



Promoting gender equality, advancing the economy

21st September 2017

JUMP Corporate Hub

Inclusive leadership

WWW.JUMP.EU.COM

- Welcome : Accenture
- Introduction : Isabella Lenarduzzi (JUMP)
- Expert presentation: Thais Compoint (Déclic International)
- Company testimonial: Sabine Sagaert (Cargill, winner of Women@work award 2017)
- Company testimonial: René Mat (Accenture)
- Best practice sharing session, moderated by Isabella Lenarduzzi & Christine Cecil (JUMP)
- Wrap-up (JUMP)
- Close of the Hub Session

- The JUMP Corporate Hub is the network of corporate diversity officers dedicated to the exchange of best practices on gender equality at work
- Thank you to our host: Marta Pogorzelska (Agility & Transformation Services, Inclusion & Diversity Lead Accenture BeLux)



JUMP Corporate Hub - Programme 2017

Lunch & Learn sessions 12.00-15.30 in / around Brussels

- 14 Nov. 2017 - **Managing gender and generations: the end of "careers" as we know them?** (*Hosted by Procter & Gamble*)

Guest speaker: **Saskia Van Uffelen**
(CEO Ericsson Belux, Digital
Champion and Digital Mind of
Belgium, Author of "Tous Patron!
De la coopération entre quatre
générations")



JUMP Forum Brussels: 8th March 2018

80% of power is taking it!
Wo.Men, Power and Performance

Hosted by Mercedes, Woluwe-Saint-Lambert

- Boost your **female talent** pool and **engage men** in gender equality
- Most **brilliant experts** in gender equality
- Innovative **talent management** tools





Your CEO could be the next Gender Equality ambassador

The Wo.Men@Work Award rewards the Executive who works hardest to achieve gender equality at work.

Call for candidates - We are looking for

- Executives (CEO, GM, MD,...)
- In companies established in Belgium
- Who personally commit to promoting corporate gender equality

Get involved too!

Looking for JUMP Wo.Men@Work Award Jury members

Call for nominations and applications will be out soon



Coca-Cola Enterprises
wo.men@work award
powered by JUMP



- **"Womenomics"** - a new series of 8 episodes on the best practices of the partnering organisations on women & business
- The series will run for **8 weeks** beginning 2018: 4 min episode, broadcast **25x** every thursday
- A collaboration between **JUMP et Kanaal Z**
- We are looking for **partners** that will be represented in this series
- **4625€ htva** per episode = 2 capsules (1 NL and 1 FR)
- Filmed at the Vlerick Business School or onsite in your company (see conditions)
- Daily Kanaal Z & Canal Z spectators: **532 978**

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Expert presentation & company testimonials

80% of working Americans say that inclusion is an important factor in **choosing an employer**

72%

would consider **leaving an organisation** for one they think is more inclusive

Leaders' actions speaker louder than programmes

71% say they would prefer an organisation with leadership consistently demonstrating inclusive behaviours over those that offer inclusion initiatives but no inclusive leadership

Most valued aspect of work culture: an environment that makes me comfortable **being myself**

Source: Deloitte Inclusion Pulse survey (April 2017)



Thais Compoint

**Founder & CEO Declic International, author of
"Succeed as an Inclusive Leader"**



Inclusive Leadership : How To Make It Happen ?

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September 21th 2017

**Are you ready for
the future now?**



DECLIC
INTERNATIONAL

Objective

To give you the clarity, the ideas and the energy to implement an effective inclusive leadership strategy.



Agenda



1. What is inclusive leadership and why it matters?
2. The 3 key signature skills of inclusive leaders
3. How to implement an effective inclusive leadership strategy?

