

JUMP

Promoting gender equality, advancing the economy

17th May 2016

Gender Equality Hub

*How to tackle hidden obstacles holding women back:
office politics, unconscious bias, self-sabotage, corporate
culture, etc...*

Supported by:



INSTITUTE
FOR THE EQUALITY
OF WOMEN
AND MEN

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- Welcome: Isabella Lenarduzzi (JUMP) & Evy Schools (Total)
- Presentation: Inge Woudstra (W2O Consulting & Training)
- Presentation: Laurent Levisalles and Katrien Audenaert (The Resilience Institute)
- Company Testimonial : Erwin Ollivier (DLL)
- Q&A
- Networking break
- Best practice sharing session, moderated by Isabella Lenarduzzi (JUMP)
- Wrap-up & key takeaways – Isabella Lenarduzzi (JUMP)
- Close of the Hub Session

- The JUMP 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:



Evy SCHOOLS
Stratégie Développement Recherche,
Economie & Etudes

Save the date for the next sessions!

- **How to attract women: best recruitment practices**
 - ▶ 27 September 2016 (*hosted by Cisco in Diegem*)
- **Strategic planning & accountability: how to make your gender equality plan a success**
 - ▶ 22 November 2016 (*hosted by the European Investment Bank in Brussels Schuman*)

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

JUMP Forum Paris

*16 June 2016
At the OECD*



Show your support to women or/and to gender equality with our **JUMP Badges!**



Offer one **JUMP Sorority Bead** to a Woman whose career you commit to support!

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17th May 2016

***How to tackle hidden obstacles holding women
back: office politics, unconscious bias, self-
sabotage, corporate culture, etc...***

JUMP Gender Equality Hub



Inge Woudstra
Managing Director W2O
Consulting & Training, author
of 'Be Gender Smart – The Key
to Career Success for Women'

17th May 2016

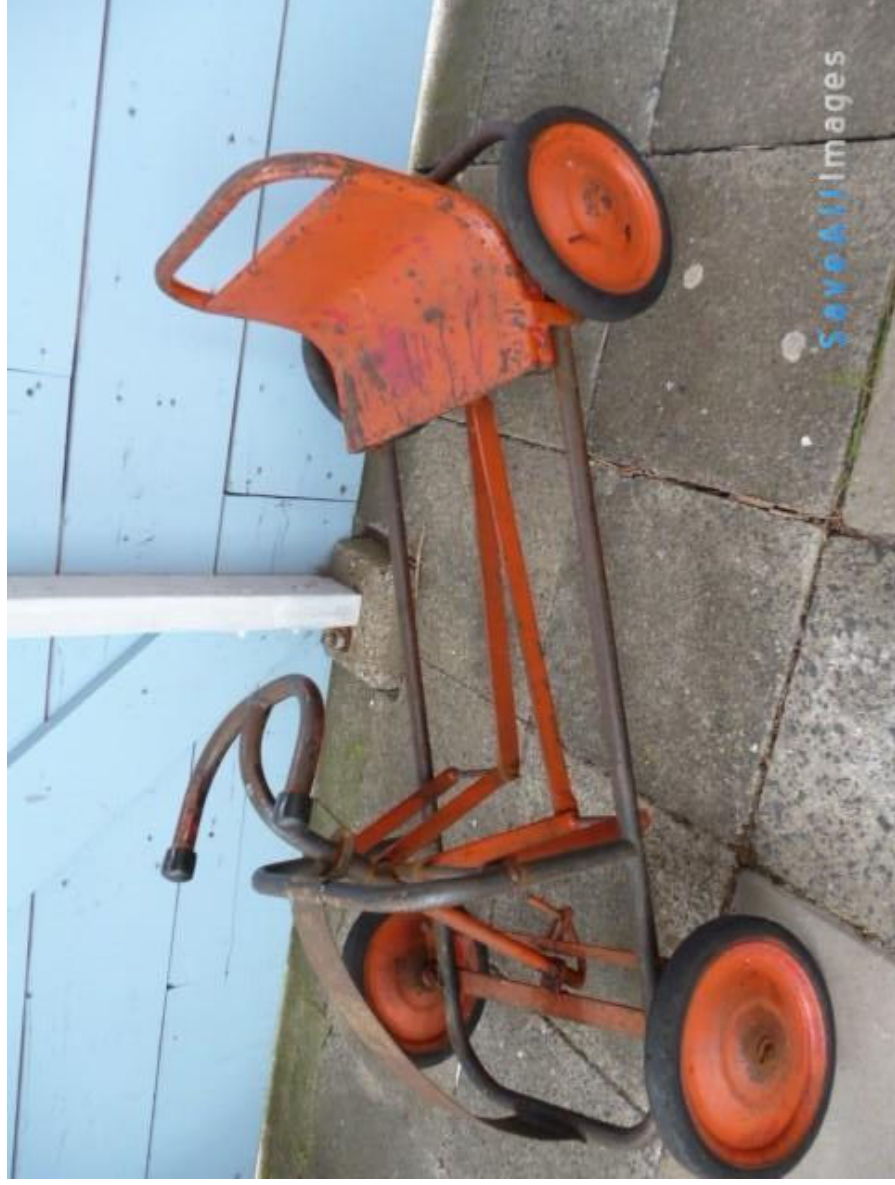
***Being gender smart:
Removing barriers, helping women progress and
creating a business culture that works for both
women and men***

