



Measuring Progress Event 2024

Wednesday 13th November 2024
IET Austin Court





Dr Laura Norton
Managing Director

WISE



Housekeeping

- What to do if there is an emergency.
- We shall be photographing this event. If you do not wish to be photographed, please let the photographer know.
- Accessibility details – hearing loop, prayer room, wheelchair access
- Please turn your phone to silent
- The toilets are located...





Katherine Watson

Head of Products & Services
Project Delivery

WISE



Agenda

- 10:30 Arrival and registration
- 11:15 WISE Welcome, Dr Laura Norton, WISE
- 11:20 Diagnostic results, Katherine Watson, WISE
- 11:40 Group discussions – sharing best practice
- 12:30 Lunch
- 1:00 Progression and leadership programmes
Gila Stockell, AtkinsRéalis
- 1:20 Allyship journey
Alex Hazle and Sakinah Merali, Capgemini
- 1:40 Q&A
- 2:00 Break
- 2:10 Group discussions:
Progression and leadership programmes
Allyship
Recruitment/early careers
- 3:10 Round-up and takeaways
- 3:30 Networking
- 4:00 Close

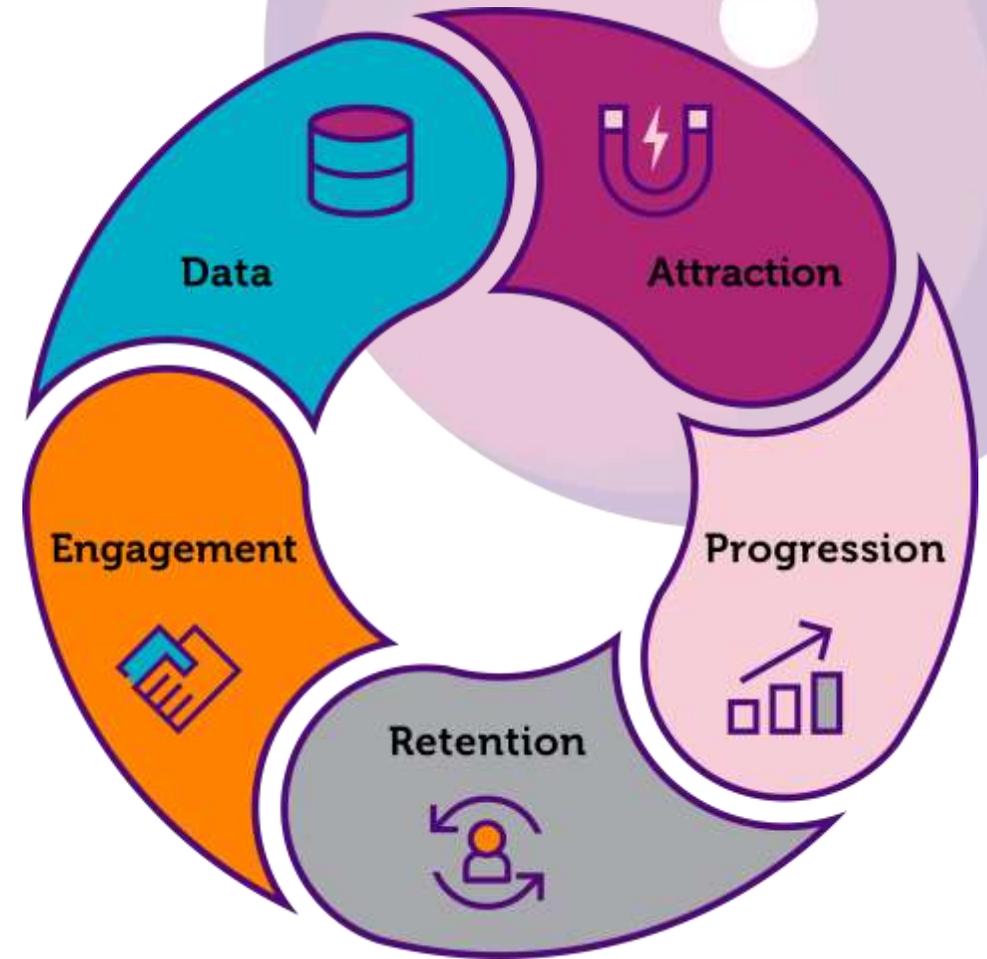




Gender Equity
