Women in Leadership
Are we playing the Game?

Amanda Bishop – Inspiring Women / WP Faculty Coordinator
A Cornell University study found that men overestimate their abilities and performance, while women underestimate both. A Hewlett Packard report also suggests men apply for jobs when they meet 60% of the qualifications but women apply if they meet 100%. APPLY FOR THE JOBS LADIES.

More Steves than women are FTSE 100 CEOs

FTSE 100 CEOs are more likely to be called Stephen, or Steve, than they are to be a woman.

However, they are equally likely to be called Dave, with six Davids running the UK’s largest companies.

In a report on falling pay among FTSE 100 chief executives, the Chartered Institute of Personnel and Development (CIPD) also pointed out that there is still a vast gender imbalance at the top of the country’s largest companies.

There are currently six female CEOs among the top 100, down from seven last year. On top of this, those six earn just 4.2% of the total pay awarded to FTSE 100 CEOs.

Attitudes

- Women were 55% more likely than men to cite fear of going it alone as a primary reason for not starting a business. (Rose Review of Female Entrepreneurship, HM Treasury 2019)
- Women are less likely to believe they possess entrepreneurial skills: Only 39% of women are confident in their capabilities to start a business compared to 55% of men. This is a perceived gap in ability, rather than an actual gap in skill sets. (Rose Review of Female Entrepreneurship, HM Treasury 2019)

- Globally, women hold just 24% of senior leadership positions. The U.S. lags behind the global average at 21%, compared to China where women hold 51% of senior leadership slots.9
- Women represent 45% of the S&P 500 workforce, but only 4% of the CEOs.9
- In a study of nearly 22,000 publicly traded organizations worldwide, 60% have no female board members.10
What do we mean by Leadership?

Activity
What do we mean by Leadership?
What do we mean by Leadership? Male
What do we mean by Leadership? Women
What skills do you have in leadership?
Activity
Body Language and Non Verbal's

- Fake it to make it – Amy Cuddy
  - https://www.youtube.com/watch?v=Ks-_Mh1QhMc
- Confidence
- Characterisation
- Presence
- Passion

... but most importantly, being authentically you.
Further Reading - Information

- WIM/WAMP
- Springboard
- Mentoring – internal/external
- You Tube
  - TEDX – Amy Cuddy
- Future Learn (FREE 😊)
  - [https://www.futurelearn.com/courses?filter_category=8&filter_course_type=open&filter_availability=started&all_courses=1](https://www.futurelearn.com/courses?filter_category=8&filter_course_type=open&filter_availability=started&all_courses=1)

- Organisational Development
  - [https://warwick.ac.uk/services/od/development-opportunities/learning-activities/](https://warwick.ac.uk/services/od/development-opportunities/learning-activities/)
Inspiring Women at Warwick

Next Event:

Tuesday 10th December – 12pm – 2pm

Theme: Career Resilience

Lunch and networking at 12:00pm

Keynote by Maureen McLaughlin will begin at 12:20pm, followed by a Q&A.

Workshop will begin at 1pm.

You are welcome to join us for both the keynote and the workshop or just one part.

Sign up online