A person wearing a black shirt is shown from the chest down, reaching out with their right hand. Their index finger is touching a glowing yellow rectangular area on a dark, futuristic background. The background features faint, glowing lines and a grid pattern, suggesting a digital or virtual environment. The overall tone is professional and high-tech.

Up!SURGE

Journey to the C Suite

August 13, 2021 | Shiv - ABG

Getting women
into leadership
roles has been a
NATO exercise.



NATO

No Action Talk Only



Let's look at the data – It's a Global issue !

22 countries have women leaders as head of government out of a possible 140 free countries who can a Woman leader.

Only 9 out of 50 states in USA have a Woman governor, in 62 years

We have 78 Women MPs in India, which is 14% of the current Lok Sabha.

In India, we have only 5 women CEOs in the top 100 companies.

Only one Indian state has a Woman Chief Minister. (Only 16 since Independence)

Of the top 20 companies in India, only 6 % of management team is Women, 94 % is Men

Women leaders on Fortune 500 list

2000	2 women CEOs
2006	10 women CEOs
2013	20 women CEOs
2017	30 Women CEOs
2020	40 women CEOs

Narrow Stereotyping of what women can do...

In Government or public service	We see women being given portfolios like child welfare, education, social reform, family, social affairs .(Nirmala Sitharaman is an exception, not the rule) Teachers in schools, Universities
In Management	HR, Customer relationships in service industries, banking, consulting.

**So, is the problem about Women?
About Men? About Society?**

**Where is the
problem?**



It's like aligning Rubik's cube

The 6 faces of Rubik's Cube

**Company
philosophy not
policy, no
tokenism**

**Men and Women
Attitude**

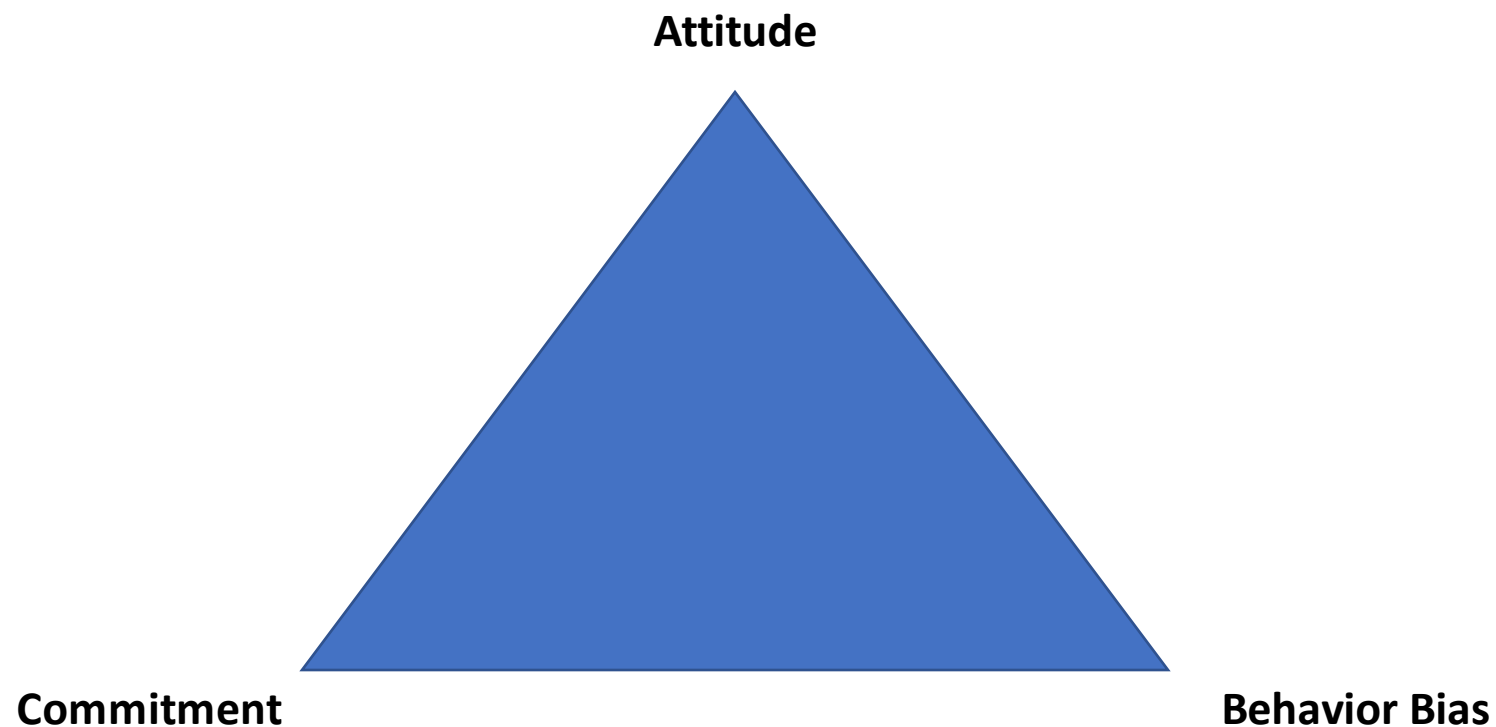
**Families with
daughters, 1st kid,
not broad society,
their behavior**