**Inge Woudstra (W2O Consulting & Training)
@W2oudstra, #GenderSmart**

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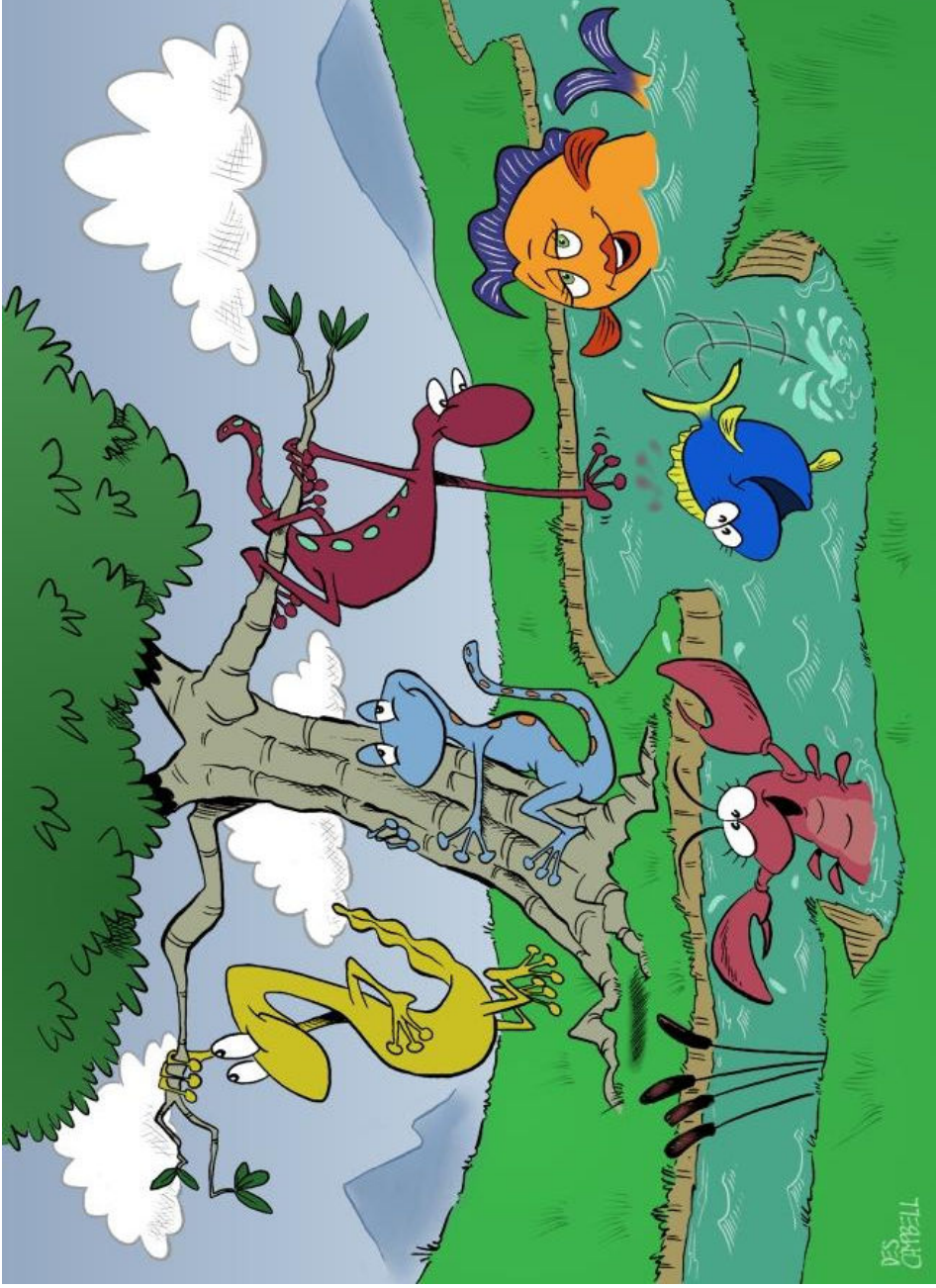
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| | |
|---|------------|
| Not valued in the workplace | 68% |
| Feeling excluded from teams or decisions | 65% |
| Male-dominated environment | 64% |
| Lack of opportunity for advancement | 55% |
| Work vs. personal life issues | 30% |

