

How to Maintain a Gender Parity Mindset



Workshop Outline

This gender diversity workshop, *How to Achieve a Gender Parity Mindset*, covers tips, examples and group discussion around our assumptions about women and ways to remove barriers to women's progress.

It is designed for senior leaders to challenge and inspire them to lead the change in their organisation and help promote more women into senior leadership positions. This is especially relevant with the UK's Gender Pay Gap reporting and the impact that has on global organisations. This workshop helps start a meaningful dialogue and encourages positive actions.

It has been developed as a 90 minute session, given the time challenges of senior leaders. However, it can be extended based on the audience and their availability.

Our workshop facilitators have extensive leadership experience in senior financial services roles, bring lots of examples and learnings into the sessions and have the gravitas to challenge senior leaders on changing their mindset. Our current clients are global banks and international law firms.

Learning Objectives

By attending this workshop, participants will;

- Understand our own biases and their implications
- Look at different examples of gender bias
- Understand how biases are holding women back in your organisation
- Get a clearer understanding of the specific issues in your area
- Create a list of ideas on how to not act on our biases
- Create actions on how to do things differently

Depending on duration, course delivery consists of trainer led presentation with video support, individual exercises, group breakouts and case studies. Open class discussion is encouraged to allow participants to learn from experience and best practise of others.

Workshop Content

The workshop content list covers what is included in the standard 90 minute version of this workshop. The same topics are covered in a longer workshop, but more time is allocated for group work, individual exercises and discussions. Several gender bias scenarios are discussed in detail. These are provided by the trainer based on her own and other's experience, and can be tailored to reflect the experiences of women in your organisation. The final content will be selected in partnership with you to address your specific diversity challenges.

Primer on Unconscious Bias

Watch a short and simple introduction video on what is Unconscious Bias

Activity - The Trusted Ten

Participants will complete a worksheet and then we will discuss the "Like Me" bias, and get a better understand of how this might impact our thinking at work

Primer on Gender Bias

We will watch the compelling two minute McKinsey video, titled "What if things were switched around?" which effectively demonstrates how gender bias affects everyday workplace situations

Gender Bias Situations in Your Organisation

You will be provided several scenarios, which could be around promotion, compensation, networking and hiring women returners. Then, we break out into groups and asked to discuss our concerns, actions and questions we can ask to effectively address these scenarios. Then they report back on findings, followed by a group discussion on how we can reframe our thinking and tips on best practices.

Increasing the number of Senior Women in your organisation

Group discussion on the potential reasons why there are fewer senior women in your organisation with tips and best practices on how to resolve this. We look at the differences between how men and women rise in organisations and how both men and women can recognise these and support women at all levels in the organisation



Recap and Key Learnings

We list what we have learned and what we will do differently

Who Should Take This Course

Senior Leaders, Leaders, Managers, HR and Diversity Managers, and executives who want to get a better appreciation of the specific issues affecting gender parity in their organisation, increase the number of women in senior leadership positions and benefit from the positive impact this can have.

This workshop can be tailored to different levels in an organisation and so is recommended to be run for executives at a similar level.

Client Testimonials

Managing Directors at a Global Bank:

"This should be rolled out companywide."

"Great to take time to do the exercises and exchange ideas about how to solve our issues."

"Great discussions at group level – lots of experience and interesting perspectives brought to the table."