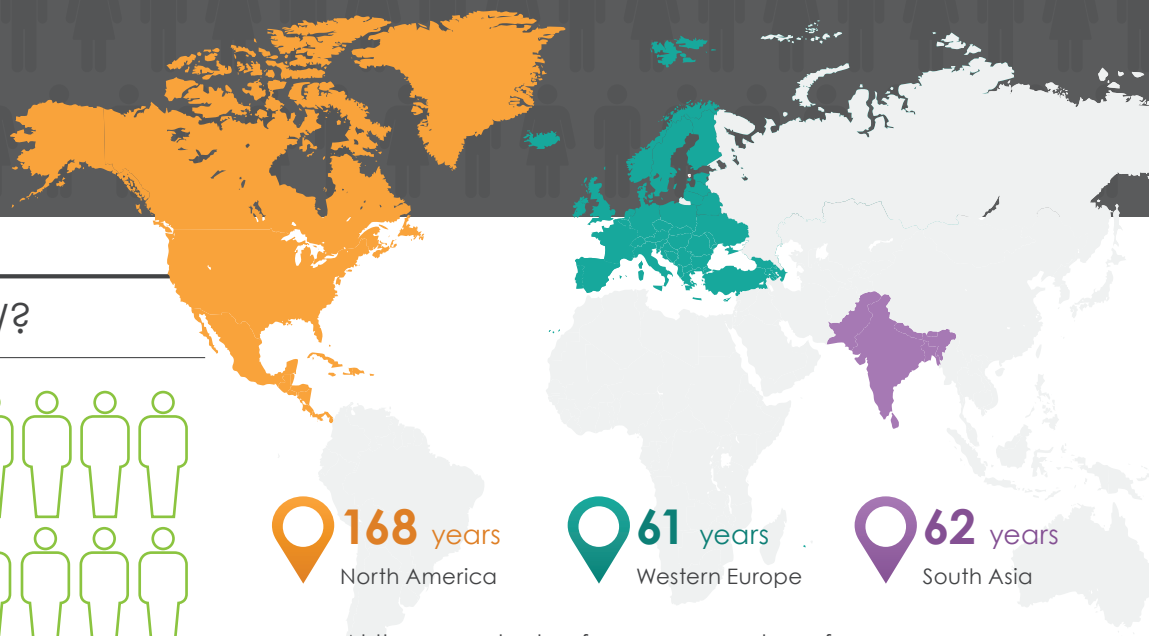
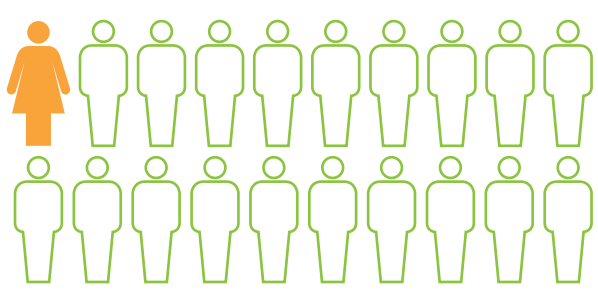


THE ROLE OF LEADERSHIP IN BUILDING A GENDER BALANCED CULTURE



WHERE ARE WE NOW?



4.8% vs **95.2%**

Fortune 500 CEOs

168 years
North America

61 years
Western Europe

62 years
South Asia

At the current rate of progress, number of years to close the global gender gap.¹

"We are losing out on valuable talent" CLIENT



WHERE DO WE WANT TO BE?

Companies with above-average diversity reported innovation revenue that was 19 percentage points higher than that of companies with below-average leadership diversity – 45% of total revenue versus just 26%.²

WHAT DOES A GENDER BALANCED CULTURE LOOK LIKE?



A gender balanced culture is where everyone has equal opportunities to reach their full potential, regardless of their gender. It is a culture that ascribes equal value to masculine and feminine traits, where diversity is the default – and not the exception.

ACHIEVEFORUM

WHY GENDER BALANCE MATTERS



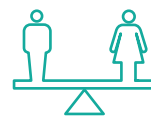
It matters to **individuals** because we all want to be fully ourselves and reach our potential.



According to research, **teams** with more women are more likely to introduce radical new innovations into the market.³



Companies in the top quartile for gender diversity in their executive teams are 21% more likely to have above-average profitability than companies in the bottom quartile.⁴



Equality between men and women in all aspects of life, from access to health and education to political power and earning potential, is fundamental to whether and how **societies** thrive.⁵

"With the legislation around gender pay gap reporting, we are under pressure to improve" CLIENT

A NEW APPROACH TO BUILDING A GENDER BALANCED WORKPLACE

Conventional approach

- A focus on 'Women in leadership' programs
- Favouring 'masculine traits' in leadership ideals
- Diversity & Inclusion as a distinct initiative
- A focus on individuals needing to change

A new approach

- Engage and empower everyone in an organisation
- Re-define what makes a good leader in the Digital Age
- Weave inclusive leadership through all development initiatives
- Team-based, environmental focus on allowing individuals to create change

"We see this as a route to greater competitive advantage." CLIENT

"We are keen to discuss diversity - just we're not sure what it means to do so" CLIENT

KEY BEHAVIOURS OF THE INCLUSIVE LEADER

- Creates a **psychologically safe space** for everyone to be vulnerable, to trust and to support each other
- Demonstrates openness to other perspectives and **authentically** shares their perspective
- Values people for their differences and encourages **diversity of thinking**
- Focuses on individual preferences – enabling each employee to be the **best version** of themselves
- Creates an **environment** that supports employees' needs satisfaction
- Builds **trust** with others, even under pressure-packed conditions
- Inspires and engages others by generating development opportunities – **believing in people's potential** and supporting them to step outside what they believe they are capable of



In the future, there will be no female leaders. There will just be leaders.

SHERYL SANDBERG



"It's important to us that we are a true reflection of our customer base" CLIENT

"Men are part of the solution and we need to make sure that they know that by inviting them to be a part of the conversation." CLIENT

BE PART OF THE SOLUTION!

AchieveForum is leading the way in supporting clients with inclusive leadership development.

- Join our [LinkedIn](#) group to share insights with L&D, HR and Talent colleagues
- Ask us for a sample learning journey for leaders at all levels

¹ <https://www.weforum.org/reports/the-global-gender-gap-report-2017>

² <https://www.bcg.com/publications/2018/how-diverse-leadership-teams-boost-innovation.aspx>

³ <https://hbr.org/2016/11/why-diverse-teams-are-smarter>

⁴ <https://www.forbes.com/sites/elleevate/2019/01/08/why-prioritizing-gender-balance-is-good-business-a-uae-perspective/#433a15433679>

⁵ <https://www.weforum.org/agenda/2016/01/will-the-future-be-gender-equal/>

Ready to achieve leadership success?
Contact us today to get started!