

Inspiring Action: More Women in Leadership *in New Zealand leadership week*

The *"Inspiring Action: More Women in Leadership"* event held on 1 July 2014 was a great evening. Memorable stories were shared and compelling arguments were made to get things moving. Thanks to Minister of Women's Affairs Jo Goodhew and the panellists for their wonderful contributions. Here are some takeaways we thought you'd enjoy.

"Gender balance in our organisations is vital for building and sustaining our competitive and innovative edge in an increasingly challenging and volatile global market."



"Everyone can use their positions as shareholders and employees to ask why the companies with which they are associated are not making full use of women's skills and building their own resilience."

Hon. Jo Goodhew

Accompanying the Minister in welcoming guests, were members of the Pipeline Advisory Panel who helped in the creation of the Inspiring Action research bibliography.



L-R: Vanisa Dhiru, Debbie Teale, Raewyn Pointon, Hon. Jo Goodhew, Phill Weeks, Prof. Brad Jackson



Guests included Chief Executives and senior leaders from within the state sector; independent directors; business leaders from the private sector, and community leaders.

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Building on the latest report from the Ministry of Women's Affairs '*Inspiring Action: action-plans and research to help you attract and retain talented women*', the debate panel was facilitated by Dr Lee Mathias, who ensured great insight from the diverse and thoughtful panel could be tested in the Q&A session that followed. The panellists were:



- **Alastair Carruthers**, CNZM, Chief Executive, Kensington Swan
- **Sina Wendt-Moore**, Chief Executive, Leadership New Zealand
- **Phil O'Reilly**, Chief Executive, Business New Zealand
- **Kim Ngarimu**, Director, Tāua Ltd.

“This is not a ‘woman’s issue’, and the men need to start addressing it, no matter how uncomfortable it makes them feel.”



“Getting more women into leadership and stopping the leaks in the pipeline is part of the wider diversity issue. It is a business issue, and will only make traction when it becomes a normal part of understanding business advantage, and good business practice.”

“We need to normalise flexible work for all people, as what women are asking for is what the younger generation are asking for also.”

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The engagement from the floor was honest, challenging and inspiring, and raised some key issues.



“We have an ageing population and need to keep women in work. They are great leaders and New Zealand needs that.”

“The next generation will have more than one career, so their timeframes are much shorter and their expectations different.”

“Stop worrying about what has happened in the past. We need to worry about what we are going to make happen, and why.”

“Let’s sweat the future, not the past. Let’s think about how we get inspired actions underway.”



In discussing the issues we shared, we also explored the ways in which leaders and businesses can work to bring about change.

“Sustainability is the key. It needs to be a cultural shift and seen as an investment.”

“To compete for and retain the best talent, we need to be prepared to embrace flexible working.”



“We need to make sure that coming back after career breaks is supported and encouraged.”

“Leaders need to lead the way in shaping and encouraging flexible workplaces.”



Attached are some resources you can use to share the messages with your colleagues and refresh them for yourself.

We look forward to seeing the ‘new normal’ taking shape.

Attachment 1 of 3—Media Release 1 July 2014

Inspiring action on gender balance in leadership

Women's Affairs Minister Jo Goodhew is calling on business leaders to focus on creating pathways to leadership for more women in New Zealand.

"Gender balance in our organisations is vital for building and sustaining our competitive and innovative edge in an increasingly challenging and volatile global market," says Mrs Goodhew.

"Business leaders need to acknowledge the advantage of gender balance – including better productivity and improved business performance.

"Organisations like the New Zealand Defence Force and the BNZ are leading the way by implementing the right business practices and policies in their organisations, and in their teams, to encourage leadership pathways for women," says Mrs Goodhew.

Mrs Goodhew is hosting a panel debate titled Inspiring Action: More Women in Leadership, as part of the Sir Peter Blake Leadership Week this evening.

Included are leaders such as Sina Wendt-Moore, Chief Executive, Leadership New Zealand; Kim Ngarimu, Director, Tāua Ltd; Phil O'Reilly, Chief Executive, Business New Zealand and Alistair Caruthers, CNZM Chief Executive, Kensington Swan.

The panel debate builds on the latest report from the Ministry of Women's Affairs, *Inspiring action: actions plans and research to help you attract and retain talented women*.

This report, available at www.mwa.govt.nz, contains research and case studies on actions and tools that organisations can use to increase the number of women in leadership roles.

"Each of us needs to take action to ensure that all of New Zealand's talent and skills are valued and engaged, says Mrs Goodhew.



Inspiring action for gender balance

Organisations wanting to improve their gender diversity will benefit from a new resource published recently by the Ministry of Women's Affairs, says Chief Executive Jo Cribb.

"We have collated relevant research and case studies into a readily accessible bibliography. This is a great resource to see what others have done to understand and improve career paths for women.

"The evidence that gender balance in governance and leadership roles results in better decisions and organisational performance is compelling.

"I encourage all New Zealand leadership teams to use these case studies to take action in their organisations," she said.

This bibliography is a quick reference of abstracts on ways to improve women's career paths within organisations.

The Ministry has referenced 117 items, organised them into seven topic areas and provided a brief summary of each item. Articles covering more than one topic have been included in both relevant areas.

Building on the research used on *Realising the opportunity: addressing New Zealand's leadership pipeline (2013)*, the Ministry has included other papers that contained significant data or analysis. It has also added reports that contain concrete

proposals for action or recommendations, and information on New Zealand.

Jo says this collection of articles will make it easier for human resources practitioners and managers, Chief Executive Officers and leadership teams to identify practical steps to take to improve women's career pathways in organisations.

"We look forward to ongoing discussions on new initiatives to attract, retain and support women in leadership roles in organisations," she said.

To use *Inspiring action*, visit www.mwa.govt.nz and use the online searchable database or access the full report containing a summary of the 117 articles.

Inspiring action covers research and articles from 1989–2014 covering topics relating to women in leadership in the following areas:

- Getting started
- Action plans
- Making a business case
- Career breaks and flexible work
- Data and research
- Leadership
- New Zealand research
- Unconscious bias

“ I encourage all New Zealand leadership teams to use these case studies to take action in their organisations.”



Members of the Ministry's advisory group on women in leadership at Inspiring Action, an event during New Zealand Leadership Week. Left to right: Vanisa Dhuru, Women in Leadership Aotearoa; Debbie Teale, BNZ; Raewyn Pointon, Leadership Development Centre; Hon Jo Goodhew, Minister of Women's Affairs; Phill Weeks, New Zealand Police and Brad Jackson, Victoria University of Wellington.

Attachment 3 of 3

Below are links to the Ministry of Women's Affairs publications we referred to at the event for your reference.

[Inspiring Action Bibliography](#) (pdf)

[Inspiring Action Bibliography](#) (searchable database)

[Realising the opportunity: Addressing New Zealand's leadership pipeline](#)

