

GENDER

BEYOND THE USUAL SUSPECTS: WHAT DELIVERS GENDER BALANCED LEADERSHIP

Despite some positive trends for women leaders amongst Australia's largest listed companies, there remains a long way to go before women reach anything like equal representation with men. Many existing approaches to addressing the problem are not working and what's more, many current leadership models are based on male stereotypes and need to be redefined.

This presentation explores what works and what doesn't when it comes to creating (gender) balanced leadership, so organisations can tackle leadership stereotypes and better target their women in leadership initiatives.

WHO SHOULD ATTEND:

- Diversity and HR practitioners, senior business leaders and line managers

LEARNING OBJECTIVES/OUTCOMES INCLUDE:

- An understanding of the current state of play for women in leadership
 - Creating accountability through reporting
 - Gender (biased) aware initiatives
 - 'Nudging' people to better decisions
 - Challenging out-dated leadership views
- What popular approaches are not working and why:
 - The 'pipeline' theory
 - Formal talent management programs that ignore gender
 - A focus on promoting 'meritocracy'
 - Asking women to 'lean in' more
- What does work and why:
 - 'Gender conscious' programs
 - Fixing the culture
 - Sponsorship vs mentoring
- How to adopt a broader, more gender inclusive (and effective) definition of leadership capability.

Format

This presentation is delivered at your organisation by an experienced DCA speaker and runs for 45-60mins.

Fees (incl. GST)

\$1,850 per session for DCA members.

\$3,400 per session for non-members.

All prices are inclusive of a 10% administration fee.

Speakers

- Lisa Annese
Chief Executive Officer
- Dr Jane O'Leary
DCA Research Director
- Maree Burgess
Professional Facilitator and Presenter