What percentage of women said they had never been held back in their career progression because of their gender?

96%
What percentage of women said they had held themselves back?

33%
Contributors

1. 21 Senior Leaders and Executives

2. Across industries, including mining, FMCG, government, engineering, insurance, banking, finance, communications, education, property development and postal services

3. 67% in HR related roles and 33% in line roles
Key Findings

*Both Individually and Organisationally Focused*

- Profile of a Successful Female Leader
- Top Tips for the Ascent
- Real Reasons Women Are Not Making it to Board Level
Profile of a Successful Female Leader
Profile of a Successful Female Leader
Personal Attributes

Differential Focus Areas

1. Courage
2. Passion
3. Authenticity
4. Ambition
5. Conscientiousness
6. Self Insight
Profile of a Successful Female Leader

Differential Focus Areas

1. Cultivating Networks
2. Drive for Results
3. Building Organisational Talent
4. Personal Growth Orientation
5. Business Savvy
Profile of a Successful Female Leader
Organisational Support

1. CEO and Board commitment
2. Mentors and internal sponsors
3. Supportive leaders
4. Flexible work practices
Top Tips for the Ascent

1. Fail often, fail well
2. Find someone who believes in you even more than you believe in yourself
3. Show your value, stand out
4. Hunt the next opportunity down, don’t wait for the tap
5. Take a portfolio approach to life
Women and the Vision Thing

‘Women are judged to be less visionary than men in 360-degree feedback. It may be a matter of perception, but it stops women from getting to the top’
Real Reasons Women Are Not Making it to Board Level

1. Motivation
2. Preference
3. Challenge of penetrating the network
4. Applying too soon
Thank you