Barbara Annis, 2013



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Compete

Find Security

**Take
Decisions**

Think

Empathise

Bond

1. Women

Empathy



2. Leaders

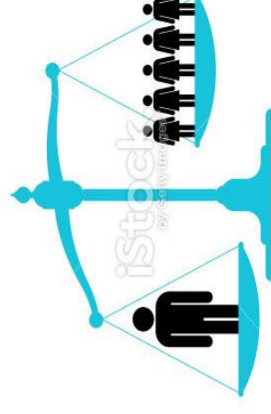
3. Employees

Compete



4. Organisations

Take
Decisions



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*What do you think?
Votre Questions, Uw Vragen*

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JUMP | Gender Smart Women

- Confident
- See their own contribution
- Speak up about value add
- Frame the how – so colleagues can trust them



JUMP | Gender Smart Leaders

- Open to Difference
- Flex their style
- Support female style of working



- Allow for Difference
- Gender Bilingual
- Communal Communication
- Appraisal Systems
- Promotion Practices
- Flexible Working
- Career Paths



JUMP | Approach

Raise Awareness

- Talks, Webinars, Video clips

Change Behaviour

- Skills Training: Women, Leaders, Employees
- Dialogue
- Behavioural Design, Review Organisational Processes

- Link to Performance, Cultural Intelligence, Employee Engagement
- Built into Leadership Programmes

What would work in your organisation?

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Expert presentation

Thank you for your attention!

**Inge Woudstra (W2O Consulting & Training)
@W2oudstra, #GenderSmart**

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Laurent Levisalles

Partner at the Resilience Institute



Katrien Audenaert

**Partner at the Resilience Institute
Executive Coach at Peak Coaching**

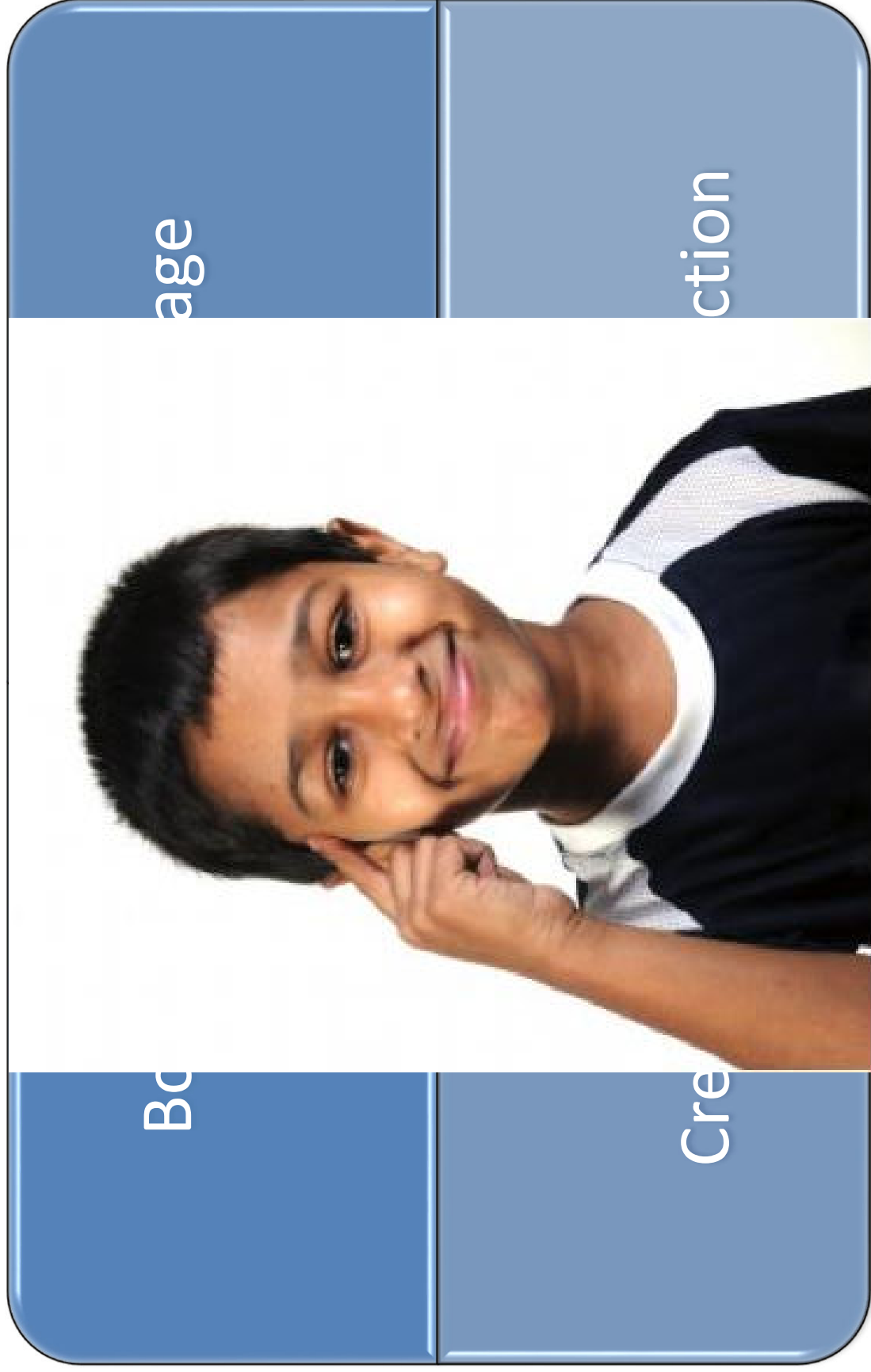
How can Women Make it happen?

