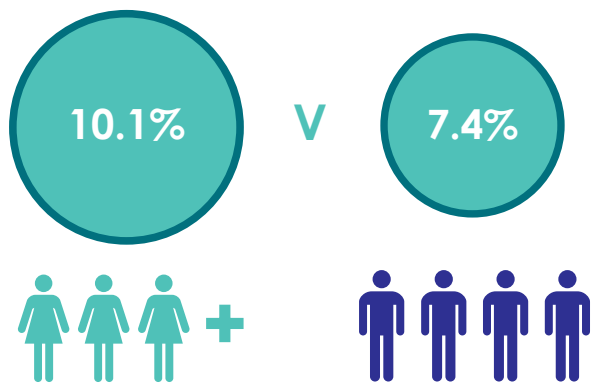


WOMEN IN LEADERSHIP - ARE YOU GETTING THE DIVERSITY DIVIDEND?

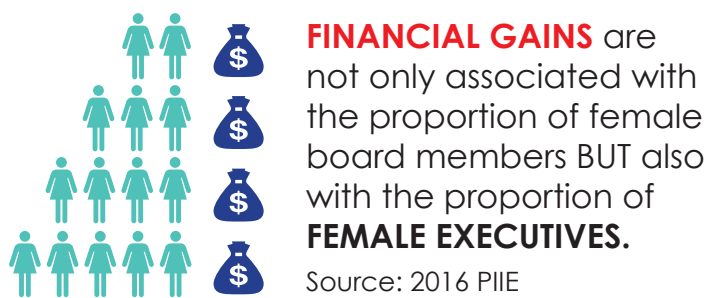
WHY IT MATTERS = PERFORMANCE & RESULTS

There is an increasing body of evidence that gender diversity is financially beneficial. Below are some recent statistics.

Global companies with **STRONG FEMALE LEADERSHIP** (3 OR MORE women on the board) enjoyed an **INCREASED RETURN ON EQUITY** (ROE) of per year versus compared to those without female leadership.

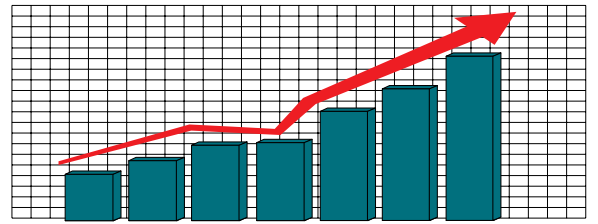


Source: 2015-2016. MSCI ESG Research

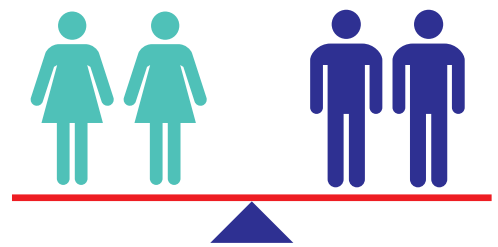


PROFIT INCREASE

For every **10%** improvement in gender diversity there is **2-4%** increase in profits.



Source: 2015 McKinsey : Diversity Matters



Mixed-gender boards **OUTPERFORM** all-male boards. (McKinsey 2012b)

HOW DOES GENDER DIVERSITY BENEFIT BUSINESS?

In research using LEIPA® 360 data, women fare better at 15 of the 19 EI competencies identified as necessary for good leadership in the 21st Century.

AREAS WHERE WOMEN FARED BETTER:



- SERVICE ORIENTATION
- DEVELOPING OTHERS
- CHANGE CATALYST
- TRANSPARENCY
- EMPATHY
- INSPIRATIONAL LEADERSHIP



AREAS WHERE MEN FARED BETTER:

- EMOTIONAL SELF-CONTROL
- SELF-CONFIDENCE
- ACCURATE SELF-ASSESSMENT



The competencies where women fared better build collaboration, help organizations to understand their clients, adapt to new markets and environments, and build a self-developing performing culture.

WHAT CAN YOU DO TO DEVELOP WOMEN LEADERS IN YOUR BUSINESS?

DECIDE

Decide what balanced leadership looks like and use solid data to measure progress.

ADOPT

HR policies that enable the talent to be present in the work environment.

DEVELOP

Organisation Development (OD) policies that recognise the difference in requirements between genders.

RECOGNISE,

encourage and leverage the difference that woman can make to strategic thinking and performance.

BUILD

a strong pipeline of women candidates for leadership in your organisation.

GENDER DIVERSITY AND BALANCED LEADERSHIP IS IMPORTANT FOR A SUCCESSFUL SUSTAINABLE BUSINESS.

Click **HERE** to receive a copy of our FREE White Paper 'Women, Naturally Better Leaders for the 21st Century'.

