

Beeline - Lead the way

How to lead with purpose and clarity to drive change, create thriving working cultures and deliver business results that matter

Welcome to our leadership podcast from The Hive Change Consultancy, hosted by our CEO, Andrew Tilling

These conversations with experts in organisational performance are specifically for people looking to lead transformation. If you want to help your organisation make a better impact, this is for you.



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Transforming working cultures to
deliver results that matter

Beeline Podcast Series 2
Episode 5:
**Equality and inclusion for women
in the workplace**

Guest: Carla Miller

Women's leadership coach, trainer &
keynote speaker. Gender equality
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the Influence Gap* & host of *Influence &
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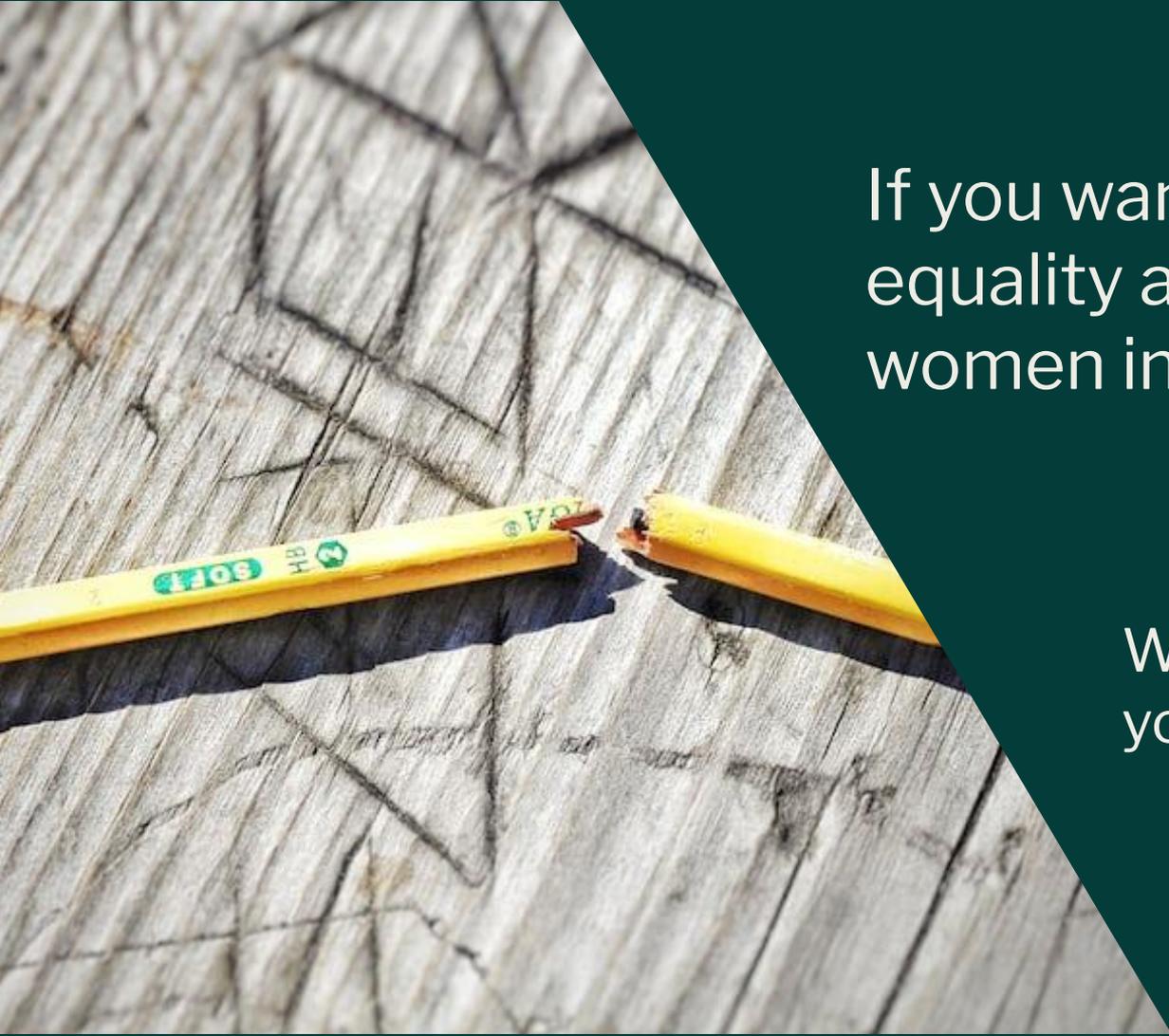
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Notes and Resources



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If you want to champion equality and inclusion for women in the workplace:

When it's **not** working, you'll see these things:



What bad looks like:

- › You see fewer women at senior levels
- › Women are paid less than men
- › In meetings men's voices are the dominant ones
- › Men are taken more seriously
- › Women get different, less strategically-minded feedback
- › He-peating (a woman makes a point and no-one pays much attention. Then a man makes the same point and people acknowledge and celebrate it)
- › Women soften their challenging statements to avoid seeming too direct
- › Progressive career conversations are less likely to be instigated by women
- › Men undermine women's promotions by suggesting it was a box ticking exercise
- › Underlying gender biased attitudes even when the organisation is trying to be proactive in addressing equality and diversity
- › Familiarity bias is common
- › Women are expected to take on non-promotable tasks
- › Women feeling like they have to be more masculine to be taken seriously





When it **is** working,
you'll see these
things:



What good looks like:

- › The business case for diversity at the organisation is clear
- › Good gender balance in leadership roles
- › Retaining the female talent in your organisation through inclusive thinking and behaviours
- › Celebrating women leaders bringing out the best in people and their skills at managing risk
- › Training and support for women experiencing menopause (women in their 50s are currently the fastest growing demographic in the workforce)
- › Education of the entire workforce on the potential neurological effects of menopause
- › Embracing all leadership backgrounds - not only men vs women but neurodiversity, class, nationality, disability, gender, et al.
- › Accepting that men are often not as competent as the women that work for them
- › Women feel able to speak up in meetings and challenge male opinions
- › Non promotable tasks are shared out fairly
- › Women get prepared for leadership in the same way men do
- › Women feel supported



So, what is the
Beeline to
championing equality
and inclusion for
women in the
workplace?



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The Beeline to championing equality and inclusion for women in the workplace:

- › Become a micro sponsor in meetings: backing up unheard responses. Ensure opinions are heard and acknowledged
- › Be aware of general language around you and call out (or call in) any inappropriate behaviour:
 - › If you hear/see it and then let it go - this can be seen as implicit endorsement
- › Ask women how they feel about their roles and listen to their lived experience. Make their experiences feel valid
- › Allocate non promotable tasks fairly - don't wait for the women to volunteer
- › Give specific consistent feedback to both genders - don't differentiate the content
- › Look under the umbrella - women find it hard to sell their value
- › Proactively have career development and salary conversations with women
- › Proactively sponsor women (whether you are male or female yourself) - Talk about them in the rooms that matter and shout about their talents



If you would like to know more or
contact Carla about the work she does:

You can find her on LinkedIn here:

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Contact us at the Hive, we're here to help.

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