JUMPS

Promoting gender equality, advancing the economy

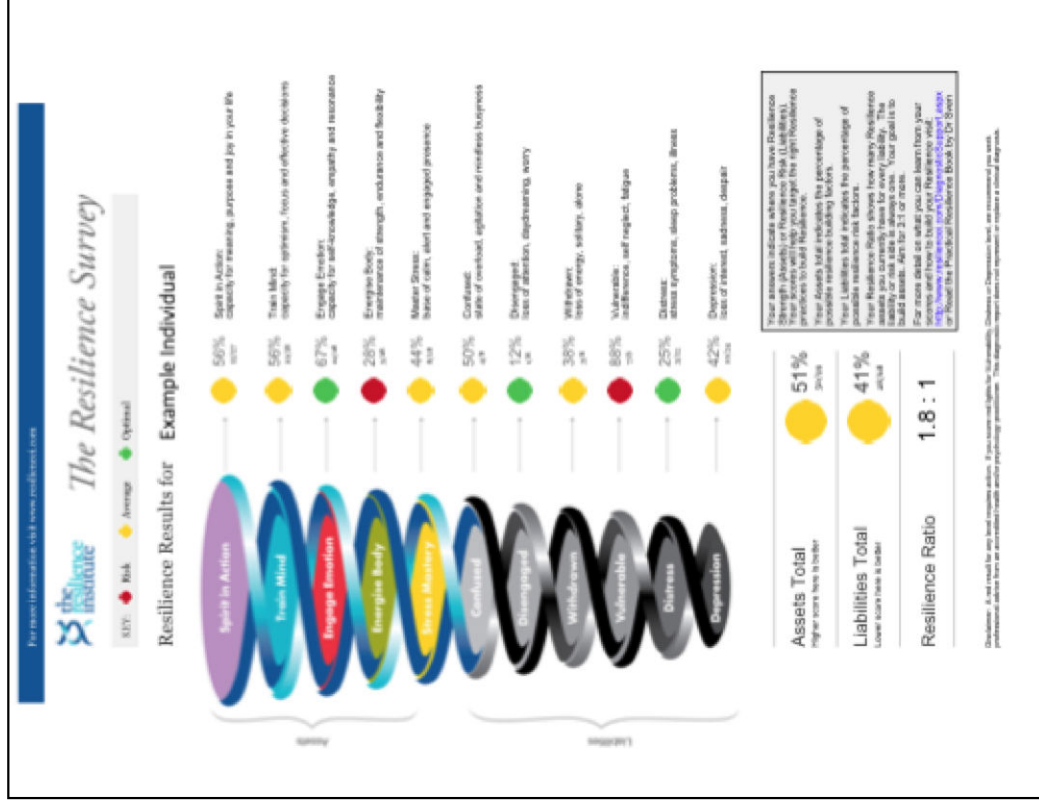
 the
resilience
institute

Defining Resilience



Resilience Diagnostic

- Online tool (15 min)
- Auto-evaluation
- 60 factors – 11 categories
- Individual results confidential
- Aggregated results for a team or an organization
- Pre & Post Program Testing



