

PROMOTING WOMEN IN LEADERSHIP



• **BCFW** •
Business Coalition for Women

Working group goal: promote advancement of women through mentoring and talent development initiatives.

Having more women directors improves financial performance

Companies with more female board members earn 26% more from investments than those with fewer women. (Catalyst, 2013)

Operating profits are 56% higher for international firms with more women on their boards. (Why Women Matter, 2012)

Among the top 500 US companies, those with at least 3 female board members had a 60% higher return on investment than all-male boards. (Catalyst, 2013)

The more women at senior leadership levels, the greater the business benefits

Developing women employees into leaders can:

- Improve a company's capacity to adapt to shifts in consumer preferences.
- Create a modern, dynamic corporate brand associated with equal opportunities, flexibility and social responsibility.
- Enhance stability in corporate performance and share price return.

Foreign investors in Japan and Korea improved productivity by targeting talented women who did not have equal opportunities in local firms. (Harvard, 2011)

In the UK, for every 10% increase in gender diversity on senior-executive teams, earnings rose by 3.5%. (McKinsey, 2015)

Women's participation in decision-making is positive for business outcomes

- Diversity helps solve complex problems and fosters innovation. (Scott Page, 2007)
- Women in decision-making broadens employee perspectives, strengthens team dynamics and offers more robust problem-solving. (Scott Page, 2007)
- Differing viewpoints help drive innovation. If an organization fails to leverage diversity, it risks limiting its creative potential and losing its competitive advantage.



Products of the Promoting Women in Leadership Working Group:

- Model policies, guidelines and templates to help members establish in-house mentoring and leadership development programs for high potential women.
- "Business Coalition for Women's Flagship Course on Business Leadership", a 12-18 month Diploma course for high potential women in the private sector, as nominated by members (available late-2015)
- Registry of qualified women directors and training program for women to become directors for PNG corporate boards (late-2015).