

Gender balanced teams increase performance

Mixed teams are linked to: good governance, innovation, effectiveness, efficiency, creativity, operating results, market valuation, having more fun.

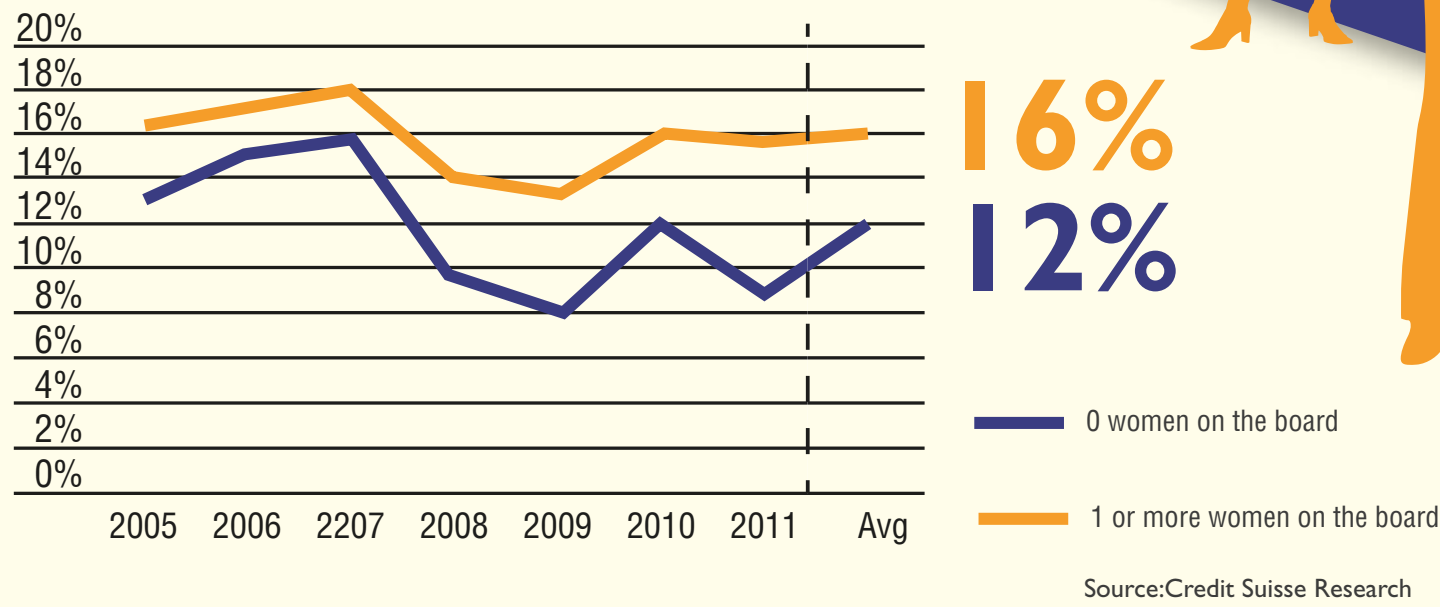
Source: The Bottom Line: Corporate Performance and Women's Representation on Boards, Catalyst, 2007

Share price of organisations with 1 (or more) **women on the board**, outperforms organisations with no women on their board by

26%
over 6 years.

(Source: Credit Suisse)

ROI with >1 women on board = 16% vs 12% with only men



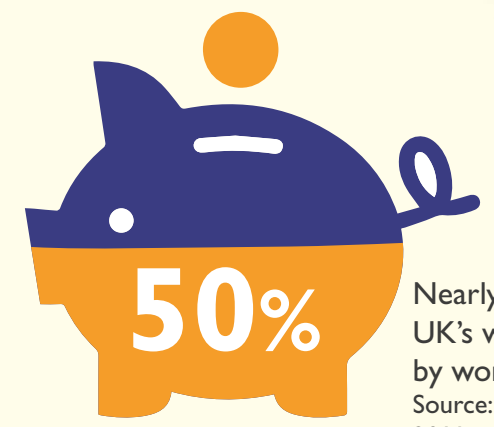
why recruiting and retaining **WOMEN** is key for success in the 21st century



Increasingly clients are women

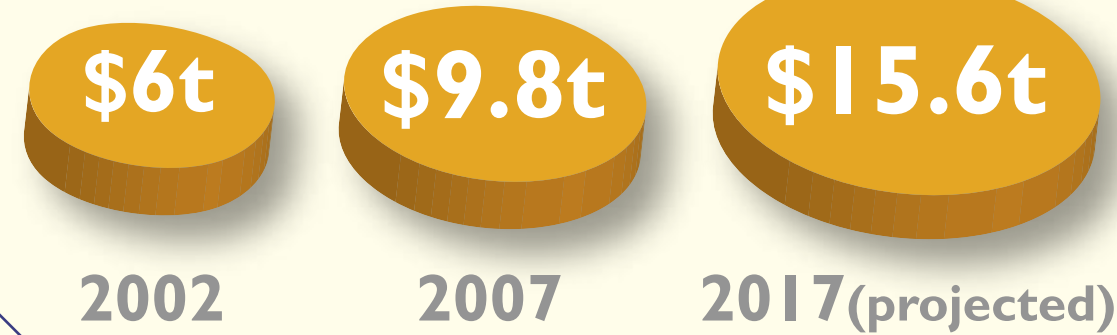


of household purchasing decisions is made by women
Source: Davies Report



Nearly half of the UK's wealth is held by women
Source: Davies Report, 2011

Women's Earnings: US\$



Women are increasingly at the Economic Centre
Source: Boston Consulting Group

Women are needed in the workforce



54% WOMEN

By 2010, the proportion of female graduates across the world came to a median average of 54%, and is set to grow.
Source: Credit Suisse Research, 2012



72% WOMEN

by 2015, 72% of all UK graduates will be women
Source: Estimated by the Organisation for Economic Co-operation and Development

SHORTAGE OF 5 MILLION WORKERS

The UK will need an additional five million highly qualified workers within the next ten years to compete globally as we will have less people of working age.

