

HEALTH WEALTH CAREER

WHY SHOULD MEN CARE ABOUT GENDER BALANCE?

ABSL CONFERENCE
LODZ JUNE 2017

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WHAT'S THE PROBLEM?

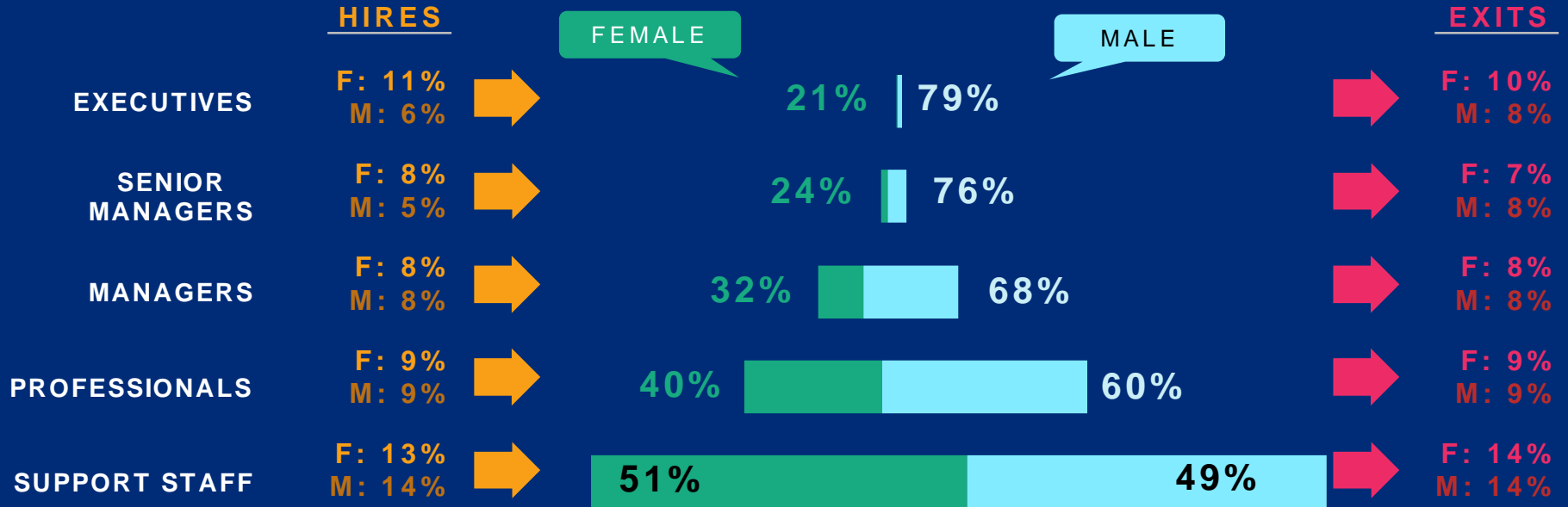
170

80%

25%

WOMEN - UNDER-REPRESENTED AT THE TOP

THE AVERAGE EUROPEAN ORGANISATION



Source: MERCER SURVEY OUTCOMES: EUROPE ILM MAP

GENDER BALANCE AND LEADERSHIP



**PROPORTION OF WOMEN
IN LEADERSHIP**



TALENT PIPELINE



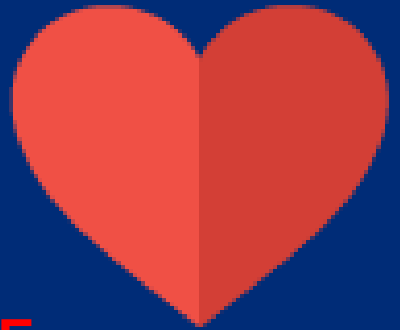
LEADERSHIP CULTURE



**LEADERSHIP
COMPETENCIES**

WHY SHOULD MEN CARE?

- 1 BETTER FOR YOUR BUSINESS
- 2 BETTER FOR YOUR CAREER
- 3 BETTER FOR THE WOMEN IN YOUR LIFE
- 4 BETTER FOR YOU!



GENDER BALANCE IS A BUSINESS ISSUE!



**LEADERSHIP /
DECISION MAKING**



TALENT / INNOVATION



CLIENTS



**PERFORMANCE /
GROWTH**

WHAT DOES FUTURE TALENT WANT?



**ENGAGING ATMOSPHERE &
GOOD TECHNOLOGY**



**WORK / LIFE BALANCE &
SENSE OF PURPOSE**



**CONSTRUCTIVE FEEDBACK &
PROFESSIONAL DEVELOPMENT**



LONG TERM COMMITMENT



**DIVERSE & INCLUSIVE
WORKPLACE**



COMPETITIVE SALARY

Source: Universum

BETTER FOR YOUR CAREER...



“... Sodexo is stronger, more innovative, and better at **servng its 75 million consumers** worldwide.”

Michel Landel, CEO Sodexo



“... an attractive place for **women to work.**”

Thomas Donato, President EMEA Rockwell Automation



“... you get **better business outcomes.**”

Julio Portalatin, President and CEO Mercer

FUTURE LEADERSHIP COMPETENCIES



This leadership approach can be used by both men and women - it offers a competitive advantage by driving innovation and growth

Feminine Leadership Model TM; Monique Tallon

BETTER FOR THE WOMEN IN YOUR LIFE



BETTER FOR YOU!



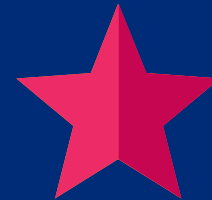
FAMILY & RELATIONSHIPS



WORK / LIFE BALANCE



ROLE MODEL



HEALTH & HAPPINESS

SO WHAT DO MEN NEED TO DO?



ASK, LISTEN,
LEARN AND
RESPECT



QUESTION
YOUR
APPROACH

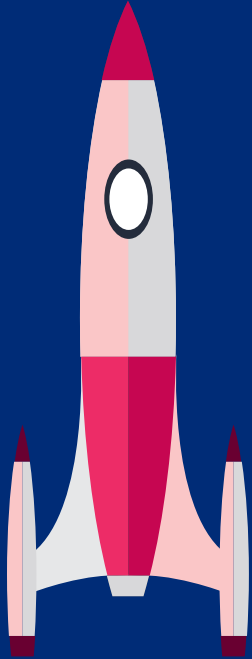


UNDERSTAND
WOMEN'S
CHALLENGES



IDENTIFY WHERE
YOU CAN TAKE
ACTION

SPECIFIC ACTIONS MEN CAN TAKE



BE VOCAL / VISIBLE ON THE BUSINESS VALUE

PEOPLE MANAGERS – CHAMPION FEMALE TALENT

ROLE MODEL BEHAVIOURS AT WORK AND HOME

CHALLENGE NEGATIVE BEHAVIOURS / BIASES

GENDER BALANCE PROGRESS 2027?

0

50%

50%

WHAT WILL YOU DO?

Be part of the action!



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[#WhenWomenThrive](#)
[@Mercer](#)
[#BeBoldForChange](#)



MERCER

MAKE TOMORROW, TODAY