

MISSION GENDER EQUITY LAUNCH EVENT SUMMARY



Wow, what a fantastic launch event for our tenth year of the Mission Gender Equity cross-company mentoring programme!

We were joined by...



Butterscotch
Gender and social
activist and beatboxer



Beth Stallwood
Lead facilitator for
Mission Gender Equity



Helena Morrissey
Founder of the
30% Club



Sheryl Sandberg
Founder of
LeanIn.Org



Eleanor Mills
Founder and
Editor of Noon



Liz Dimmock
Founder and CEO
Moving Ahead



Amy Watson
Head of Insights and
Reporting Moving Ahead



Karl Lokko
Activist, poet and
international speaker

Keynote takeaways from Sheryl Sandberg:

The indomitable Sheryl Sandberg shared her insights on how we can fix the broken ladder that's tripping up women's careers in an engaging conversation with Eleanor Mills, founder of Noon.

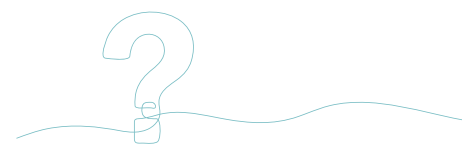
Drawing on her 15 years of experience as the former COO of Meta, as well as data gathered from her Lean In foundation, she articulated many of the familiar struggles women face in today's workforce.

Armed with tangible advice, Sheryl outlined concrete steps workplaces and individuals can take to ensure that high-potential women from all levels can grow in confidence and break through barriers in the workplace to be the best they can be.

Five things we learnt:

01. Women are in the midst of a 'Great Breakup' with the corporate world. They're leaving leadership positions in unprecedented numbers in favour of companies with a real commitment to diversity and inclusion.
02. Men are promoted based on potential. Women are promoted based on past experience.
03. By 'leading with contributing', you'll get further in your career.
04. Good leaders 'play low and play high' – they still get their hands dirty even as they become more senior.
05. Diversity of thought benefits everyone. Diverse teams outperform, leading to more promotions and growth all round.

Three questions to ask yourself or take to your mentoring conversations:



01. What did you hear or experience during the event that challenges your view of your capabilities and blind spots? How can your mentor help shift your thinking?

02. What skills or habits do you hope to cultivate – and how can your mentor help you create a plan to stay accountable?

03. Reflecting on the idea of a two-way mentorship relationship, how will you actively step into your mentoring relationship?

Setting you up for success

Our Golden Thread, **Beth Stallwood** – your facilitator for the nine-month programme – gave a comprehensive overview of what to expect from your experience and her top tips for a successful mentoring partnership...

- ▶ Be prepared to get the most out of this truly global community – nearly 1,000 people from over 40 organisations, across over 30 sectors and 22 time zones!
- ▶ Be present, engaged and pay attention to your mentoring partner – especially when meeting virtually, where bad habits can creep in.
- ▶ Be authentic and connect on a personal level, to create a stronger sense of partnership.
- ▶ Listen – really listen! To what's being said, but also what's not being said.
- ▶ Commit, commit, commit – you get out what you put in.



“Embrace the difference and dive in with enthusiasm”

Beth Stallwood



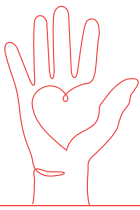


Liz Dimmock, CEO and Founder of Moving Ahead and 30% Club steering committee member, shared why Mission Gender Equity's objective of achieving greater gender balance at senior levels within organisations, is more important than ever....

- ▶ Lean In and McKinsey's Women in the Workplace 2022 report tells us that **women leaders are leaving companies at the highest rate in years.**
- ▶ Of women who hybrid work, **60% say that they feel excluded and almost half say that they don't have enough exposure to leaders.***
- ▶ Yale researchers found that **women are more likely to be judged on past achievements** than future potential and are therefore held to higher standards.
- ▶ Harvard Business Review reports that **women receive less actionable feedback than men and sometimes negative backlash for adopting traditionally masculine traits** associated with leadership.

And yet, at the same time gender diverse companies continue to outperform their rivals...

- ▶ Companies with **25% women on boards have an average profit margin of 5% higher** than those that are less diverse.



“ If I look back over the highs and lows of my career, I can't help but think about my mentors. They were there supporting, guiding, challenging, navigating every step with me. They were opening my eyes to look at things through a different lens – reframing a setback, creating a freedom to aim high and a safe space to be really open and vulnerable.

As one of my mentors, Michael Cole-Fontayn, Chair of the Chartered Institute for Securities and Investments, so memorably said about the power of mentoring, it gives you “the freedom to declare your ambition to be wildly ambitious.”

Liz Dimmock

A special close...

“ My life was saved by a mentor and changed by a mentor – tap into life's experience bank – draw everything you can from this programme! ”



Karl Lokko
Activist, poet and international speaker

Must-reads

- ▶ Lean In, Sheryl Sandberg
- ▶ From Strength to Strength, Arthur C. Brooks
- ▶ Women in the Workplace 2022 report, Lean In and McKinsey
- ▶ The Drive podcast, Peter Attia

WATCH THE RECORDING HERE ▶

Password: Flagship22-23

* (Lean In and McKinsey, 2022)