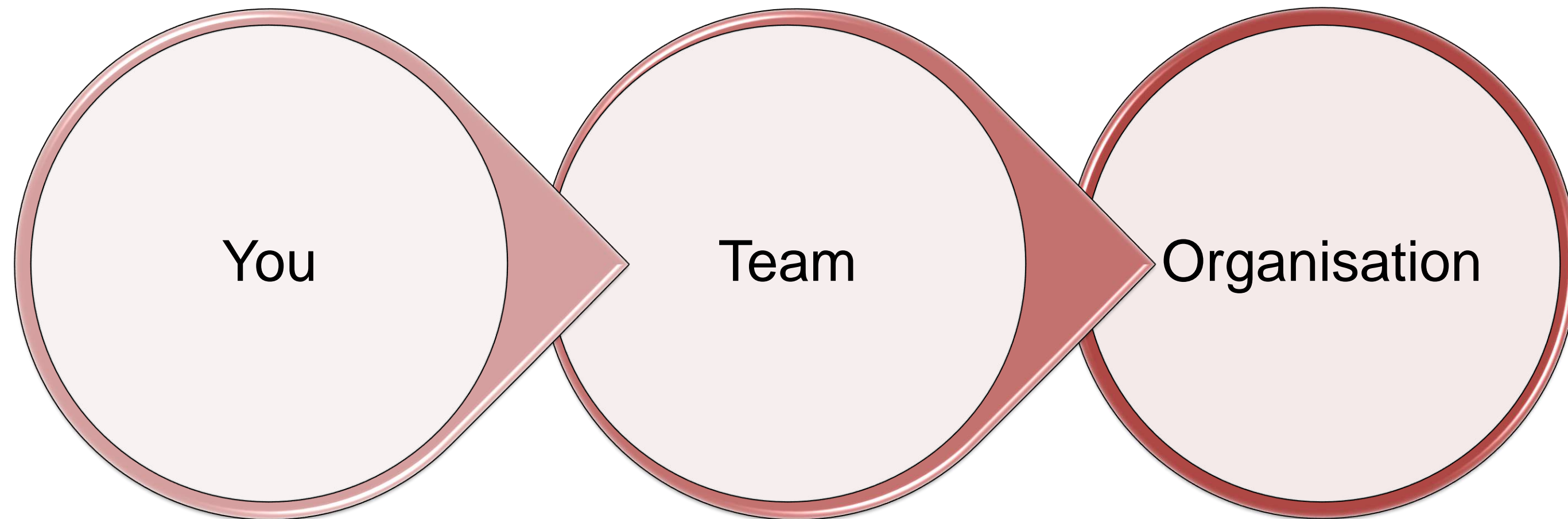
# Unlocking the Door

- ❑ Stay open & curious
- ❑ Align your goals –(Think MVV!)  
*(Mission Vision Values)*
- ❑ Network strategically
- ❑ Embrace challenges
- ❑ Volunteer for projects & new tasks
- ❑ Seek mentors & guidance
- ❑ Be proactive
- ❑ Monitor Industry Trends





# Strategic Thinking



# KSA Audit

Knowledge	Skills	Attributes



# KSA Audit – Marketing Project

<b>Knowledge</b>	<b>Skills</b>	<b>Attributes</b>
<b>Social media</b>	<b>People focused -</b>	<b>Can do / Positive</b>
<b>Organisation structure</b>	<b>Excellent communication skills</b>	<b>Team player – work well with others</b>
<b>Branding , style and guidelines</b>	<b>Influencing and negotiating</b>	<b>Organised and thorough</b>
<b>Industry Knowledge and connections</b>	<b>Presentation and public speaking</b>	<b>Creative and innovative</b>
	<b>Tech savvy – computer skills with CRM</b>	<b>Fast paced – think ahead</b>

# Continuous Professional Development

Continuing professional development, or CPD, is the ongoing process of developing, maintaining and documenting your professional skills.

These skills may be gained formally, through courses or training, or informally, on the job or by watching others.





# Continuous Professional Development

- ❑ CPD allows you to be proficient and competent in your profession while also helping you gain new skills to progress your career.
- ❑ It's not just a one-stop-shop, either – it continues and develops throughout your career.
- ❑ Rather than being passive and reactive, CPD makes learning conscious and proactive
- ❑ By engaging in CPD, you'll ensure that neither your academic nor your practical qualifications will become obsolete.
- ❑ CPD offers you the opportunity for upskilling, regardless of where you are in your career, your age, or even your level of education.





