

Coaching and Mentoring at Work Annual Conference – 1st July 2015, London



Onwards & Upwards

Mastering models and techniques to
enhance coaching and mentoring practice



Coaching and Mentoring at Work conference 1st July 2015

Holiday Inn, Bloomsbury, London

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MEN & MANAGERS

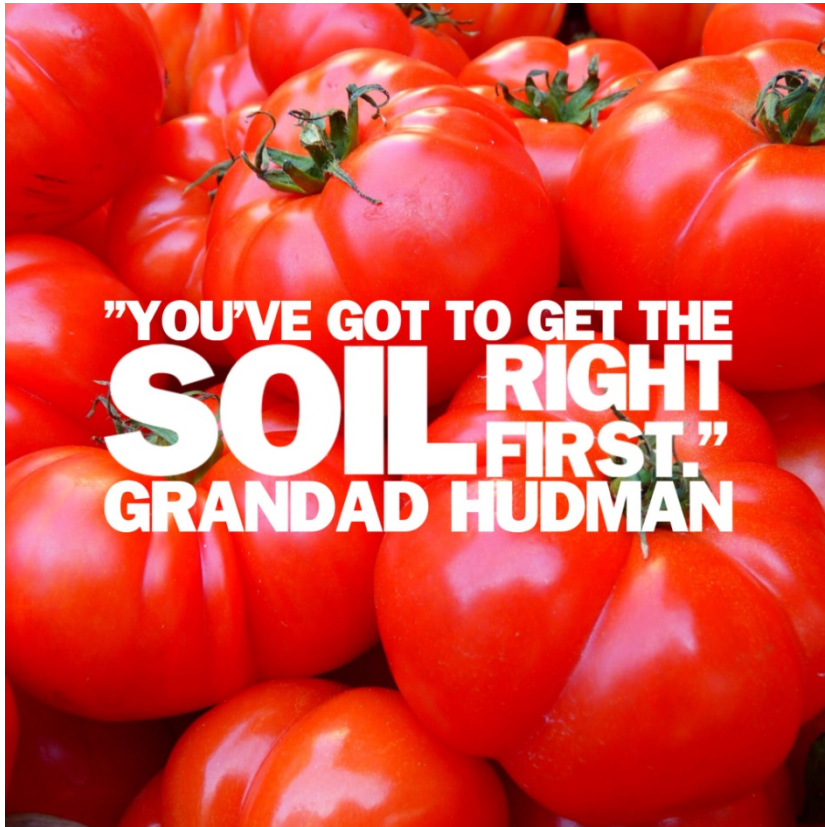
TOWARDS GENDER PARITY AT THE TOP OF OUR ORGANISATIONS

Jessica Chivers

The Talent Keeper Specialists

www.talentkeepers.co.uk

Shaping cultures



Alec & Alun





Men supporting women at work



- Recognising strengths and how they can be applied
- Building belief
- Sharing vulnerabilities and motivation
- Making introductions
- Seeing and appreciating the whole person
- Displaying public commitment and championing
- Being a sounding board
- Demonstrating flexibility about how the job gets done
- Sharing experiences
- Being honest about struggles and sacrifices
- Sharing information
- Inviting input
- Giving ownership with support
- Having an open door

He For She Campaign

A profile shot of Emma Watson looking forward, wearing a grey blazer with a small HeForShe pin on the lapel. The background is dark and out of focus.



HeForShe
UN Women Solidarity Movement
for Gender Equality

**"I'm inviting you
to step forward,
to be seen,
& to ask yourself...
If not me, who?
If not now, when?"**

Emma Watson
UN Women Global
Goodwill Ambassador



**Policies
don't make
decisions
people do.
Managers
matter.
Managers
shape
cultures.**

The Pillars:

Thinking More

Beliefs:
"can"

Impact

Understanding every factor:
• Their actual challenges
• Our prod + services
• What success looks like
→ Challenge the Client,
★ LEAD THE CLIENT ★
★ BE THE EXPERT ★
eg "you don't have to spend that"
The best prog and measures

empower

Global

Lead

inspire

motivation

effective
team

quality

ment

Our mission:

and motivated team,
"outputs" for our

empowered

in a positive
and qual
partners"

Managers supporting fathers



- 47% of men wanted to take a quarter of parental leave
- 37% wanted to share leave equally
- 20% thought colleagues would make fun of them
- 21% thought that by taking shared parental leave they would be overlooked for promotion

Citibank – men & SPL



“I think the data means the policy is accessible and working. It's cool that the dads come from all three of our UK sites - Edinburgh, London & Belfast.”

**Carolanne Minashi,
European diversity lead, Citibank.**



Citibank decided to match their shared parental leave policy to their maternity provision (up to 26 weeks full pay). To date they've had five applications and are working on another 25.



Telstra – flexible working



“We wanted to stop tinkering around the edges of this issue and do something disruptive that would send a clear message. We’ve seen a strong increase in our ability to bring women into Telstra at mid to senior levels, just by inviting applicants to talk to us about flexible working.”

David Thodey, CEO, Telstra



Telstra’s ‘all roles flex’ policy was driven by CEO, David Thodey. After a successful pilot, the onus is now on managers to make the case for why a role cannot be done flexibly, rather than the onus being on individuals to make the case for why it can.

Veolia – supporting managers



The Talent Keeper Specialists produced a line manager's guide to managing maternity transitions, to shape a culture at Veolia Water where returning valued and talented employees can flourish.



Coaching questions

Where in your organisation are you doing best at keeping and fuelling female talent?

If you don't know, how could you find out?

What support would it be useful for you (as a line manager) to have to help your colleague have a strong return from maternity leave?

What's your best guess about what managers in this area are doing and thinking that's making a difference?