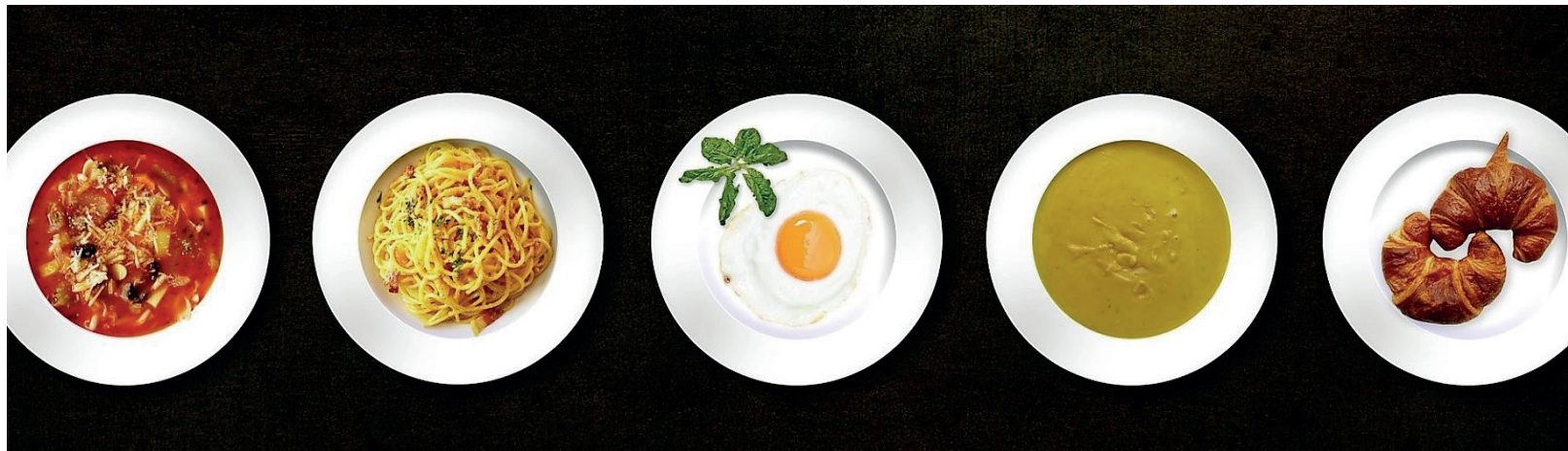


**What is inclusive leadership and
why it matters?**

Definition

Inclusive Leadership is the ability to attract, to engage and to influence people with different backgrounds, i.e., people of all genders and ages, with different cultures, abilities and lifestyles.

Inclusive leaders value human differences and understand the underlying inclusion and exclusion mechanisms across human differences. They play a key role in building diverse teams and creating an inclusive culture.