Source: Davies Report, 2011

Women are great at business...

...and have leadership characteristics for the 21st century

2.8 TRILLION DOLLAR\$

are generated annually from women-owned businesses & growing

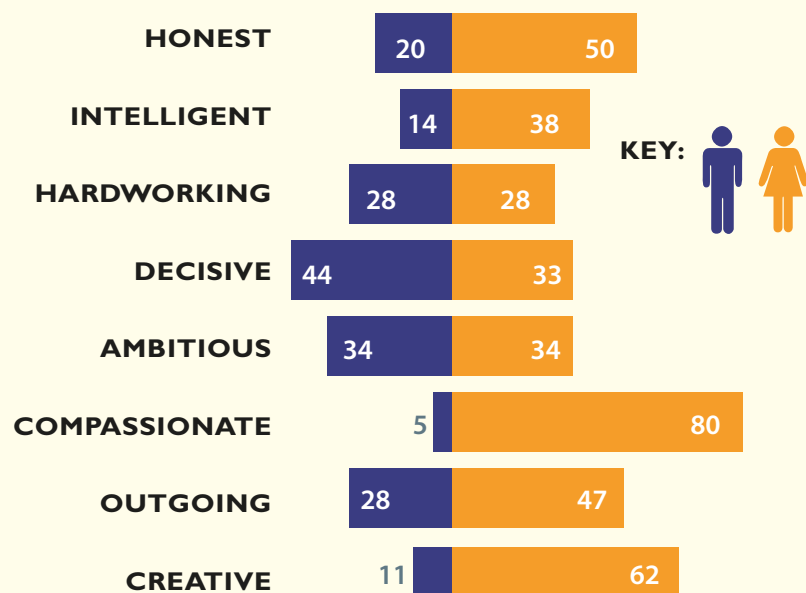
Source: www.catalyst.org and womensbusinessresearch.org



of UK enterprises are majority-led by women.

Source: GROWE Greater Return on Women's Enterprise. Women's Enterprise Task Force 2009

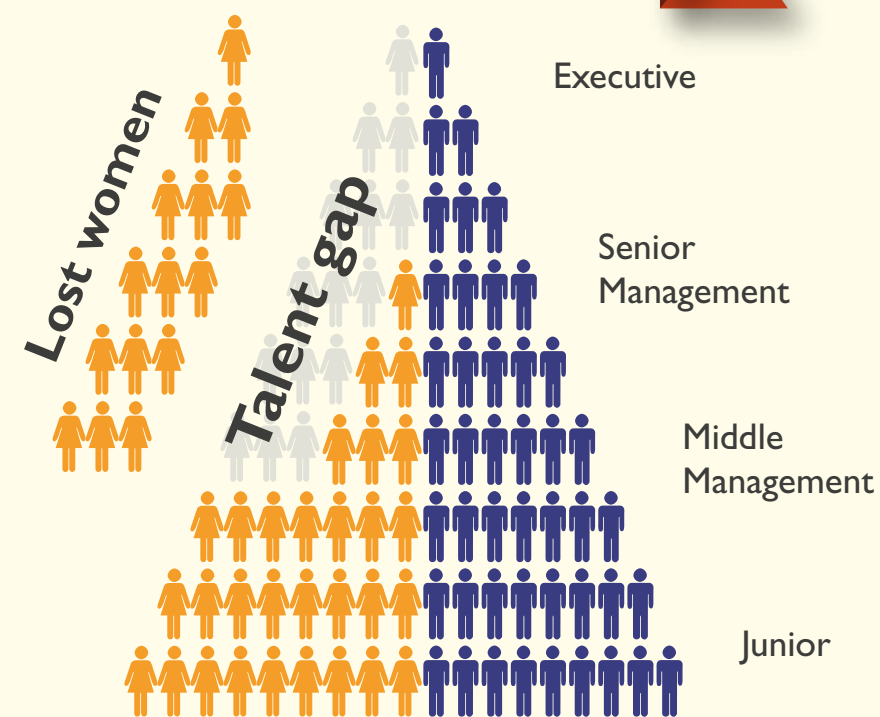
Traits below listed in order of the public's ranking of their importance to leadership.



75% of discretionary spending worldwide will be controlled by women in 2028
Source: Davies Report 2011

However, women leave organisations...

...and organisations lose many before they reach senior management levels



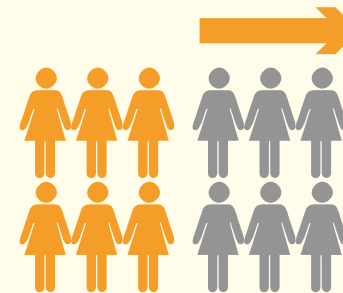
Source: Your Loss: How to Win Back your Female Talent, 2010

37% of highly qualified women leave the workforce after having children

95% of those would not consider going back to their previous employers.

Source: Centre for Work Life Policy

Organisations in the tech-sector cite numbers of women between the age of 30-40 leaving as high as 50%



UK business could potentially benefit by **£5 billion** a year if companies unblocked the talent pipeline for their **500,000** female middle managers

Source: Focus on the Pipeline, research by Everywoman and Alexander Mann, 2012

The estimated cost of replacing employees is between 50%-150% of salary



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