

What you need to know

CEOs need to act now to achieve gender balance in business leadership

Gender equality is good for business:

- Companies in the top quartile for gender diversity in their executive teams are 21% more likely to have above-average profitability than companies in the bottom quartile⁴.
- You increase your understanding of your employees, customer and stakeholder base – women influence 80% of buying decisions and by 2025 are expected to own 60% of all personal wealth⁵.

It's the right thing to do, and the smart thing to do!

1 Female progression in FTSE companies is not increasing quickly enough to meet the immediate goal of 33% of women in executive roles by 2020³



3 At current rate of progress it will take until 2043 to achieve gender balance in leadership⁶



4 McKinsey estimates that bridging this gender gap in work would add £150bn to the UK economy by 2025⁷

5 "Delivering on this challenge is important for everyone in the UK who cares about a fairer society and the opportunity for everyone to succeed, regardless of their background."

*Rt Hon Amber Rudd MP
Home Secretary and
Minister for Women
and Equalities*

6 What CEOs need to do now:

- > **Take personal responsibility for ensuring 33% of executive-level business leaders are women by 2020**
- > **Sponsor 1-3 Women** from within your organisation who have the potential to **secure an executive role within 3 years**
- > **Be an active and visible change agent** by being part of the wider business conversation to achieving gender balance

7 Ideas to make a difference:



Change Workplace Culture



Ensure Balanced Shortlists



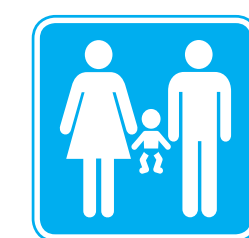
Start Sponsoring



Build Talent Pipeline



Champion Agile Working



Encourage Shared Parental Leave

Leading companies across the UK are taking steps to address the imbalance...

Deloitte.

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BARCLAYS

See report for in-depth case studies

9 How to go further:

- Undertake an evaluation of your recruitment processes
- Record and review metrics that will determine success of diversity hiring to each level due to shortlisting initiative and interventions
- Proactively encourage people to sponsor those not like themselves - be inclusive!
- Aim for 30% of shortlists to be women
- Make an explicit commitment to gender balance in governance charters to improve workplace culture and business performance

³ Hampton-Alexander Review: FTSE Women Leaders, 2017

⁴ McKinsey 2018, Delivering through Diversity

⁵ McKinsey & Company. Women Matter: Moving Corporate Culture, Moving Boundaries 2013

⁶ Analysis of managers, directors and senior officials; ONS, Labour Force Survey, 2016

⁷ McKinsey, The power of parity: Advancing women's equality in the United Kingdom 2016