

Women in business 2019: Blueprint for action



01

Champion the business case

Diverse teams equal better, more innovative business performance, which is critical in an increasingly complex world.

Actions:

- Connect diversity to business goals
- Set and communicate clear targets
- Ensure complacency doesn't set in



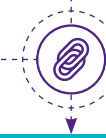
02

Know your diversity data

Before leaping into action, benchmark your data to understand where you need to make targeted changes.

Actions:

- Evaluate current position
- Analyse data to get insights
- Identify gaps and find areas of opportunity



03

Identify and source talent

Remove bias in sourcing talent, to stop women being recruited on capability and men on potential.

Actions:

- Review recruitment targets
- Identify diverse talent sources
- Remove bias from interview and appointment processes

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04

Open up development and advancement

Women progress better with networking and mentor support.

Actions:

- Introduce sponsorship, with women making their success visible
- Ensure networking opportunities work for both genders
- Formalise development 'hot jobs'



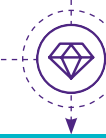
05

Retain diverse employees

Make flexible working available, and let people create employment systems that work for them.

Actions:

- Flexible working across the organisation
- Ensure support and real models exist at key life stage changes
- Create visibility of flexible working



06

Create an inclusive culture

A culture where people belong, their uniqueness is valued and they can speak up, must be led from the top.

Actions:

- Engage men on the issues
- Hold everyone accountable
- Embed inclusivity at every contact point in an individual's career