

# Leading Women!

**I**n recent months there has been much media discussion about the government's idea to have quotas for the number of women who should be appointed to company Boards. Whilst, quotas are currently off the political agenda, the issue of women in leadership is still relevant – partly as a result of the recent report by Lord Davies.

At Jaluch our view is that quotas are probably too much of a blunt instrument and that the numbers of well qualified and experienced women who actually want these top jobs inevitably varies from sector to sector - so a one size fits all approach would probably not be ideal. However, one strident voice reported in the press was quoted as saying "Women opposing quotas is like turkeys arguing for Christmas". Clearly this discussion is not over yet!

However, in terms of what this means for employers in 2011, Lord Davies has made a host of recommendations for FTSE companies including: aiming for 25% of women on boards by 2015; statistics on the employment of women to be disclosed annually; corporate governance codes to be amended to establish boardroom diversity policy; and information to be provided in annual reports regarding the appointment process and how that process addresses diversity issues. Aspiring companies will therefore be looking to what can be done now to achieve these goals.

Collating statistics and amending policies is one thing, but actually increasing the numbers of women in top roles will be the major challenge for organisations. No doubt most businesses will take a combined approach of developing some talent of their own whilst buying other talent in. And no doubt this approach will bring something of a windfall to a few headhunters who decide to really

focus on getting some great senior women on their books! For those who want to take a look to see who is out there who might assist with such recruitment, we might suggest that in the first instance you take a look at Capability Jane!

Developing homegrown talent though, is inevitably a great strategy with many benefits for both existing employees and the organisation itself. Such a strategy can aid retention strategies, support diversity initiatives, keep experience within the business and help to avoid some of the downsides associated with recruitment e.g. hefty recruitment fees, lengthy inductions and the possibility of someone leaving at an early stage due to a poor cultural fit (or similar!).

If developing in house talent is of interest to you, Jaluch has developed a programme specifically to address the development needs of women either already in leadership positions or aspiring to leadership positions.

The leadership programme tackles various issues and common barriers to development including developing personal effectiveness, increasing self confidence, modifying behavioural styles, developing assertive behaviours, building effective relationships and overcoming personal barriers. It's a great programme: very interactive, engaging, motivating and inspirational and totally focussed on helping aspiring female leaders step up to the challenges of the larger organisational roles.

**If leadership training for women within your business is of interest to you, call us and we will be pleased to meet with you to ascertain how we can help you achieve your goals.**

