



DIVERSITY INTELLIGENCE PÅ DE BONEDE GULVE



LIVING INSTITUTE's udgangspunkt ift. "Gender Balance"

- Vi rådgiver lige nu UM, DTU, DIF, Stadium i DK samt SAP og Bayer i Tyskland

The economic case for gender parity



\$28 trillion

of **additional annual GDP in 2025** in the full-potential scenario of bridging the gender gap...

... equivalent to the **combined US and China economies today.**



\$12 trillion

could be added in 2025 if all countries matched their best-in-region country in progress toward gender parity.

*Equal to **2x** the likely contribution of women to global GDP growth in the business-as-usual scenario*

28.000.000.000.000 USD

Source: "The Power of Parity" McKinsey Global Institute, Sept. 2015



+47%
average return on equity

+55%
average earnings before
interest and tax

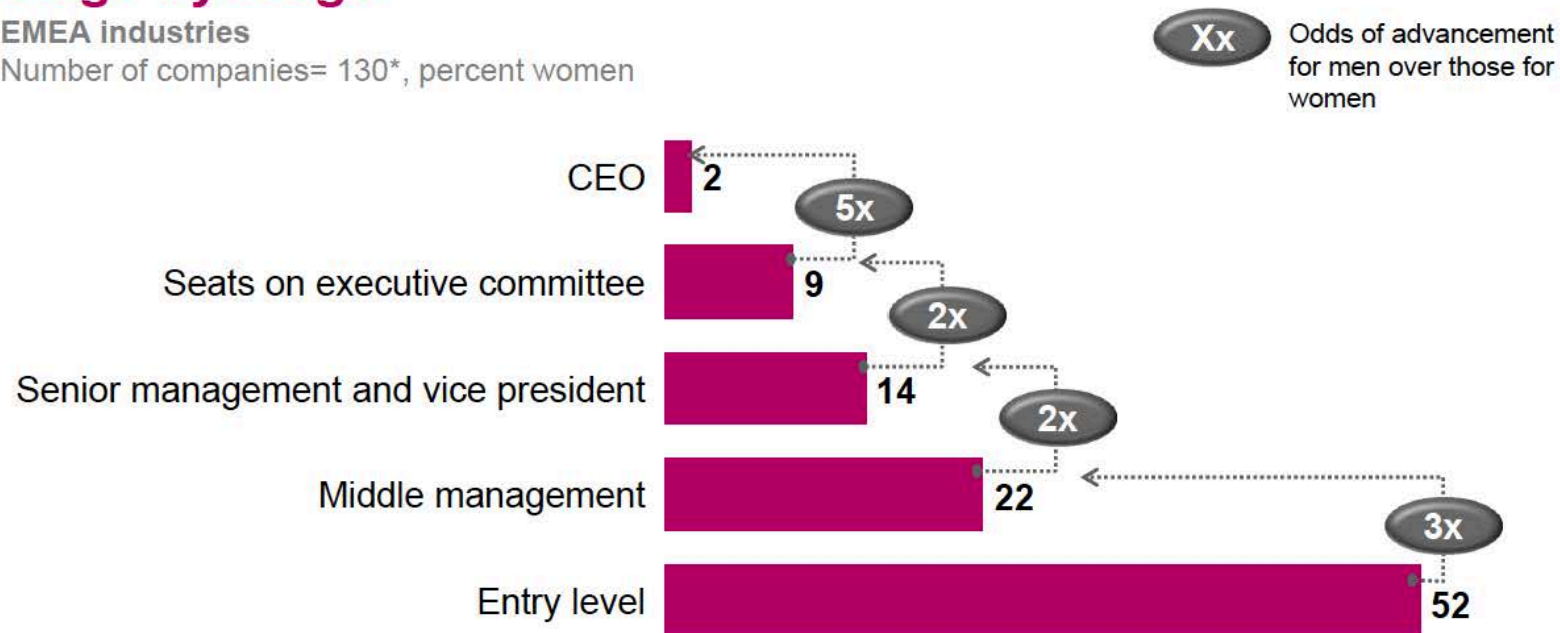
Companies with top-quartile representation of women in executive committees perform significantly better than companies with no women at the top³.

