

BREAKING THROUGH THE GLASS CEILING

Empowering Gender Diversity in Boards

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Empowering Gender Diversity in Boards

WOMEN IN LEADERSHIP

We need legislative measures, but we also need complementary measures. We should look beyond age, tenure, and racial backgrounds, and look at other criteria to recruit staff, especially board members and managers.



Marie-Estelle Rey

- From 14.5% back in 2013, women on boards increased to 23.3% in 2020.
- Still, there are less than 25% of women on boards, 33% in managerial positions, and less than 10% in leadership positions.
- France, Iceland, New Zealand, and Norway have more than 40% of women on boards.

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THE EXISTENCE OF GLASS CEILING

Gender Stereotypes



Dr. Rosanne Hawarden

Stereotypes are related to the culture or the society in which women are operating as business and governance professionals. These are more of a problem in Canada, Africa, and Asia than they are Europe, Australia, and New Zealand.



Diana Sawe Tanui

Stereotypes are instilled in many of our minds, which can be addressed through a matter of policy. This will then enable women at the workplace to break the glass ceiling and reach their potential.



Zahra Cassim

Even with the assumption that women cannot perform well because of domestic responsibilities, they have a lot more emotional intelligence. They can better assess and manage different situations from different perspectives.

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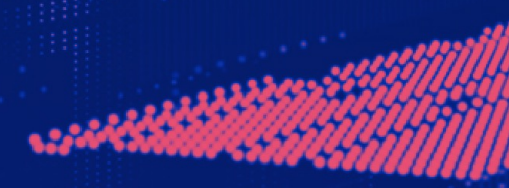


THE EXISTENCE OF GLASS CEILING

Biased Company Culture

Diana Sawe Tanui

Company cultures can affect how the women leaders are looked at, which normally come through the policies. Companies that dare to break a biased culture can become more inclusive in their operations and management.



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BREAKING THE BARRIERS

How to empower women to be more active in the boardroom?



Bisi Adeyemi

The first thing to do to break the pattern is give women the opportunity and look at women networks. Women should also empower themselves and make sure they are qualified – acquire the right skills required to be on board beyond the softer skills.



Marie-Estelle Rey

We need to talk about confidence. Women sometimes lack confidence to reach top manager positions so we need to have role models, mentorship programs, and networks.

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BREAKING THE BARRIERS

What initiatives can be implemented?



Bisi Adeyemi

Start looking at the management level and train them. Offer actual mentoring where they are paired with expert board members, or people who are already on boards. It's good to have a training program that lasts at least three months and composed of different aspects on how to prepare women for boards.



Zahra Cassim

We need to push for the recognition of the talent. Start by completely changing your boardroom vocabulary. Let's not talk about female CEOs, female pilots, or female directors. Recognize the talents for what it is. We are equal, and so we are all CEOs, we are all pilots, we are engineers. Ultimately, that is the goal.



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