Two key reasons to go for it

Crisis of traditionnel leadership

© Randy Glasbergen / glasbergen.com



**"My boss takes credit for every good thing I do.
Rumor has it, he's going to be a mother soon."**

Increasingly robust I&D business case

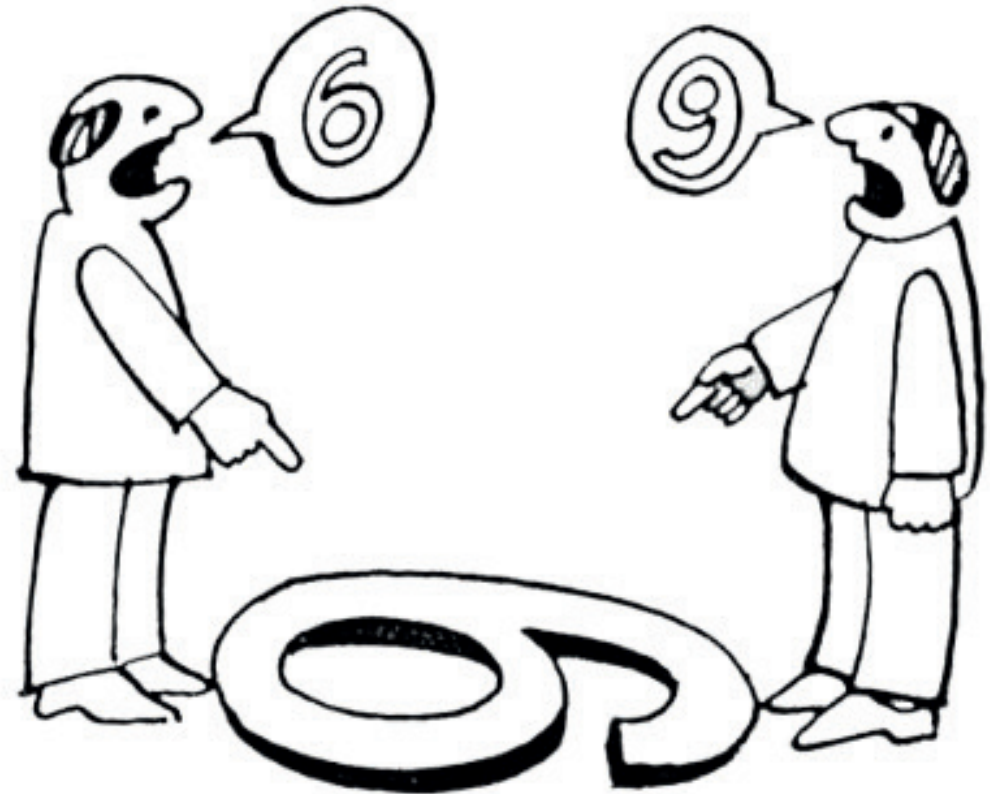


Why it doesn't happen naturally

Affinity Bias



Lack of Empathy



2

The three signature skills of inclusive leaders

The Inclusive Leadership Propeller Model ©



Fairness – Acknowledge Your Inner Darth Vader



- Challenge your own and other people's biases.
- Follow structured processes.
- Look at metrics and history.

Empathy – Apply the Platinum Rule

- Be curious about people.
- Be aware of your impact on others.
- Adapt to people's different styles and needs.



Proactivity - Light the Fire of Inclusion



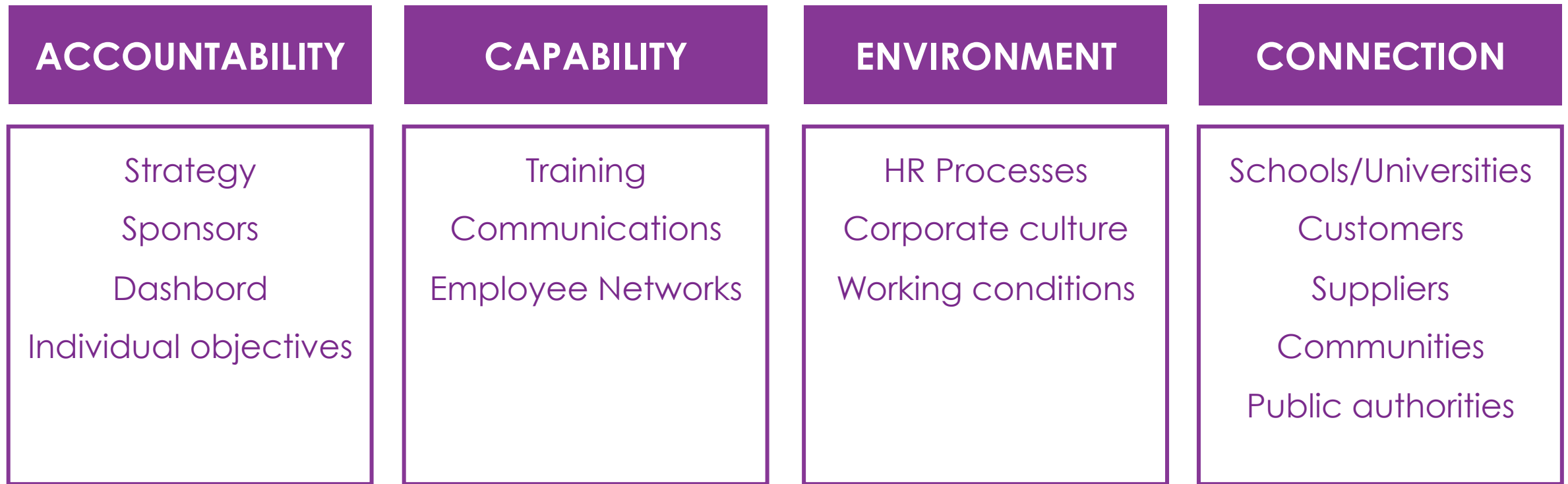
- Raise awareness about inclusion and diversity.
- Reach out to diverse candidates.
- Mentor and sponsor diverse people.

3

**How to implement an effective
inclusive leadership strategy?**

How systemic are you?

The 4-pillar I&D system



Combining two approaches



Resources



amazon



Thais Compoint

www.declicinternational.com

Thanks for your attention!



www.declicinternational.com

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Embrace differences & make a difference!