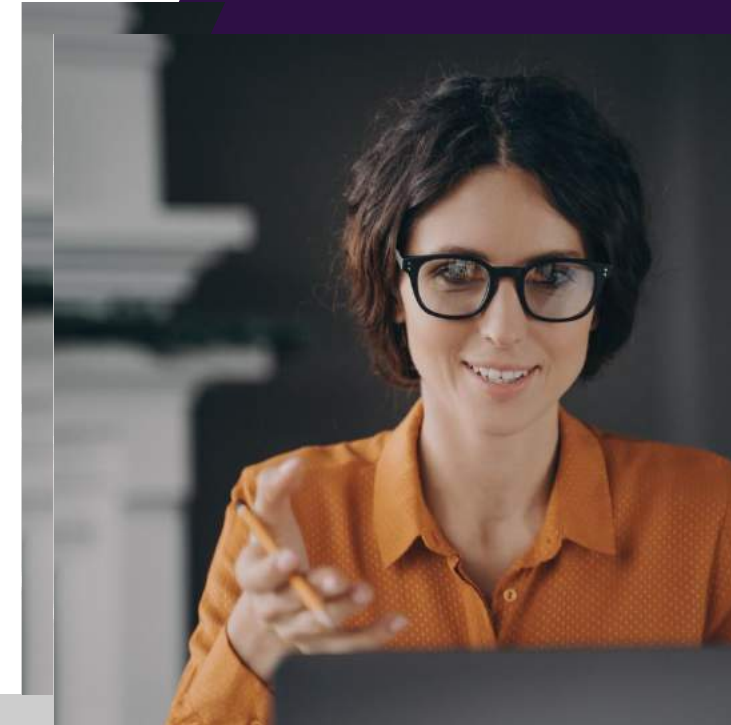




# Share Your Success

It is a good idea to get into the habit of discussing your learning with your colleagues on a regular basis.

Sharing each other's learning can be a really good development tool, and can help you identify new areas for development, or ideas for other development activities, as well as helping to refine what you have learnt







# A Little Inspiration . . .





# Dr Orlaigh Quinn

- First woman appointed as Secretary General of the Dept. of Enterprise Trade & Employment (2016–2023) leading the country through major events like Brexit, Covid and the War in Ukraine.
- Rose through the Public Sector at a time when there was few women due to the Marriage Bar (1924–1973)
- Navigated her leadership path with little support and many frequent and invisible barriers
- She holds education and CPD as key to her success
- The best advice she can give anyone is to Listen