Framework
diagnostic results



Moving with the times



The WISE Gender Equity Framework

Measure your progress towards gender equity

Data



Inclusive recruitment of top talent

Attraction



Eliminate barriers and promote opportunity

Progression



Nurturing individuals

Retention



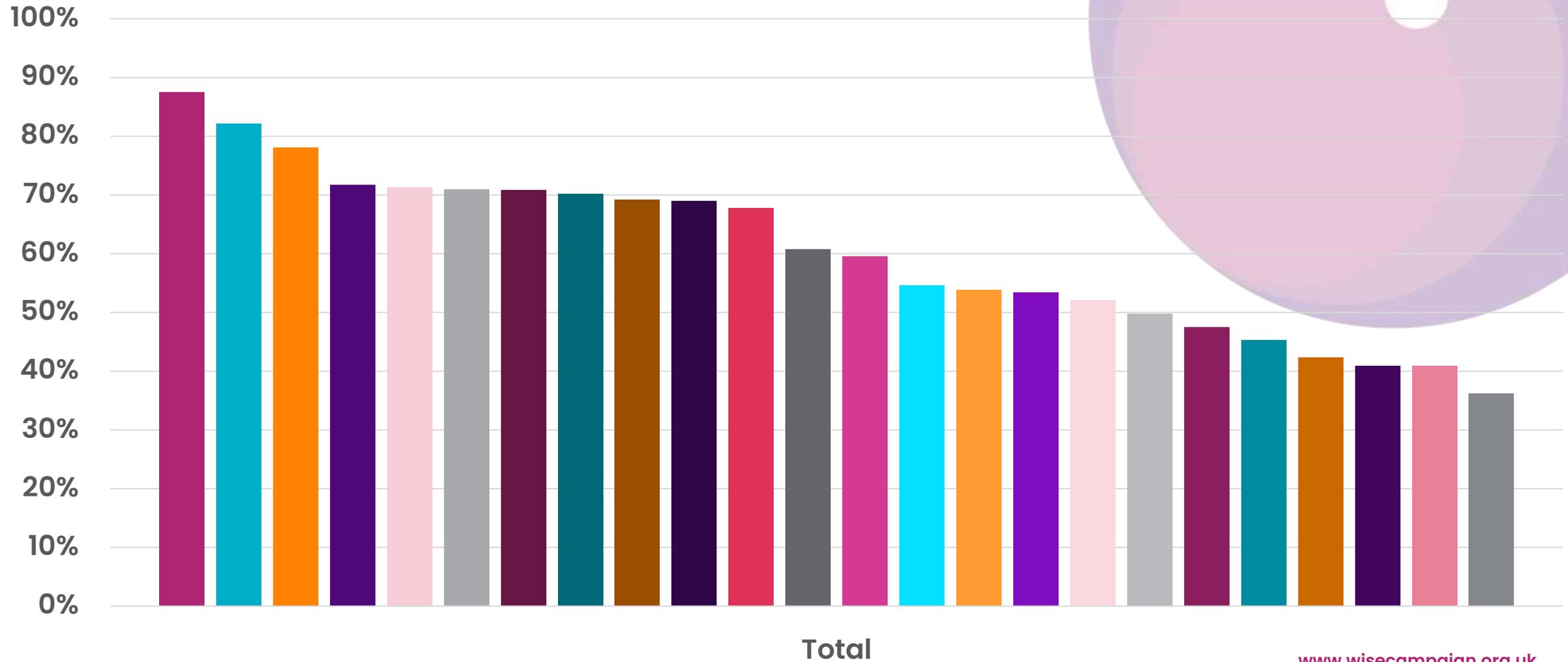
Putting words into actions