Sabine Sagaert

Global Malt Managing Director Cargill

Winner of women@work award 2017



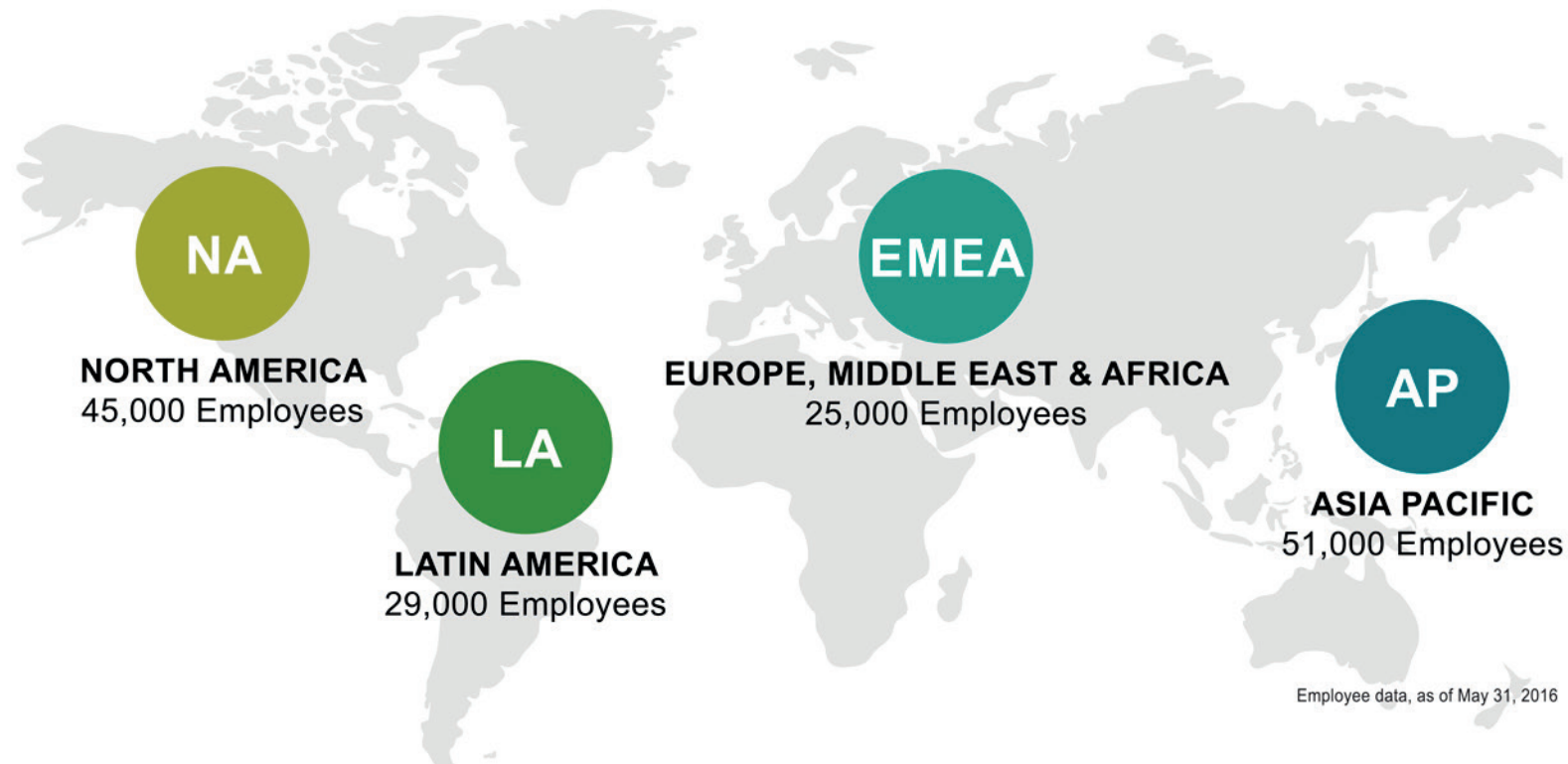
Gender Diversity @ Cargill

Sabine Sagaert, Global Malt Managing Director, Cargill

September 21st , 2017



Cargill snapshot



- 150,000 employees in 70 countries → 1000 employees in Belgium
- Our purpose: To nourish the world in a safe, responsible and sustainable way

Cargill & the Diversity Journey

OUR CASE FOR CHANGE


Our culture of inclusion and high performance will position us to consistently win as we focus our efforts on three areas related to inclusion and diversity.



My personal experience

AS A LEADER & AS A WOMAN

[i](#) If there are problems with how this message is displayed, click here to view it in a web browser.

From:  Steven De Samblanx

To:  Marine Santos

Cc:

Subject: RE: People Announcement - Operations EMEA

Happy Hanne is our first female production manager in Europe. It makes my day.