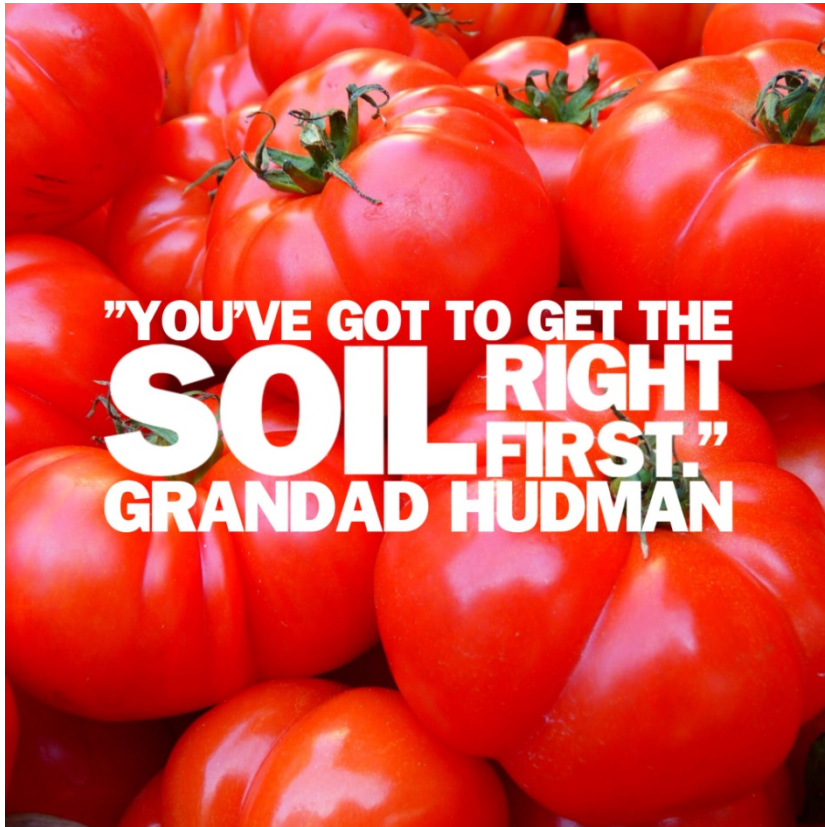


What do you know about employees' reasons for leaving?

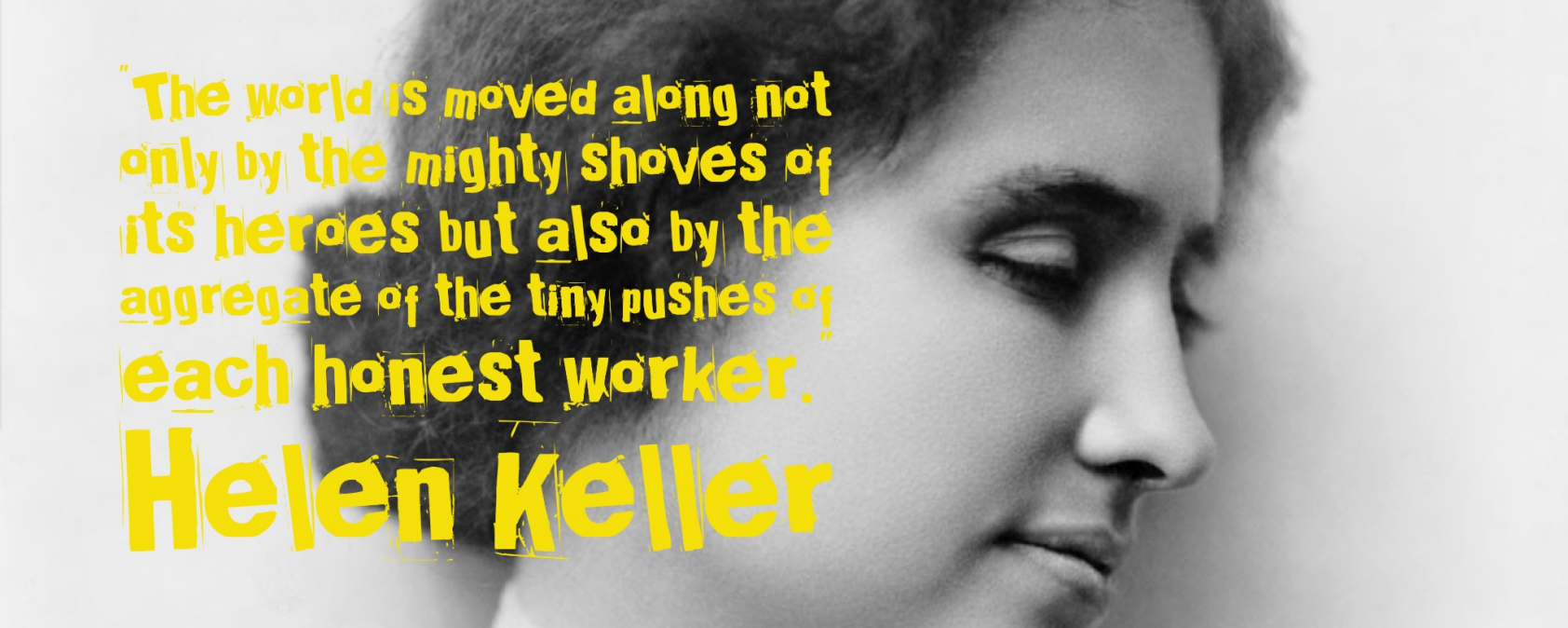
What assumptions might you be making about women and your business?

What actions could you take to support your returning colleague?

Shaping cultures



We all can & do shape cultures



"The world is moved along not only by the mighty shoves of its heroes but also by the aggregate of the tiny pushes of each honest worker."

Helen Keller

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