
CHANGING THE STRUCTURE AND CULTURE OF WORK TO ACCELERATE THE ADVANCEMENT OF WOMEN WILL TAKE A COMPREHENSIVE AND SUSTAINED EFFORT.

The path is not a “one size fits all” solution. Numerous avenues must be pursued.



Pillars required to achieve gender balance in positions of influence include:

- Engaging Men
- Women Ambassadors vs. Queen Bee
- Education, Training, & Monitoring:
 - ~ Unconscious Bias Training
 - ~ Skills Training: (Soft + Technical)
 - ~ Create Structure + Measure What Matters



KEY FINDINGS

1

The existing obstacles are both structural and psychological.

2

Perceived need for change continues to be limited and *not* a priority for most organizations.

3

Programs are consistently ineffective due to work culture misalignment.

4

Socialized norms perpetuate the status quo.

5

Career advancement opportunities are fewer for women.

6

The Ambition Gap for women continues.

7

The business case impact has not been clearly communicated or understood by a substantial part of the managerial population.

8

Unconscious Bias may be a significant contributor to the slow progress in reducing the gender gap. Uncovering Unconscious Bias will not only contribute to more understanding and better decision making but also can shift mindset, behavior, and ultimately reduce the gender gap.



This project is co-funded by the European Union

MeTOTEM

BOARD MEMBERS,
C-SUITE & SENIOR EXECUTIVES



Gender equality is a topic that impacts the future of our societies and economies. Unfortunately the progress made in the past several decades is *unacceptably* slow. We hope to accelerate this shift to benefit both women and men in our organizations and ultimately our societies.

Gender equality is not only the right thing to do, it is the smart thing to do.





*The objective:
achieving gender balance in positions of influence.*

Numerous avenues must be pursued in order to grow and nurture the Board, C-suite, and Senior Executive pipeline.

The path is not a “one size fits all” solution for all. The strategies and initiatives must be plastic in order to meet the complex challenges that currently exist.

Gender diversity is an imperative for our societies and in particular for companies that want to perform at optimum levels.

Changing the structure and culture of work to accelerate the advancement of women will take a comprehensive and sustained effort.

CONCLUSION

Gender equality is not only the right thing to do, it is the smart thing to do.



In order to increase the percentage of women in boardrooms, c-suites, and senior executive positions we must address the structural and psychological barriers that are currently embedded in our organizations and our societies. The skewed networks that don't currently afford women the same opportunities and sponsorship *can be modified* as more senior men and women directly engage in order to shift the status quo. The need to reduce the gender gap for most companies is not limited to the moral dilemma, but for those who understand the long term business implications, it is also a strategic imperative.

Leadership teams need the inherent skills possessed by the qualified and prepared women in our pipeline. Each organization must invest in developing and empowering junior talent and creating the structures that allow for her to build her career while we as a society, colleagues, managers, and executives overcome the unconscious biases we've internalized that have limited or slowed her progress.

The number of women who reach the most influential and powerful positions begins by changing behavior at every level of the organization. A robust pipeline is a natural consequence of effective interventions by organizations that prioritize gender diversity. As board members, c-suite and senior executives mobilize around the need to support women's career paths companies move beyond rhetoric and begin positively impacting the gender gap.

