

every  
woman

Men Only!

Men As Change Agents



DIRECTOR OF TRAINING

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# Questions

Send a question on the webinar topic to:  
Kate Farrow  
using the 'Chat or Q & A' function.

## Poll!

How confident would you feel having a conversation with someone in your business about the reasons for gender inclusion?

1

Not confident

2

Somewhat confident

3


Absolutely confident

# Why Women?




What is inclusion really about?





The question I am most often  
asked...

Isn't this all just Positive Discrimination?


A school of fish is depicted against a dark background. One fish is significantly larger than the others and is positioned at the front of the group, leading them. The fish are drawn in a simple, sketchy style with visible lines for scales and fins. The larger fish is a darker shade of gray, while the smaller fish are a lighter, textured gray.

Leading by  
Example –  
practical steps

Have the  
conversation







Leading by  
Example –  
practical steps

Pick up on the  
small things

# Leading by Example – practical steps

Extreme Masculinity


Extreme Femininity



Male  
Population  
Median


Women  
Population  
Median

Don't assume



Leading by  
Example –  
practical steps

Mentoring/Reverse  
Mentoring &  
Sponsorship



Leading by  
Example –  
practical steps

Quality career  
conversations

# The everywomanNetwork

everywomanPathways  
Start your personal growth pathway

START NOW >

## MY CONTENT

The content below is based on your preferences. Edit your content preferences in My Profile.

### ARTICLES



6 steps to reaching self-actualisation in your career



How much emotional intelligence do you bring to the workplace?



Are you the one that follows the crowd or the one that leads it?

[MORE ARTICLES >](#)

### VIDEOS AND PODCASTS



Sheridan Ash on influencing change



Global Warriors CEO Biba Binotti on leadership in a global world



Katie Lomas on the importance of feedback and how to manage it

[MORE VIDEOS >](#)

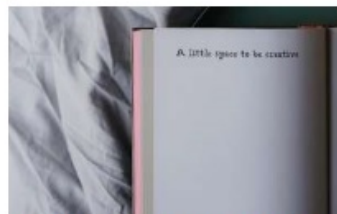
### WEBINARS Upcoming Webinars



Reverse Mentoring: Learning From Opposites



Q&A on emotional intelligence in the workplace

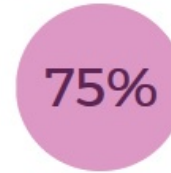


The Career Equation® – How to define what you want from work

[MORE WEBINARS >](#)

### MY CURRENT WORKBOOKS

Peak performance: defining and reaching your own best self



[RESUME WORKBOOK >](#)

Stepping Into Leadership



[RESUME WORKBOOK >](#)

1 2 3 4 5 \_ next > last >

[View my completed workbooks.](#)

### WORKBOOKS



Avoiding burnout



Knowing Your Strengths

[MORE WORKBOOKS >](#)



### PEAK PERFORMANCE: DEFINING AND REACHING YOUR OWN BEST SELF

Achieving and exceeding your personal performance goals can be challenging but with the right focus and structure, totally achievable even in an uncertain work environment.

[READ MORE >](#)



### GENDER INTELLIGENCE: THE WORKPLACE GAME-CHANGER

Gender intelligence, or GQ, involves taking a fresh look at what we have traditionally seen as similarities and differences between men and women – to better workplace co-operation, achieve group goals and fulfil personal ambitions.

[READ MORE >](#)



### SMASHING LIMITING BELIEFS

This workbook helps the reader understand the power of beliefs and how they were created and looks at the effect they can have on our lives and ambitions.

[READ MORE >](#)



### BEING YOUR BEST IN UNCERTAIN TIMES

We live in volatile, uncertain times where even the most stable business faces disruption. This workbook helps you understand the effect such uncertainty has on you and helps you be your best self no matter how bumpy life gets.

[READ MORE >](#)





### HOW TO BECOME A MORE STRATEGIC THINKER

The more senior you become in your career, the more important it is to be a strategic thinker - someone who can take a holistic, bird's eye view of the business and set a clear vision for how it needs

21ST JANUARY 2020

[FIND OUT MORE >](#)



### BECOME AN EXPERT PROBLEM-SOLVER

Effective, logical and rational problem-solving is a key skill; one that can help you become the go-to person when issues need resolving, which can in turn put you at the coalface of many opportunities

14TH JANUARY 2020

[FIND OUT MORE >](#)



### HOW TO IMPROVE YOUR ADAPTABILITY

Research has shown that 60% of people think adaptability has become more important over the last 10 years - businesses need to keep up with the speed of technological advancement, which means...

10TH DECEMBER 2019

[FIND OUT MORE >](#)



### HOW TO FOSTER AN INNOVATIVE WORKPLACE

Creativity and innovation in the workplace is vital to producing the best service.

27TH NOVEMBER 2019

[FIND OUT MORE >](#)

# Next Steps



## EVERYWOMAN AWARD WINNERS ON HOW TO BE A MALE ALLY

19th November 2019 is International Men's Day. To celebrate we caught up with some of everywoman's award-winning male allies, to see what advice they...

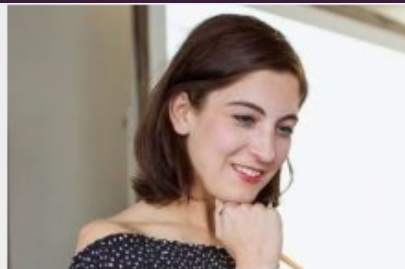
[READ MORE >](#)

## INTERNATIONAL MENS DAY November 19

### INTERNATIONAL MEN'S DAY 2019 - MALE ALLIES

In honour of International Men's Day 2019, celebrating Male Allies, we have assembled a collection of resources that explore what it means to...

[READ MORE >](#)



### DELIVEROO'S ELA OSTERBERGER ON WHY A CAREER IN DATA SCIENCE DELIVERS

Director of Data Science at Deliveroo (an 2020 everywoman in Tech Forum speaker) gives us an insight into her working life

[READ MORE >](#)

#### PODCASTS AND VIDEOS



Podcast - The healthy masculine: growing a new generation of male allies



Podcast: The male agents of change with Chris Stylianou



everywoman Ambassador Larry Hirst CBE discusses the compelling business case for gender diversity



Paul Lynam on how to plug the gender pay gap



Hilary Ross on The benefits of reverse mentoring



Jill Pringle on managing diverse teams



Jennifer Thomas on leading inclusively



Sophie Chandauka on using 'difference' as a strength



Sarah Churchman on Returning to work after a period of absence

Poll!

What commitments will you make today to support inclusion in your business?

1

I will read the resources on [everywoman.com](https://www.everywoman.com)

2

I will mentor someone

3

I will find out what else is happening in my business to support gender inclusion

every  
woman

*Thank you*

everywoman everywhere