

# CULTURE & GENDER

## CRACKING THE GLASS-CULTURAL CEILING: Future-proofing your business in the 21st century

Australian organisations with culturally and gender balanced leadership teams are well positioned to thrive in today's diverse and complex operating environments. Industry research shows that leadership teams that are gender balanced and have a good mix of people from different cultural backgrounds drive firm performance.

Although organisations are increasingly investing in building culturally diverse and gender balanced leadership profiles, culturally diverse women are notably under represented in leadership ranks, both here in Australia and internationally.

This interactive and evidence based knowledge program utilises DCA's latest research findings to explore why culturally diverse female talent is "locked out" of leadership positions in Australia and provides practical tools for participants to "unlock" that talent with a framework for action.

### WHO SHOULD ATTEND

- Diversity and HR practitioners
- Business leaders and line managers

### LEARNING OBJECTIVES AND OUTCOMES

- Review of the current state of play for culturally diverse women
- Outline of the business case for cracking the glass-cultural ceiling
- Assessment of culturally diverse female talent in Australia
- Exploration of why culturally diverse women are "locked" out of leadership positions
- Keys to "unlock" these leadership positions.

### Format

Experienced DCA staff and consultants deliver this program over two hours at your organisation.

### Fees (incl. GST)

\$2,995 per session for DCA members.

\$3,995 per session for non-members.

Each session can accommodate up to 15 participants. Any additional participants will incur extra costs.

Numbers are generally capped at 20 but this is at the discretion of the facilitator.

Each participant receives a Synopsis Report as a reference.

All prices are inclusive of a 10% administration fee.

### Available facilitators

- Lisa Annese  
*Chief Executive Officer*
- Andrew Maxwell  
*DCA Knowledge and Development Program Manager*
- Karen Soo  
*DCA Partnership and Programs Director*
- Dr Jane O'Leary  
*Research Director*