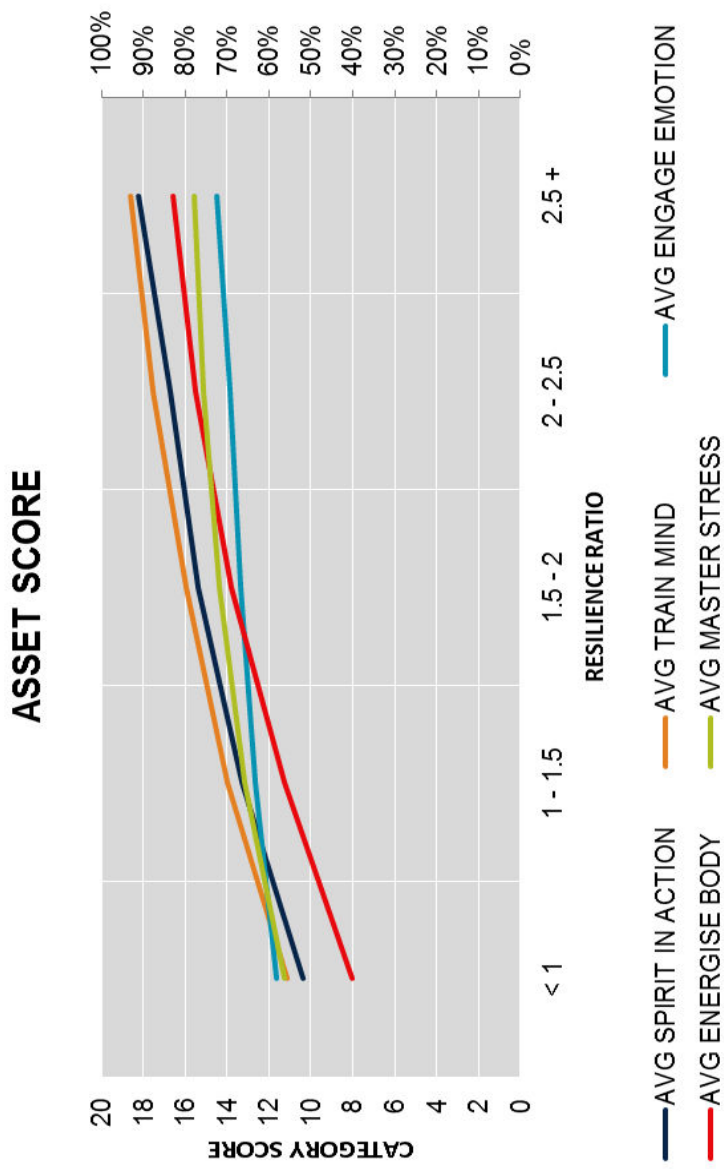
Statistics Data Analysis

- **16,000** diagnostics, **250** organizations
- **3 years** of collected data (2011-2014)
- Multi-geographies