**Leadership
language**

Media

Pop culture

We have a A,B,C problem



The Reykjavik Index for leadership 2021

**Measuring perceptions of
equality for Men and
Women in leadership**

Kantar + Bill and Melinda
Gates Foundation Research



Key findings Global 2021

Only 38 % in Japan felt comfortable having a woman leader in government

Nigeria 53% and Kenya 47% felt comfortable having a woman government leader, higher than Japan and Germany! India was 68. Emerging Markets better on equality.

In Germany only 41% were comfortable despite a successful stint by Angela Merkel

Young men are less progressive in their views than young women, 67 vs 76 in G 7 countries. Younger people are less progressive vs older people

Global score was 77 for women and 70 for men which means , that women are more likely than men to perceive men and women as being equally suitable for leadership.

Key findings – India 2021

Women score 68 and men score 67 which means that both of them are relatively aligned.

The sectors with the highest scores in India are Pharma and Medical research (78), Media and Entertainment (78), Education (77), Banking and Finance (77)

The sectors with the lowest scores in India are Automotive manufacturing (61), Fashion and Beauty (39), Childcare (37)

41% (44W,37M) of Indians are comfortable having a woman CEO, 45% (50W,40M) comfortable having a woman as head of government.

Key Findings India 2021

- Women politicians in India are subjected to online abuse.
- In the last elections , 95 women got more than 1 million hateful mentions on Twitter, much higher than in UK and America.
- Only a quarter of the workforce in India is women, it's in the lowest 10 countries on this parameter of women participation in the workforce.
- Women in India spend **FIVE** hours a day on unpaid care work compared with thirty minutes for men. **This is their 'second shift'**

My thoughts for you on A,B,C for the Rubik's Cube

Company	Need a philosophy, a constitution, not empty policy with little commitment. Encourage Allies, No TOKENISM pls.
Men and Women Attitude	Sensitize Men, Build confidence in Women, that's the real issue.
Families with daughters, esp 1 st child	Start at school level in PTA, encourage parents to think big for their daughters.
Leadership Language	Our leadership language is 'male' – Command and Control, Dominant, Directive, Decisive, Outgoing Need to add a softer set of words – Empathy, Caring, Creative, Compassionate, Humble, Honest
Media	Get media to play a proactive role in spreading the awareness at mid to lower levels in society
Pop Culture	Need to portray women leaders in a different way



Fly high and remember:

- 1.You should be confident to claim credit due to you.**
- 2.You should leverage relationships , not just nurture them.**
- 3.Women measure collaboration while Men keep score.**
- 4. Men's attention is like a laser, while Women's attention is like a radar, make that count.**
- 5. Women display team and personal loyalty.**