

Anna Barsby

Managing Partner

BARSBY CLIFT LIMITED

Technology, Digital & Data - Strategy & Leadership
Change Management - Transformation Delivery

Encouraging and Developing Female Talent in Teams

Diversity and Inclusion is dominating the social agenda, permeating boardrooms, business and every corner of society

When it comes to gender, in the corporate environment, oftentimes female talent gets stuck at the middle management level. In this session we explore the reasons for this occurrence, what we can do about it and understand from the female perspective where the solution lies

The Research...

Organisational processes for progression that open up space for bias:

- Promotion via networks
- Promotion via social cloning
- Some workplaces lack clear standards for pay and promotion

Source: Government Equalities Office: Workplace and Gender Equality Research Programme. Improving Women's Progression in the Workplace

Discussion...

- Is treating colleagues differently based on gender ok?
 - If so, give examples
 - If not, explain why
- Do you feel you have ever been treated differently due to gender?
 - Discuss examples if you feel able



My ask...

When you go back to your work, or your next assignment, take a deliberate look at the female talent at the junior-middle management and see if you can change something this month to make a positive impact longer term

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