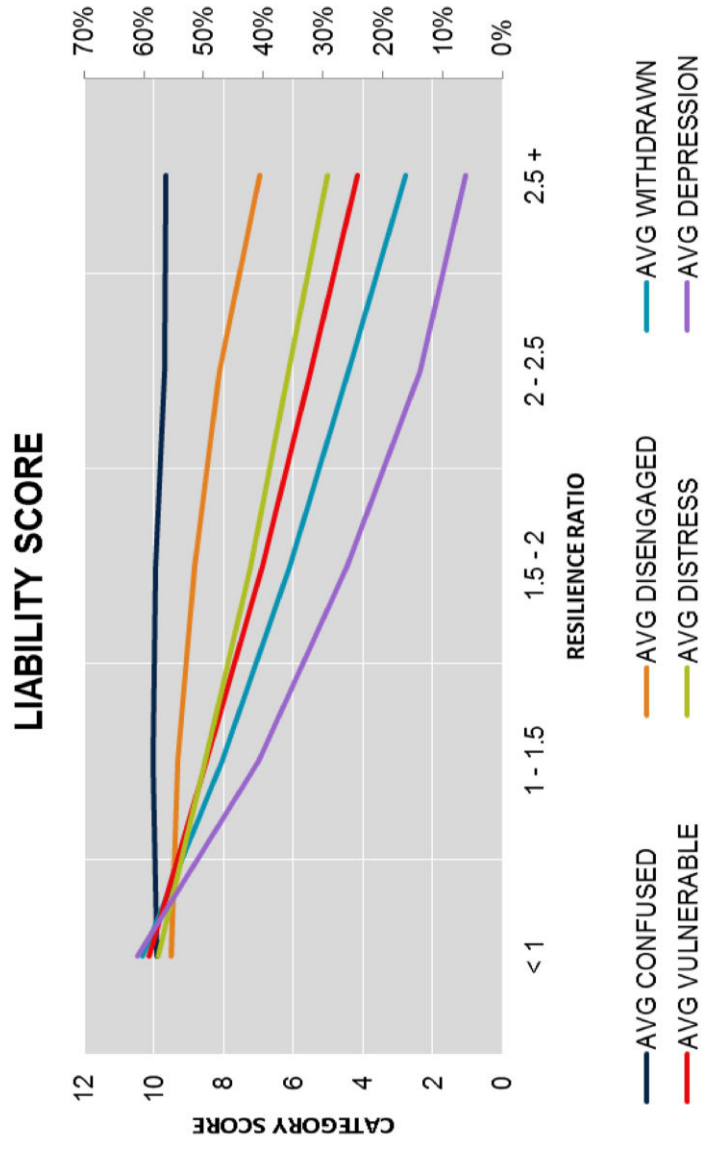
What is the data telling us?

1. High Resilience ratios correlate with Train mind, Spirit in action, Energize body and Stress Mastery.
2. Energize Body category strongly drives improvement in RR.
3. Low Resilience ratios correlate with Depression, Distress and Withdrawn
4. Resilience training increases asset scores and decreases liability scores

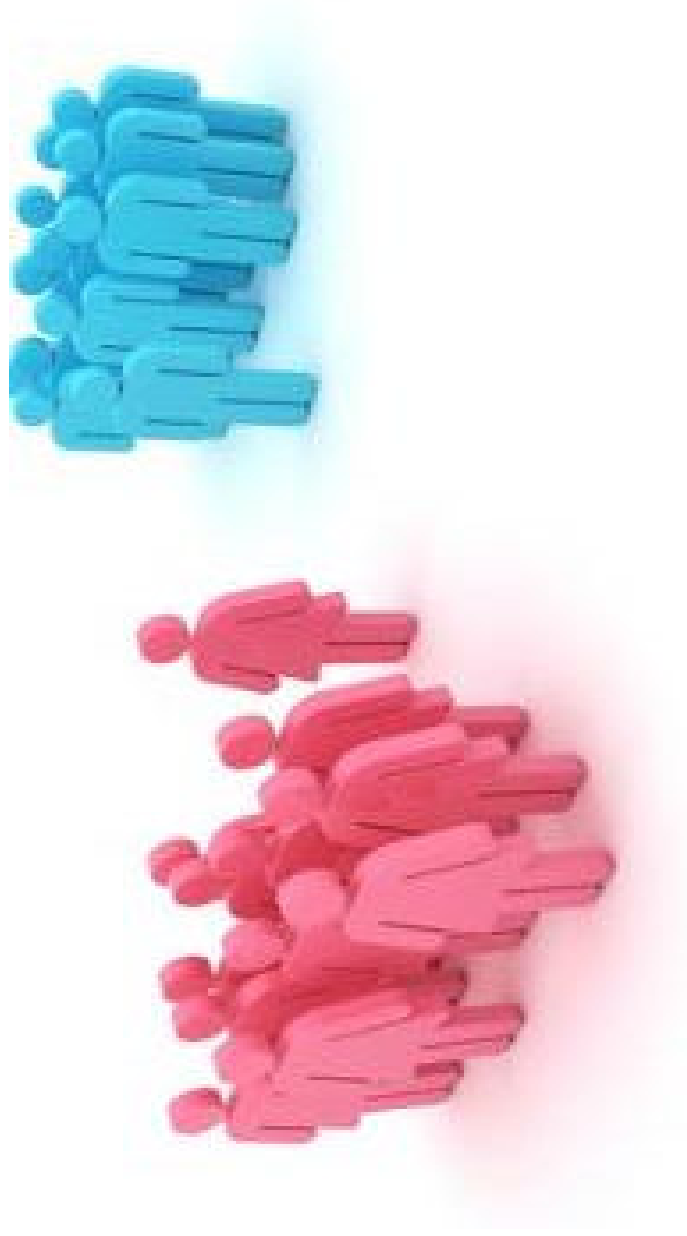
Of asset categories, scores across the categories increase as Resilience increases. The biggest change is in the Energise Body category. Spirit in Action and Train mind also drive Resilience.

