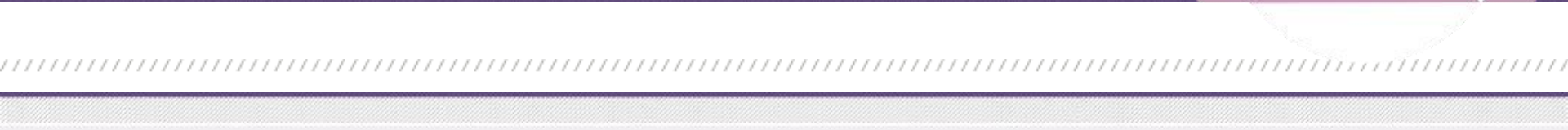




Time for Real Balance – Making Change Happen

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04/05/17



A holistic Change Management approach is needed to creating gender balance:

Awareness, Engagement, Skills

- Vision, business case, communication
- Analysis of current state
(quantitative & qualitative)
- Top team commitment & awareness
- Learning & development : Gender Culture and Gender Intelligence, Unconscious Bias
- Inclusive leadership

Hardwiring into systems

- Diversity & Inclusion policies
- Agile Working policy and practice
- MI, Targets & Measurement
- Business action plans
- Accountability via scorecards
- Employee surveys



Career Development for women

- Mentoring Programmes
- Career development programmes
- Individual Coaching
- Employee Networks

Inclusive Talent Management Processes

- Attraction, Recruitment, Onboarding
- Leadership models & development
- Identification of high potentials
- Performance appraisals
- Talent pool review & succession plans

Communications, governance, resources (as per any other business change)



From different cultures?



We wouldn't ask leaders to achieve a performance shift for any other business objective without equipping them – so why do we do it for gender?



Gender Intelligence creates the opportunity to examine the formal and informal rules that define the working culture - for the benefit of both men and women.

Once you've done this, then actively create a programme to Engage Men as champions and sponsors

Reciprocal Mentoring

EXECUTIVE

Gives:

Insights/perspectives of operating at a senior level

Career advice and guidance

Unwritten rules for success

Sponsorship

Gets:

Opportunity to see through a different lens.

Learn about invisible barriers faced by women.

Explore what can be done about these barriers to diversify the leadership of the company.

Effect change at individual and strategic level

HIGH POTENTIAL WOMAN

Gives:

Personal insights of career progression, including any difficulties and challenges of being a woman in the corporate culture

Gets:

Guidance on career / overcoming barriers.

Increased self confidence

Executive Sponsorship

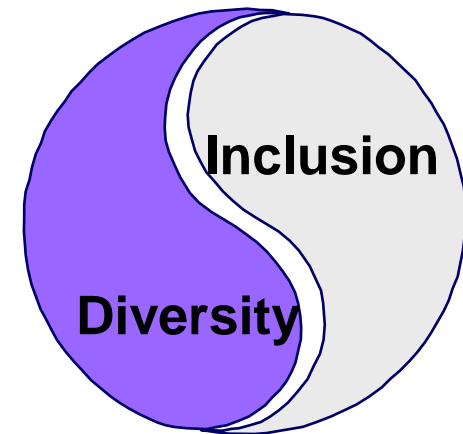
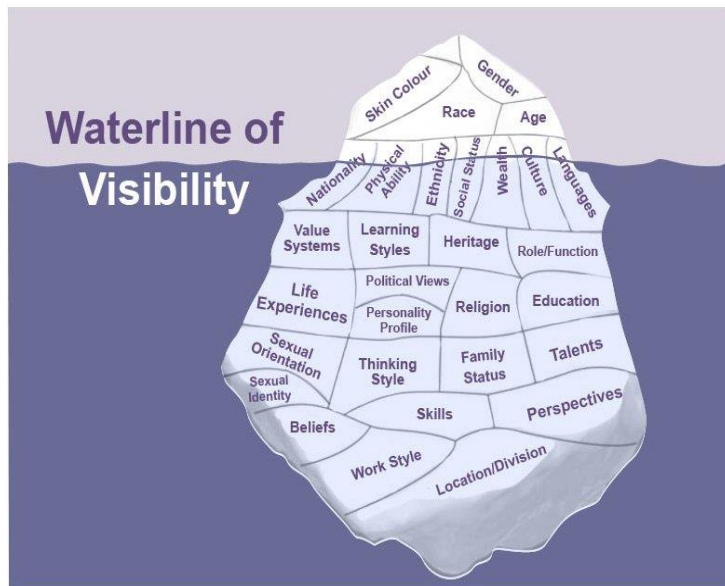
Heightened feeling of commitment.

Opportunity to effect change



Set the right context:

- 1) You can lead change by prioritising gender, but diversity is ultimately about “all the ways in which we differ” – visible and invisible. Starting with a focus on gender will undoubtedly begin to build the right culture for everyone, but you will also need a broader D&I strategy
- 2) Recognise that to fully include difference, you have to understand it! So there will be certain ‘women-only’ initiatives that will be required to build your awareness and your female talent pipeline e.g. qualitative research with women in your company to properly understand their issues in *your* context; career development programmes which build confidence and help women define their career ambitions. Be prepared to take Positive Action.





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