



TORONTO
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Results at the top: Gender intelligence



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Barbara Annis



Barbara Annis, CEO of Gender Intelligence Group (GIG) is a world-renowned expert on Inclusive Leadership through Gender & Cultural Intelligence, advocating the value and practice of this new type of leadership in *Fortune 500* companies and numerous organizations worldwide. Her insights and achievements have pioneered a transformational shift in cultural attitudes across the globe on the importance of gender unity to organizational success.

Richard Nesbitt



Richard Nesbitt is CEO of Global Risk Institute in Financial Services, where he is building a globally recognized research organization in the management of emerging risks. He is also an Adjunct Professor of the Rotman School of Management, University of Toronto and Chair, of the Advisory Board of the Mind Brain Behaviour Hive at the same University.

Engaging Men

- Results at the Top is the first of its kind – written primarily (though not exclusively) for men
- What men should do to champion the advancement of their female colleagues
- Most men know the value women bring to leadership, but they don't know how to support them in getting there
- Will be of interest to women as well – giving women some insight into how to effectively communicate and work with their male colleagues

Imagine?

- That you had system that created sustainable results
- That you are the success story in advancing women at the top
- That you avoid misallocation of funds and window dressing initiatives
- That it proves to be measurable
- That it powerfully engages men

The Advantages of Gender Intelligence

- Advancement of both women and men
- Inclusive cultures
- Improved client results
- Increase market share
- Innovation breakthroughs
- Minimized risk and costs

All resulting in superior financial performance

How do you become Gender Intelligent?

- Read the book
- Understand what it takes to walk the talk
- Gain a deep understanding of gender differences
- Apply a system that measures sustainable impact

The Science of Gender Intelligence

“Gender differences stubbornly emerged like dandelions on a chemically treated lawn.”

Dr. Marianne Legato

“Profound scientific evidence of sex differences in the brain is now emerging at record speed.”

Dr. Jürgen Kratzsch

“I nearly fell off my chair when I discovered the depth and the consistency of gender differences in the brain.”

Dr. Ruben Gur

The Science of Gender Intelligence

Brain-based research has analyzed over one million people, in thirty countries, and from all continents.

Brain-based differences that inform and influence...

- How we perceive
- How we solve problems
- How we communicate
- How we lead
- How we make decisions
- How we de-stress
- How we prioritize
- How we handle emotions

Gender Differences in Communication



“The biggest problem with communication is the illusion that it has occurred.”

George Bernard Shaw

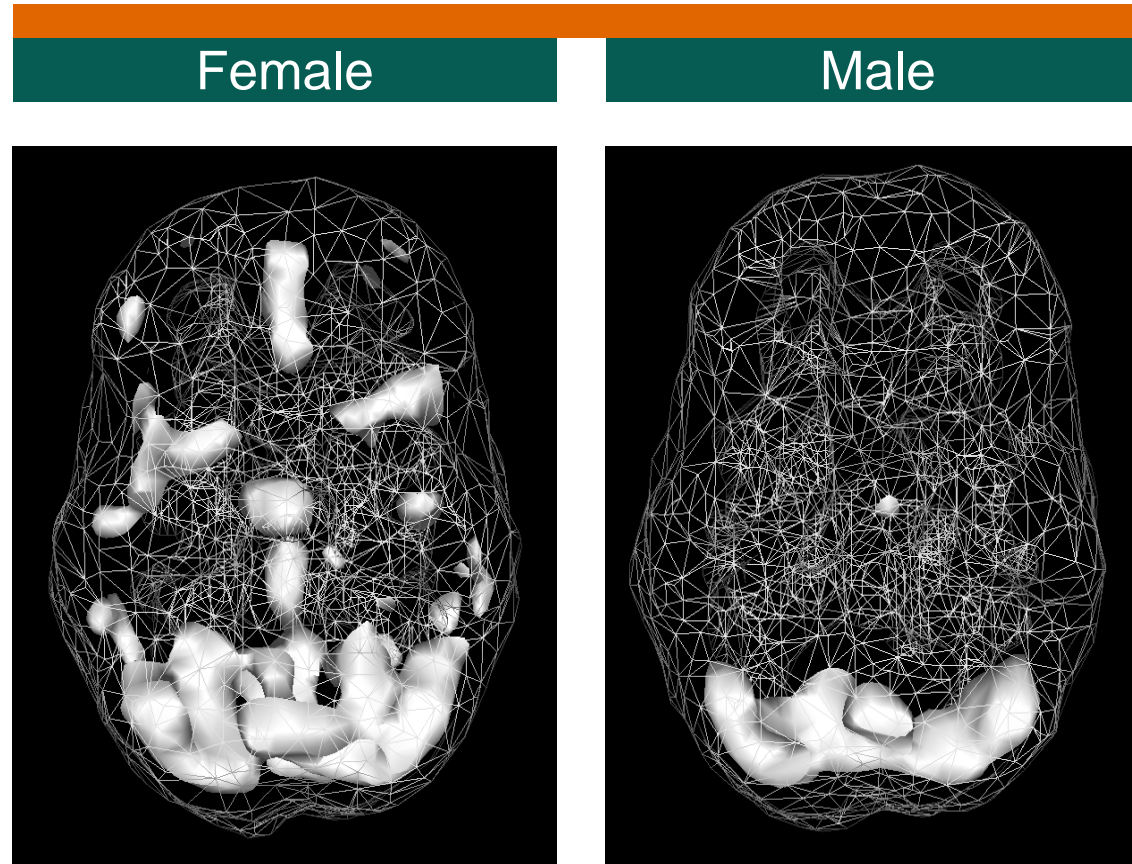
Example:

When men are relaxing women ask:

What are you thinking?

Scientific Facts of Gender Intelligence

Brain at Rest



(Scans courtesy of Dr. Daniel Amen)

What Works

- Leadership Accountability
- Gender Coaching & Training
- Male Sponsorship
- Succession Planning
- Role Models for Women and Men
- Gender Intelligent sourcing and recruitment

What Doesn't Work

- Some diversity and compliance training
- Training for “Fixing” women
- Women’s networks which increase separateness
- Work / Life flexibility programs for senior women executives who cannot take advantage of them

“Fix The Plumbing”

- Remove systemic bias in benefits programs
- Fix uncompetitive or unacceptable maternity leave benefits and practices
- Change the incorrect mandate and lopsided gender composition of graduate intake teams
- Ensure that new hires from both outside the firm and promotions to new roles within the firm must formally document the candidates considered, including by gender
- Broaden the source of new graduates and other new employees

“Fix The Plumbing”

- Change the incorrect mandate and lopsided gender composition of promotion committees
- Ensure the conduct of management shows the appropriate respect for all employees
- Celebrate role models on a gender-diverse basis
- Conduct real succession planning in a gender intelligent way



Questions

Results At The Top

Using Gender Intelligence to Create Breakthrough Growth

By Barbara Annis & Richard Nesbitt