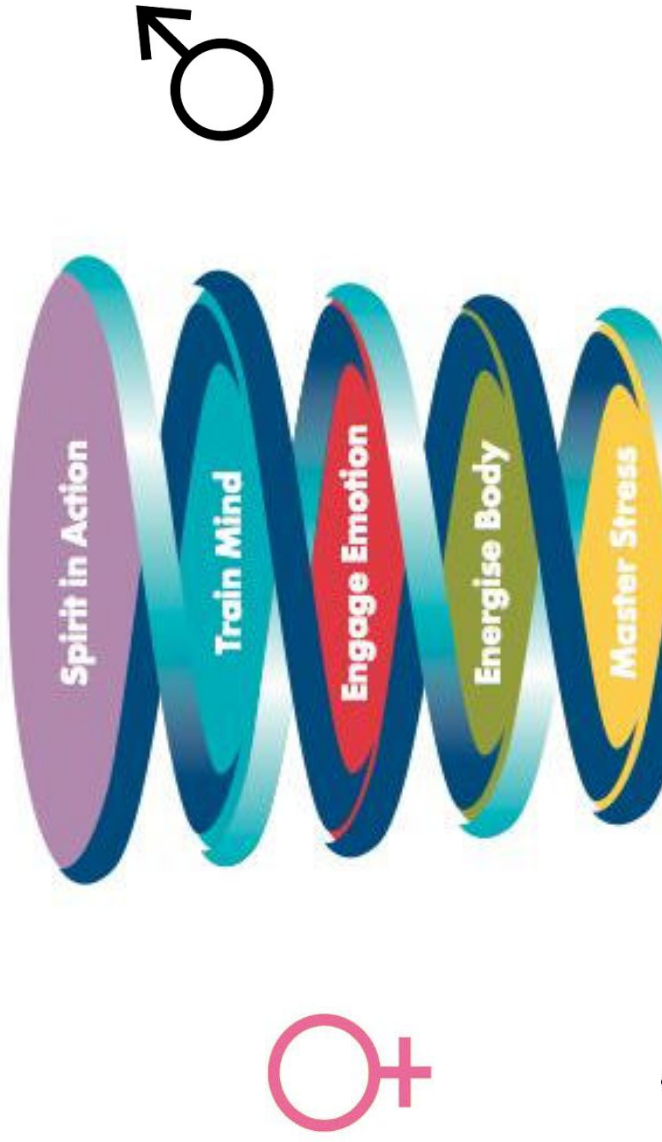


Of liability categories, Depression scores have the most impact on the overall Resilience Ratio – scores for Depression decrease as resilience increases. This is followed by the Withdrawn and Vulnerable categories



Does Resilience have a gender preference?







Main differences in Assets

- **Impulse control!!**
- **Openness towards others, Compassion**
- **Empathy**
- **Positivity**
- **Self awareness**

Biggest difference in question responses

Asset questions answered often and consistently category

Females (% resp.) Males (% resp.) Index

| Asset questions answered often and consistently category | Females (% resp.) | Males (% resp.) | Index |
|---|-------------------|-----------------|-------|
| I can be moody when things go badly (Emotion) | 16.6 | 25.3 | 66 |
| I go beyond family and work to help others and the planet (Spirit) | 51.3 | 41.6 | 123 |
| I'm well-tuned to the emotions and feelings of others (Emotion) | 82.1 | 70.7 | 116 |
| I radiate positive feelings of gratitude, love, joy, contentment (Emotions) | 60.8 | 53.1 | 115 |
| I'm well-tuned to signs and feelings of stress (Master stress) | 68.0 | 59.5 | 114 |
| I have an annual health risk assessment (Body) | 32.6 | 37.5 | 87 |
| I recover quickly from sustained stress (Master stress) | 60.3 | 68.6 | 88 |
| I make decisions with confidence and clarity (Mind) | 71.3 | 80.5 | 89 |
| I exercise at least 3 days a week (Body) | 28.9 | 32.5 | 89 |
| I am good at finding opportunity in adversity (Mind) | 51.5 | 57.1 | 90 |

2

Main differences in Liabilities

- **Distress symptoms!!**
- **Lack of self confidence**
- **Confusion**
- **Comfort eating**
- **Depression**

