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.

![Graph showing increased ROE](image)

**FINANCIAL GAINS** are not only associated with the proportion of female board members but also with the proportion of **FEMALE EXECUTIVES**.

Source: 2016 PwC

**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 MEN FARED BETTER:**

- Emotional Self-Control
- Self-Confidence
- Accurate Self-Assessment
- Self-Management

**AREAS WHERE WOMEN FARED BETTER:**

- Service Orientation
- Developing Others
- Change Catalyst
- Transparency
- Empathy
- Inspirational Leadership

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

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

1. **DECIDE**
   - Decide what balanced leadership looks like and use solid data to measure progress.

2. **ADOPT**
   - Adopt HR policies that enable the talent to be present in the work environment.

3. **DEVELOP**
   - Develop Organization Development (OD) policies that recognize the difference in requirements between genders.

4. **RECOGNISE**
   - Recognise, encourage and leverage the difference that women can make to strategic thinking and performance.

5. **BUILD**
   - 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’.

Source: 2015-2016, MSCI ESG Research

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

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Source: 2015 McKinsey : Diversity Matters

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

Source: 2015-2016, MSCI ESG Research

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