



Gender Diversity Programme

Accelerate your plans for an equalised business with our Best Practice Programme which offers you exactly what you need to fast track change, confidently address the gender agenda, and guide your organisation towards a more diverse and successful future.

Educate // Evolve // Equalise

The Diversity Challenge

The Diversity of our workforce is a contentious issue in business right now, especially in the Tech industry where the skills shortage is a ticking time-bomb.

Women who work in Science and Tech are 45% more likely to leave the industry than their male peers; even more worryingly, the majority leave because they feel unsupported and pushed out. Yet Tech companies with women in leadership positions have a 34% higher return on investment than their counterparts.

As one FTSE 100 Company CEO puts it: ***"Teams that are diverse, statistically make better decisions."***

The Many Benefits of Gender Diversity to Your Business:

► **Higher Profits**

Businesses with the most gender diverse leadership are 15% more likely to report financial returns above their national industry median.

► **Stronger Global Economy**

Getting full global gender parity by 2025 would add \$28 trillion to the global economy.

► **Understanding your Customers**

Women are the highest adopters of technology, utilising tech 17% more than their male counterparts, yet women cover just 26% of all positions in tech.

► **Stronger Global Presence**

"Diversity is a key driver of innovation and is a critical component of being successful on a global scale." - Forbes Insights

Your Challenges

- ▶ You need to **connect Gender Diversity to the vision and goals of your company**, ensuring you are clear on the “why”.
- ▶ You need to ensure you **recognise and retain your current / future female talent**, investing in women with high potential who may be missing out on opportunities to get to the next level.
- ▶ You need to **move away from the damaging “group think” mentality** and ensure your Leadership Team is both diversity-minded & diversified.
- ▶ You need to **create forums** in which women can meet and build sustainable, helpful relationships.
- ▶ You need to **give your women a voice** and **get your men FULLY engaged and advocating**.
- ▶ You need to address and **remove the unconscious biases** within your Company Culture, your Leadership and Recruitment Teams, and your promotion practices.

*Are
you getting
the Best out of the
Women in your Workforce?*

Our Solutions

Gender Diversity Programme

Our programme is designed to be rolled out over your whole business – Regionally, Nationally and Globally – for maximum impact. It can contain various, customised elements, including *Assesment, Workshops, Coaching and Mentoring*.



*Our Women in Leadership workshop achieved a Net Promoter Score of 96% for **LinkedIn***



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Assessment of Current Gender Diversity Status

Designed for those who don't already have the data, this creates a strong foundation from which to build, and will be carried out with full confidentiality. It enables a high level overview of the current status of your business. The strategy could include:

▶ **Interviews and online surveys** with a selection of men and women across the business to gain insight into current experiences and sentiments around the gender agenda, and to provide us with a subjective view.

▶ A short **workshop with your Executive Team** to understand the narrative of your vision and strategy, and the importance of Gender Diversity as a part of that.

▶ Analysis and themes captured can be utilised in the **Unconscious Bias and Women in Leadership Workshop**.

Women in Leadership Workshops

These two day workshops will put 20 to 25 of your high potential female leaders at a time, through an incredibly experiential, transformative, fun and dynamic process, designed to break old thinking patterns and create catalytic moments that last. Because the collective intelligence of the women is released, each workshop is unique to the participants. Likely topics include:

▶ **The Challenges Women Face**
Sticky Floors versus Glass Ceilings

▶ **Covering - What it is and why we do it;**
Learning to be authentic at work

▶ **Executive Presence**
How to increase your impact

▶ **Self-Awareness and Belief**
Rewriting our self-limiting beliefs

▶ **Strategies to Build Self-Confidence**

▶ **Communication and Influencing Strategies**

▶ **The Four Capacities**
Managing our energy not our time

▶ **Personal Branding**
Learning how to align our brand with our reputation

▶ **Relationship Networking for Maximum Impact**

Women leave this event not only inspired to be the best version of themselves in all areas of life, but also equipped with the most up-to-date insights, skills and tools to progress their careers with confidence.

Unconscious Bias Workshops for ALL Leadership

This half-day on-site workshop, designed for ALL Leaders, can be delivered to 30/40 people, from mixed functions and/or regions, at a time. Delegates explore:

- ▶ Understanding the brain and reason for Bias
- ▶ Raising awareness of types of Bias, including gender
- ▶ Identifying them in yourself and the impact on the business
- ▶ Mitigation strategies
- ▶ Hiring for balance
- ▶ Random acts of inclusion
- ▶ Bias in Your Company – *Real examples of people's experiences, language used and how to overcome such biases.*

In addition, we can tailor this workshop to include interviews across functions and teams, an online survey to capture the experiences and language anonymously, and analysis of the survey to capture themes to be shared during workshops.

Executive Coaching for Women in Leadership

Highly impactful 1:1 Executive Coaching for female leaders following their participation in the Women in Leadership Workshop.

The relationship can often start with a HOGAN Leadership Assessment and usually lasts for six months with one coaching session per month.

Content is relevant to each individual, and driven by their specific needs, but is likely to cover topics such as:

- ▶ **Managing Beliefs**
- ▶ **Exploring Motivators and Values**
- ▶ **Career possibilities**
- ▶ **Strategic relationship mapping**

Mentoring, Sponsorship and Networking

This is a vital part of accelerating the gender equality within your organisation because women rarely have enough of either. Mentors will help them develop, Sponsors will help them achieve promotions, and Networking will ensure they can share Best Practice with peers and offer mutual support. Our aims are:

- ▶ To help you **develop your own Mentoring and Sponsorship Programme**, sourcing suitable Leaders as Mentors and/or Sponsors.
- ▶ To assist you in creating both **Formal and Informal Networking** opportunities.
- ▶ To **educate your Leaders** on Best Practice for Mentoring and Sponsorship.
- ▶ To ensure your male Leaders continue to understand the challenges women face, take an active role in supporting their development and visibility, and advocate for them.



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With our individually tailored programme in place, you can drive understanding and awareness of gender issues across all aspects of your business, fully develop Gender Diversity and ensure equity, thus giving your organisation a clear strategic advantage. As a further strategic talent differentiator we also partner with leading executive search firm, Nexec Leaders. Contact us by calling Nikki Watkins on **+ 44 7801 470003** or emailing **nikki@tyche.consulting** to discuss how we can help. More information on our website **tyche.consulting**