Biggest difference in question responses

| Liability questions answered in often and consistently category | Females (% resp.) | Males (% resp.) | Index |
|---|-------------------|-----------------|-------|
| I feel stressed in my stomach, chest, skin or shoulders (Distress) | 32.2 | 15.7 | 205 |
| My self-confidence is low (Depression) | 11.0 | 6.3 | 175 |
| I feel confused about difficult decisions (Depression) | 15.0 | 8.9 | 169 |
| I consume more sugar, fast food or alcohol when stressed (Vulnerable) | 30.2 | 21.5 | 140 |
| I feel sad and rejected (Depression) | 4.3 | 3.1 | 139 |
| I avoid difficult tasks and conflicts (Withdrawn) | 10.0 | 7.71 | 130 |
| I don't have much fun or joy (Depression) | 4.8 | 6.2 | 77 |
| I am tired and fatigued by the end of the day (Vulnerable) | 46.5 | 38.6 | 120 |
| It is hard to get things fully completed (Disengaged) | 15.2 | 19.0 | 80 |
| I'm known as a multi-tasker (Confusion) | 87.0 | 73.6 | 118 |

?

Resilient Women....



Women's opportunity

1. Resilience is 100% learnable
2. Women are very capable of improving their situation
Their « risk factors » (e.g. vulnerability, lack of self confidence) are precisely among those that benefit the most from a Resilience program!
3. In general,
 - thinking-skills,
 - self-confidence,
 - stress mastery and
 - sleepare critical elements that we recommend for women to enhance their resilience.



Thank you
for
your attention!

Laurent.Levisalles@resiliencei.com
Katrien.Audenaert@resiliencei.com





Erwin Ollivier
General Manager DLL Belgium
and CEO
Ambassador of Gender
Equality 2016
(Winner of the Wo.Men @ Work
Award)

**"Gender equality is
not a woman's issue,
it is a human issue.
It affects us all."**

Erwin Ollivier

Corporate Gender Equality Ambassador 2016

...it all starts at the top



Aha-moments

- Genderneutral education
- The pitfall of our male oriented system

>> **THE AHA-MOMENT:**
Never take things for granted <<
Catherine Meyers
THE DIFFERENCE BETWEEN
KNOWING AND UNDERSTANDING
→ A slightly tilted new reality



A 3 pronged approach

— Challenge the status quo

— Reach out

— Eliminate the hidden thresholds





Challenge the Status Quo

- Gender balanced recruitment process
- Challenge the final decision
- Break down the gender pattern
- Salary alignment
- Act within your authority – inspire outside
 - Women's network
 - My peers
 - Voka
 - Punctual events
 - Linked in
 - Family Day
- The deaf – the blind – the chained



Reach out

- Talk to female employees
- Talent management – identify & groom
- Female mentoring ring
- Mothers welcome



Eliminate the Hidden Thresholds

- Key meeting time window
- No hero culture
- Kids always go first
- Mothers should be mothers, fathers should be fathers
- Holidays for sale

...



Eliminate the Hidden Thresholds

- Evaluate on output & impact
- Zero tolerance for sexism
- Flex work & part time
- Sick leave
- Respect school holidays & exam periods

"What's in it
for me?"



- Unique culture – employer brand
- Increased employee satisfaction
- Increased employee loyalty
- Increased resilience
- A good product & happy employees
lead to satisfied customers
- Enriching experience

See what counts.

www.dllgroup.com

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Company testimonial

Thank you for your attention!

Erwin Ollivier (General Manager DLL Belgium and CEO)

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17th April 2016

Round table discussion

JUMP Gender Equality Hub

Moderated by Isabella Lenarduzzi

- **Round table discussion with all participants**
Moderated by Isabella Lenarduzzi

- **What are you doing in your organisation tackle hidden obstacles holding women back?**
 - ▶ HR Processes
 - ▶ Awareness & Training
 - ▶ Company culture
 - ▶ ...

JUMP Academy, workshops to boost gender equality at work

- **Customised workshops tailored to your company's specific needs, for both women and men, women only and men only:**
 - ▶ Drive your diversity network
 - ▶ Boost your female talent pool
 - ▶ Train your managers in gender equality
- **A team of 60 multi-lingual trainers all over Europe**
- **For more information, please contact JUMP:**

Carole Bossaert

Mail: carole.bossaert@jump.eu.com

Tel: +32 475 31 84 61

- **How to attract women: best recruitment practices**
 - ▶ 27 September 2016 (*hosted by Cisco in Diegem*)
- **Strategic planning & accountability: how to make your gender equality plan a success**
 - ▶ 22 November 2016 (*hosted by the European Investment Bank in Brussels Schuman*)

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*Thank you
and see you next time!*

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