Source: "Women Matter – Gender Diversity at the top of Corporations" McKinsey 2010

Not a single “glass ceiling,” but a leaky pipeline, stage by stage

EMEA industries

Number of companies= 130*, percent women



* Companies with more than 10,000 employees and/or revenues greater than €1 billion, and that provided data

SOURCE: *Women Matter 2012: Making the breakthrough*

Source: “Women Matter” McKinsey 2012

WHY WOMEN LEAVE

“Women are leaving because of work-life issues!”

Post-exit interviews with 2,400 women who left corporate executive positions disclosed the top five reasons for their departure, the least of which was for personal reasons.

The Real Reasons Women Leave

Not valued in the workplace	68%
Feeling excluded from teams / decisions	65%
Male-dominated work environment	64%
Lack of opportunity for advancement	55%
Work-Life issues	30%

Source: Gender Surveys, Barbara Annis & Associates, 2005 - 2012

• CHALLENGE





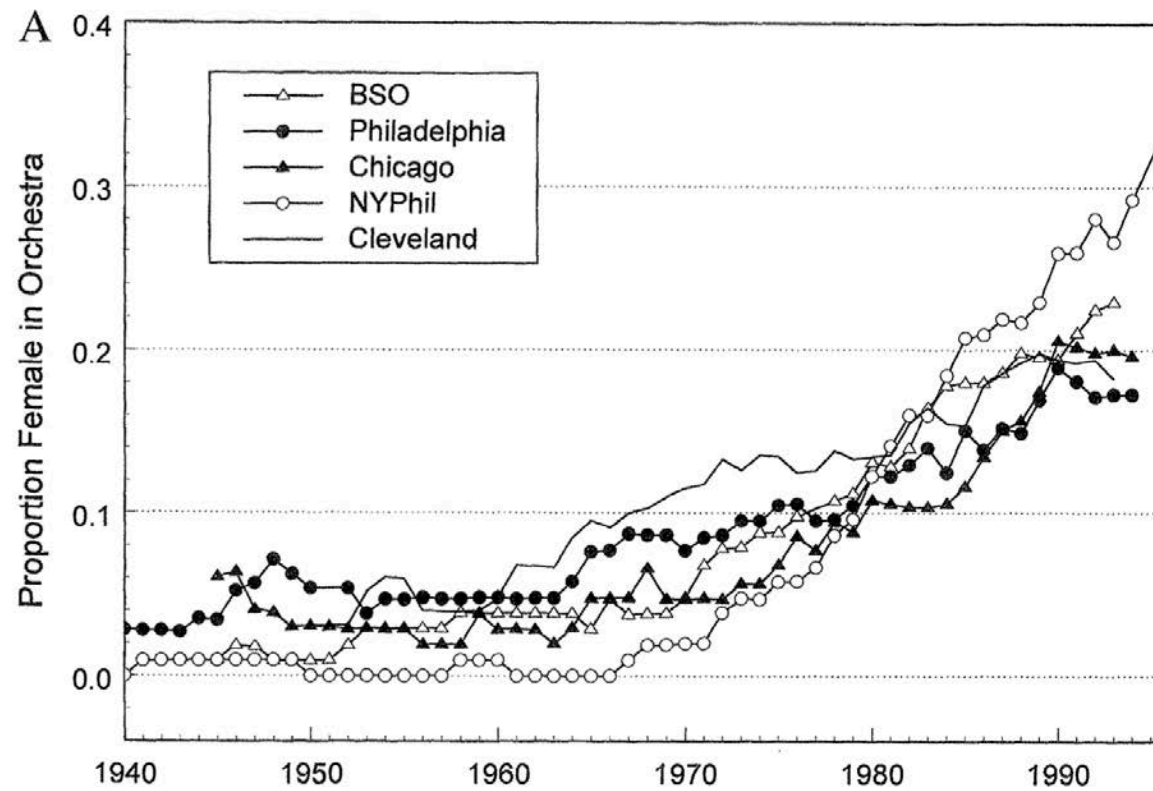
Virker ikke

- Udpege en task force i HR
- Frivillig deltagelse i ledertræning
- Mentorordninger
- Kvindenetværk
- "Fixing the women"

Virker

- Topledelsen som rollemodeller og drivkraft
- Obligatorisk ledertræning
- Sponsorship
- Mandenetværk
- "Fixing the men"

Unconscious bias træning



Source: "Orchestrating impartiality: The impact of 'blind' auditions on female musicians,"
The American Economic Review, 2000, Claudia Goldin and Cecilia Rouse,



Unconscious biases. Moi??

Take a test and find out:



Harvard's IAT (Implicit Association Test)