

Improving your gender pay gap – delivering diversity in leadership teams



Improving your gender pay gap – delivering diversity in leadership teams



Rob Moss
Editor
*Personnel
Today*

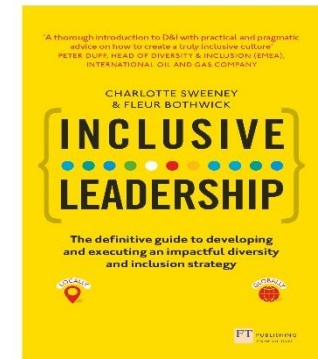


Charlotte Sweeney OBE
Founder
*Creating Inclusive
Cultures*



Nikki Wilton
Global Sales Director
Xchanging

Unleashing Powerful Cultures



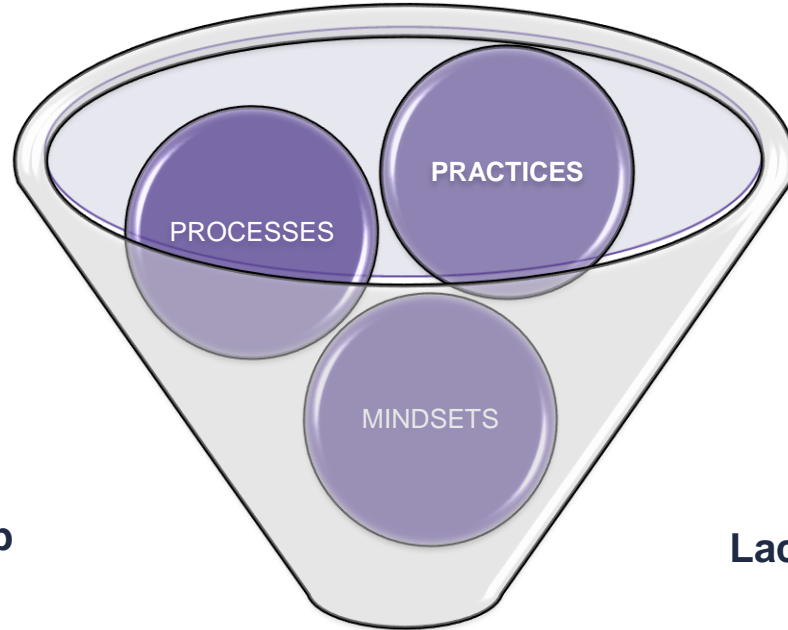


Lack of Flexible / Agile Working

Limited Development Opportunities

Lack of Sponsorship

Micro and Exclusive behaviours



Out-dated Practices

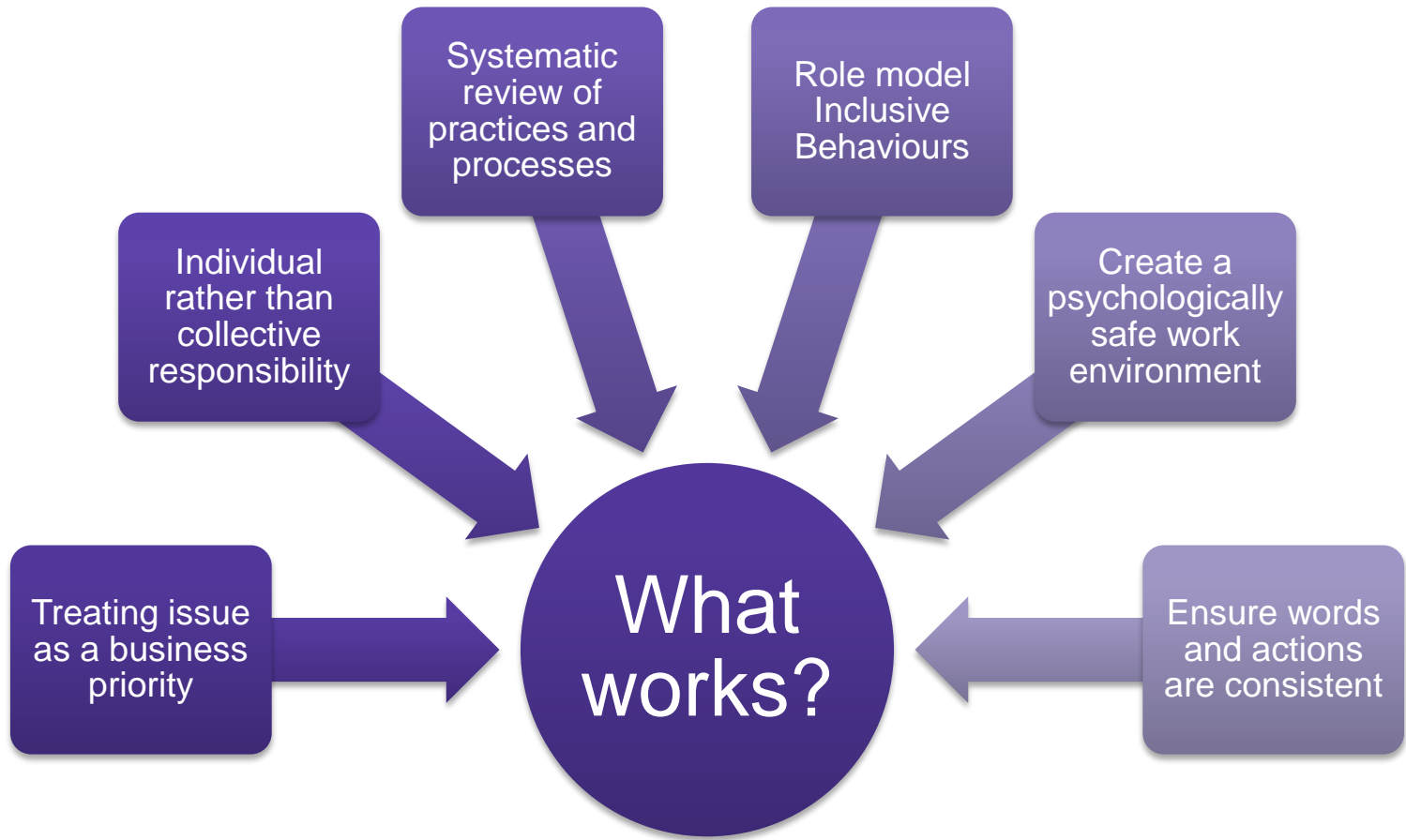
Bias in Decision Making

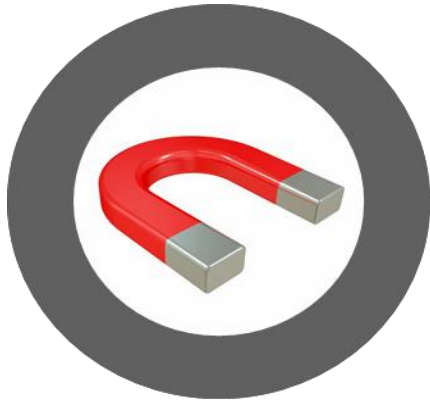
Lack of Transparency

Lack of Consistency



SQUEEZING THE PIPELINE





ATTRACT
& RECRUIT



DEVELOP
& ENGAGE



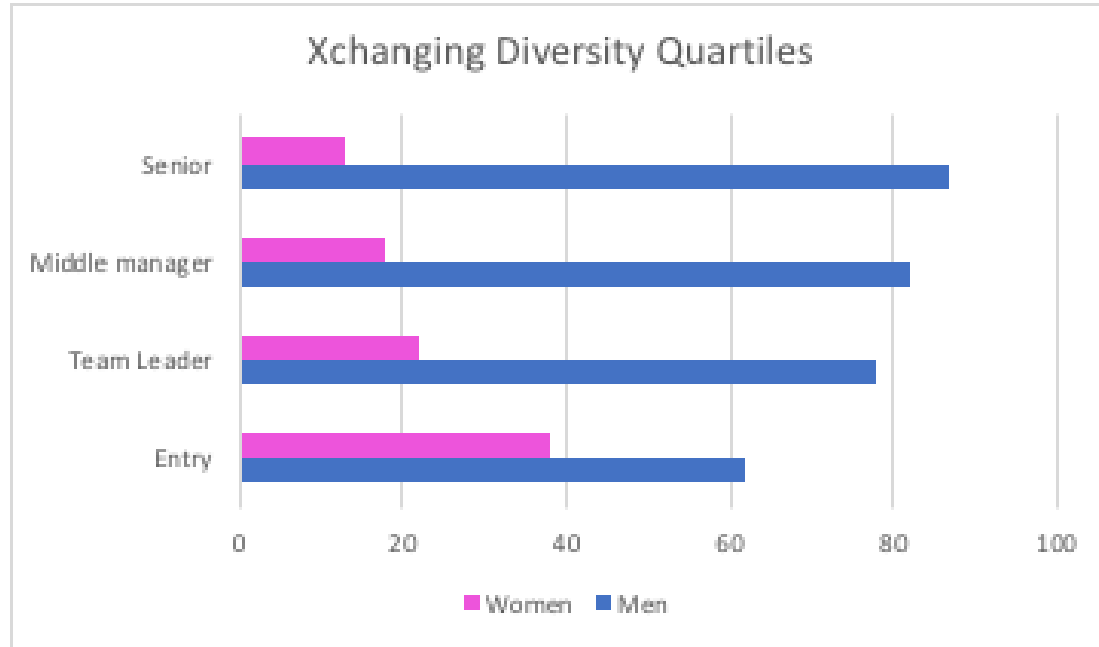
RETAIN





The Challenge

Gender Pay Gap & Male Dominated Talent Pipeline



The Approach

- Future female leaders hand selected by leadership team
- Gender based self service training course selected
- CEO launch & active sponsorship

3 Months Later...

- Not a single participant had accessed the training

Why?

- Personal development at the bottom of “to do” list



Women get Stuck

- Struggle to articulate business value of achievements
- Believe hard work will be rewarded
- Wait for perfection rather than risk rejection
- Have siloed networks
- Have the aspiration but rarely a game plan



What Worked for Us?

- Senior business role model & sponsor
- Open acknowledgement of gender difference
- Constructive actionable career focused advice
- Hosted & curated for the time poor
- Group delivery drives community, network & support
- Shared success stories

70 participants; 9 countries



Support
eye-opening
Life-changing
Game-Changer
boosting
practical inspirational
empowering
confidence





If you're not scared a lot, you're not doing very much...

Key Take Aways For Me

- Value: Know your value, be aware of the numbers, how much do you cost the company? How much do you contribute?
- Don't be afraid to ask: Call your managers and supporters and ask for advice and assistance. Don't be afraid to ask for a promotion, and what you need to do to get it.
- Establish visibility on LinkedIn : Many employers are looking for employees who take an active stance in their field of expertise. Comment on relevant posts, and be prepared to share knowledge and advice like an expert.

Results so far..

- Expected pay rise end of this month
- Continual improvement in my LinkedIn performance
- Management team actively working towards a promotion for me
- General Manager DXC Switzerland called me to ask for a lunch

