



GENDER DIVERSITY IN LEADERSHIP

Where is *Your* Company Today?

Addressing gender balance requires a gut check. Our checklist includes key areas to help you assess your current state. Tally your checkmarks and see how you're doing using the rating scale below. Then let us help you make some decisions!

Overall Workforce (as a company)

- Collected data on gender by level, division, and position.
- Analyzed contributors/skills/characteristics that advance women to senior levels.
- Determined at what levels women quit or stall and identified roadblocks that hinder advancement.

Career Development

- Determined how often women's managers hold career development discussions.
- Examined how women are selected to participate in your current development programs.
- Calculated the percentage of women and men who are currently enrolled in your development programs.
- If there was an imbalance, evaluated the required criteria to be nominated for your programs.

Hiring Practices

- Determined how candidates are sourced for open positions.
- Calculated what percentage of applicants are men vs. women.
- Of the women who received job offers, calculated what percentage accepted vs. declined.
- Gathered information on why job offers were declined.

Development Needs

- Identified team members and formed a committee to prepare your business case for maximizing women.
- Determined what new information or learning topics will enhance women's effectiveness.
- Analyzed what skills are needed/desired and at what levels.

How'd You Do? _____

<p style="text-align: center;">0-5 Don't get discouraged!</p> <p>Consider partnering with a leadership development expert who will guide your organization through the discovery process.</p> <p style="text-align: center; background-color: #00a68a; color: white; padding: 5px; border-radius: 10px;">See tips from other companies!</p>	<p style="text-align: center;">5-10 Ready for next steps!</p> <p>You're starting to understand where gender gaps exist. Consider tapping an outside resource to tackle the remaining items.</p> <p style="text-align: center; background-color: #e67e22; color: white; padding: 5px; border-radius: 10px;">Download our workbook now!</p>	<p style="text-align: center;">10-15 Way to go!</p> <p>You're on your way to creating a plan and setting visionary goals for your company.</p> <p style="text-align: center; background-color: #2c3e50; color: white; padding: 5px; border-radius: 10px;">Download our workbook now!</p>
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