Rgds

Steven



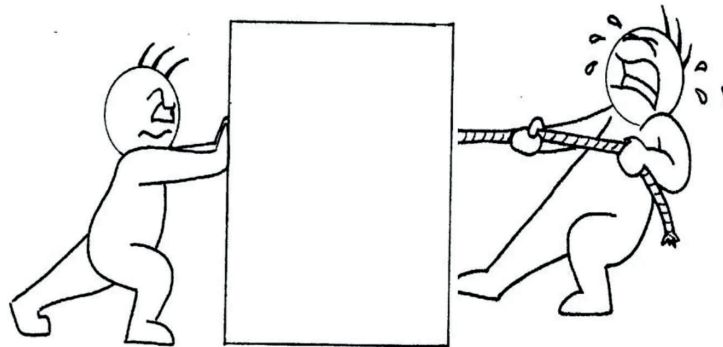
How Cargill makes it happen?



My take away

- Diversity Culture & Values have to be at the centre to be successful.
- Gender Equality cannot become part of our culture without men's partners.
- The leadership team needs to take actions and be involved in identifying high-potential women, creating career opportunities for them, to be successful, diversity cannot stay an HR topic!
- It needs to be driven by the top, otherwise it is just not happening as it is so much more easy to not do the effort

Push and Pull





thriveTM



René Mat

**Managing Director, Accenture Technology
Brussels, Communications, Media & Technology
(CMT) aligned**



Our ambition

- Accenture has signed Paradigm for Parity engagement in 2016 with 2 bold goals

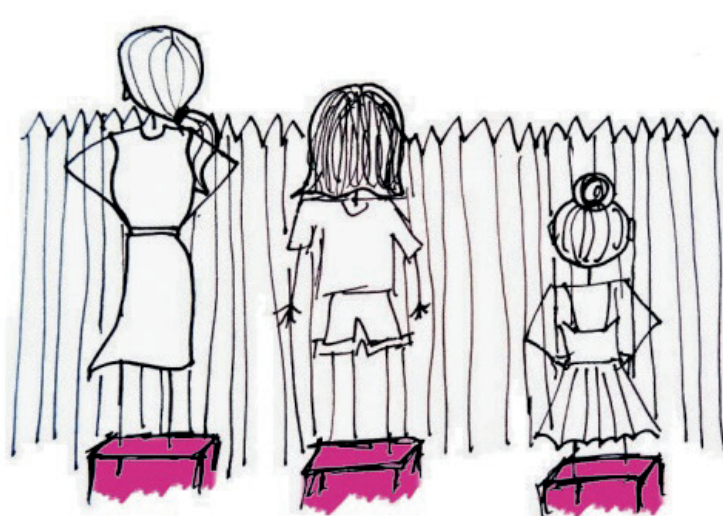


- To achieve that, we are working on internal and external challenges:
 - Inflow of candidates
 - Selection of internal and external candidates
 - Retention and development of talented women

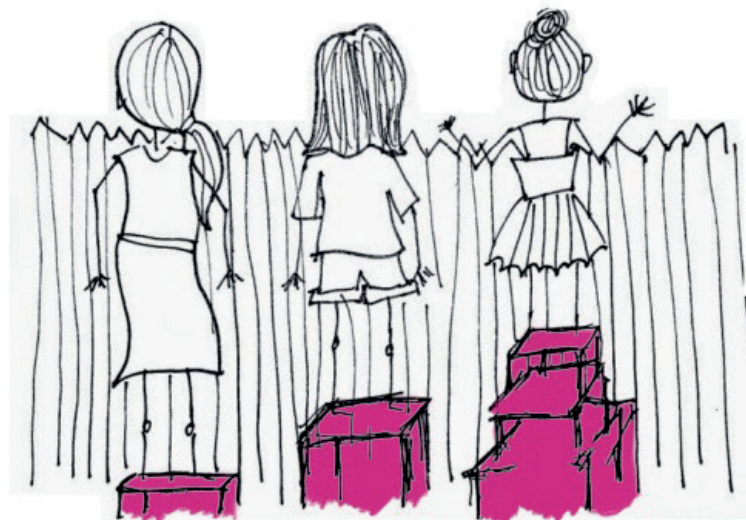
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Best practice sharing session



EQUALITY



INCLUSION

- What does inclusion mean to you? To your organisation?
- How is inclusion important to get things moving on “gender equality”? How does it benefit women?
- What are you doing in your organisation to promote an inclusive culture? What challenges have you met?

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Wrap-up

- Don't forget to fill in the **evaluation forms!**
- Evaluation of the JUMP Gender Equality Hub (2013-2015)

Content of
the workshop



Relations with
our team



Networking



Organisation
of the event



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Thank you and see you next time!