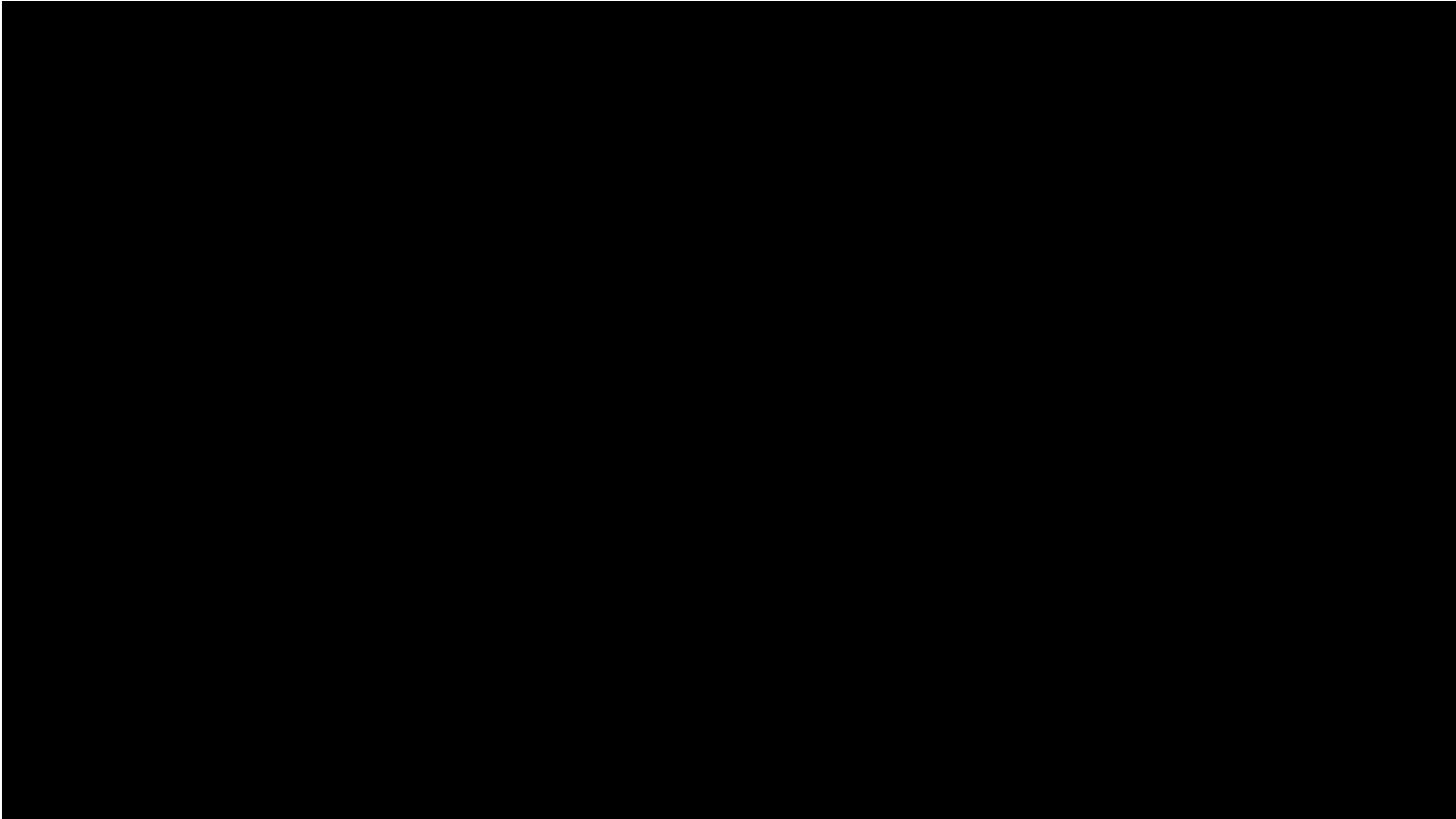
# June Angelides

- June Angelides is a banker and entrepreneur-turned-early-stage tech investor.
- She is also the founder of Mums in Tech – a child-friendly coding school – which she set up whilst on her second maternity leave
- She is a strong advocate for the rights of working mothers and is passionate about getting people from all backgrounds into careers in tech and helping more underrepresented founders gain access to funding.
- A mentor at Oxford University; and runs mentoring circles for founders and aspiring VCs.
- She received an Honorary Fellowship at the Institute of Engineering and Technology and has been awarded an MBE for services to women in technology

<https://www.juneangelides.com/>







# References & Further Reading

***Women In Leadership Podcast (Dr. Orlaigh Quinn & more)***

<https://womeninleadership.ie/2023/12/diversity-and-inclusion-2>

***LeanIn Website***

<https://leanin.org/>

**How the Marriage Bar Affected Irish Women**

<https://www.rte.ie/brainstorm/2023/1201/1395097-ireland-marriage-bar-women-careers-public-service/>

**PWC Report: Women in Work 2024**

<https://www.pwc.co.uk/services/economics/insights/women-in-work-index.html>

**Women in the Workplace 2023 Report**

<https://www.mckinsey.com/featured-insights/diversity-and-inclusion/women-in-the-workplace>



# References & Further Reading

**'Over 55's in Ireland overlooked for promotion' Article ThinkBusiness. BOI**

<https://www.thinkbusiness.ie/articles/over-55s-age-discrimination-irish-workforce-robert-walters/>

**How to Break the glass ceiling without breaking yourself**

<https://youtu.be/DQiV18dl5qg?si=imPK-9zm93XhVY5L>

**Men aren't the enemy: Everything working women want you to know**

<https://youtu.be/Guru-gAg0jw?si=mmouLRfM3PdFRuk6>

**June Angelides**

<https://www.juneangelides.com/>

<https://www.talentedladiesclub.com/articles/how-a-mum-on-maternity-leave-started-a-coding-school-for-mums/>

**British Women in Business**

<https://www.business-live.co.uk/enterprise/top-22-british-women-business-23240223>



# Thank You

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