Engagement

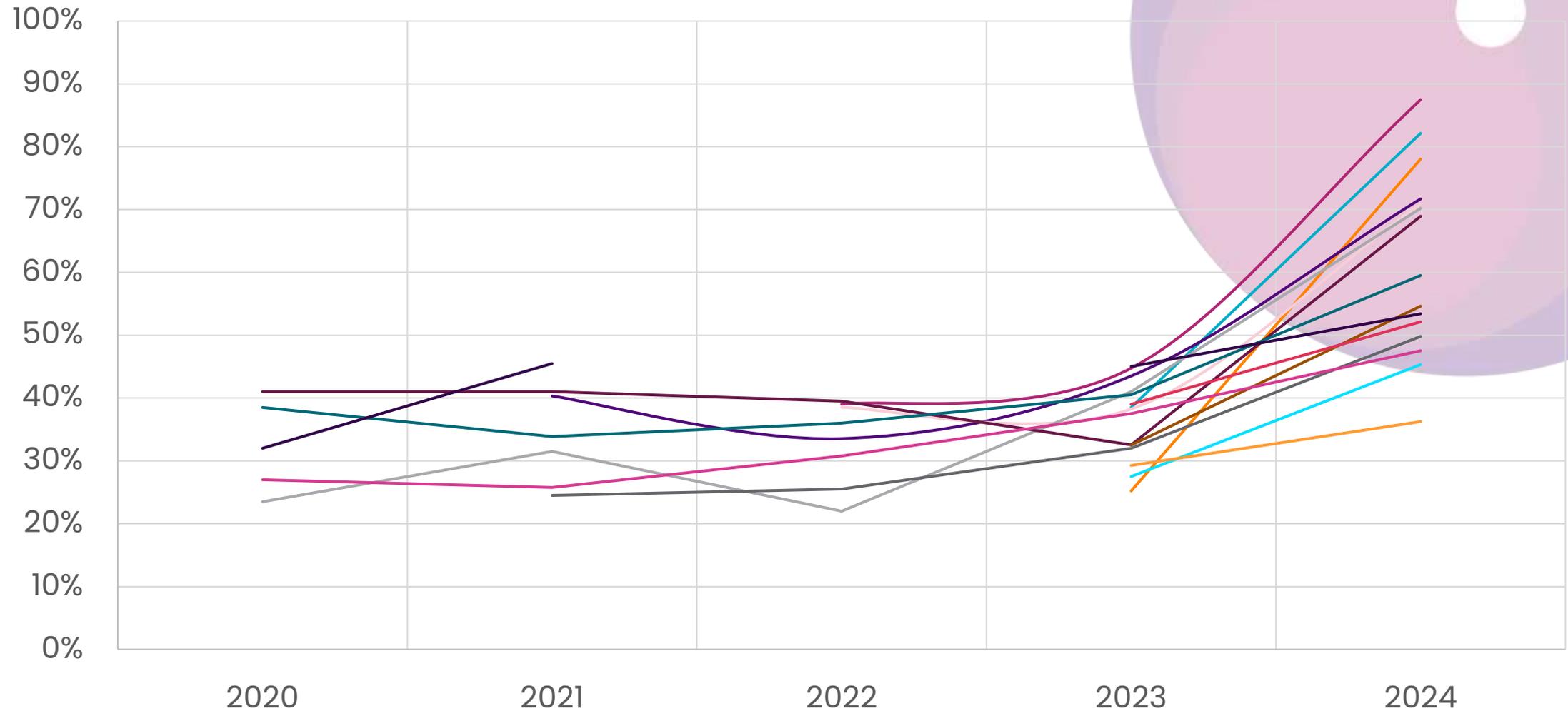


Inclusion diagnostics and practical support for STEM organisations

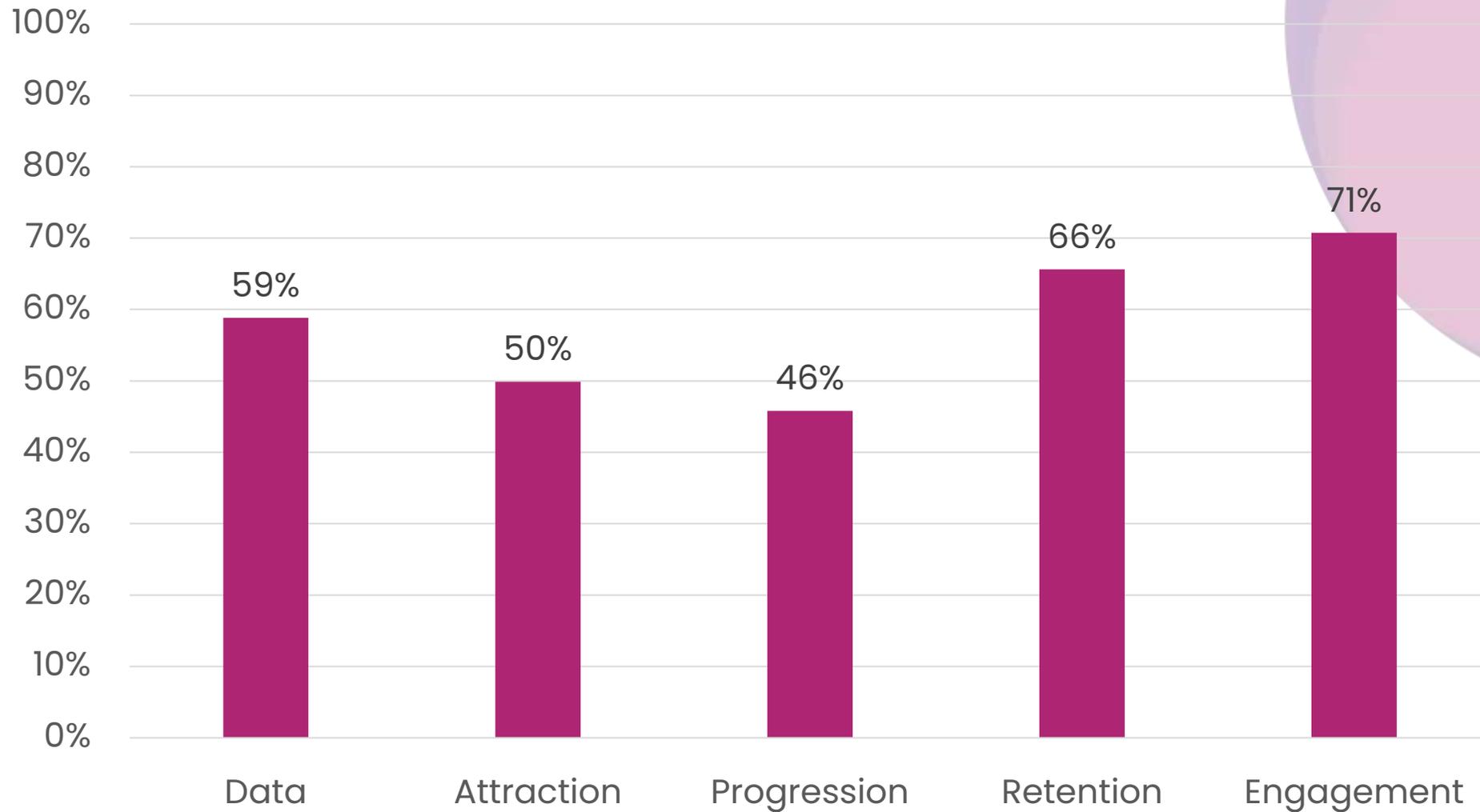
Submissions for 2024



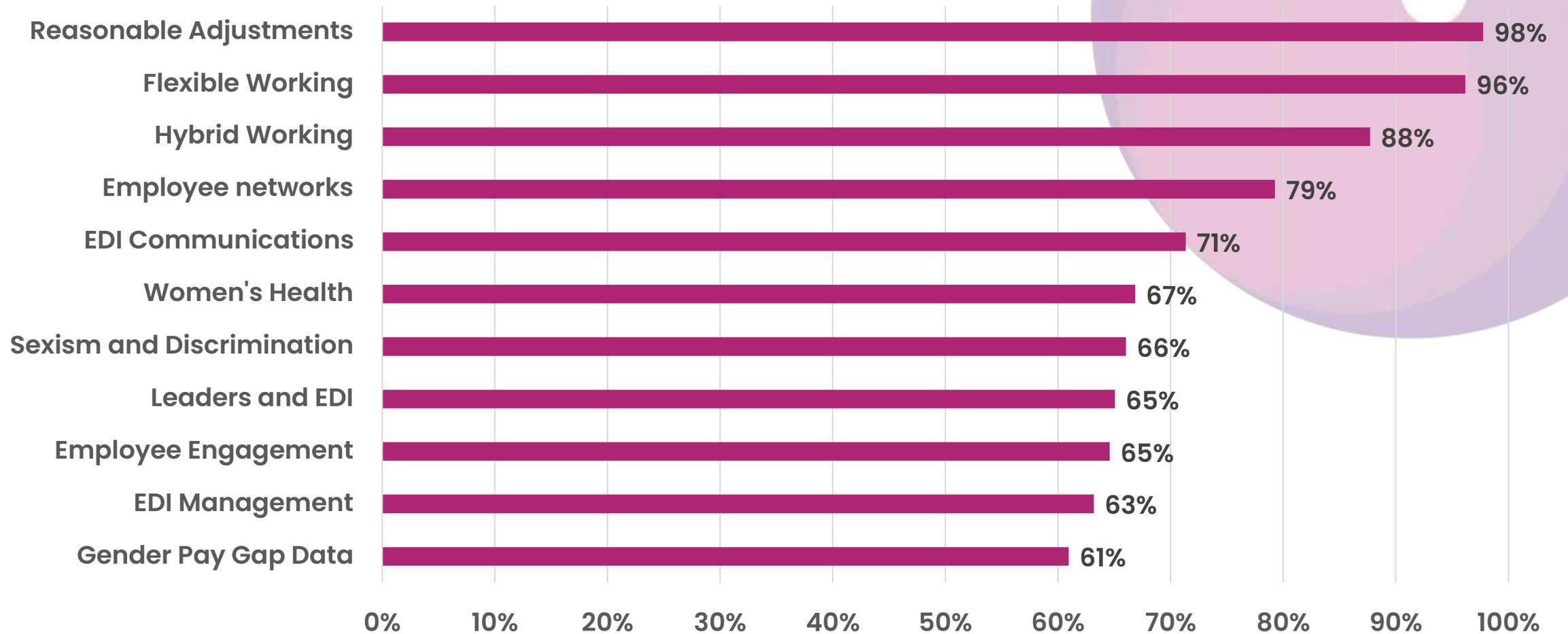
Ten Steps > Gender Equity Framework



Average score by pillar

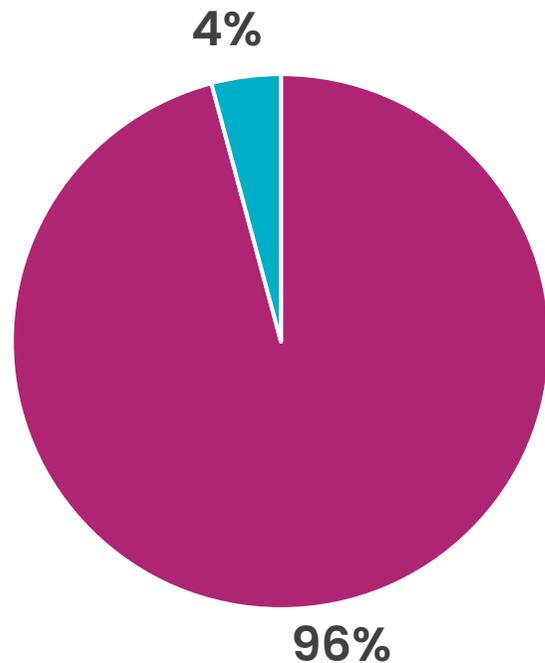


Highest scoring subheadings

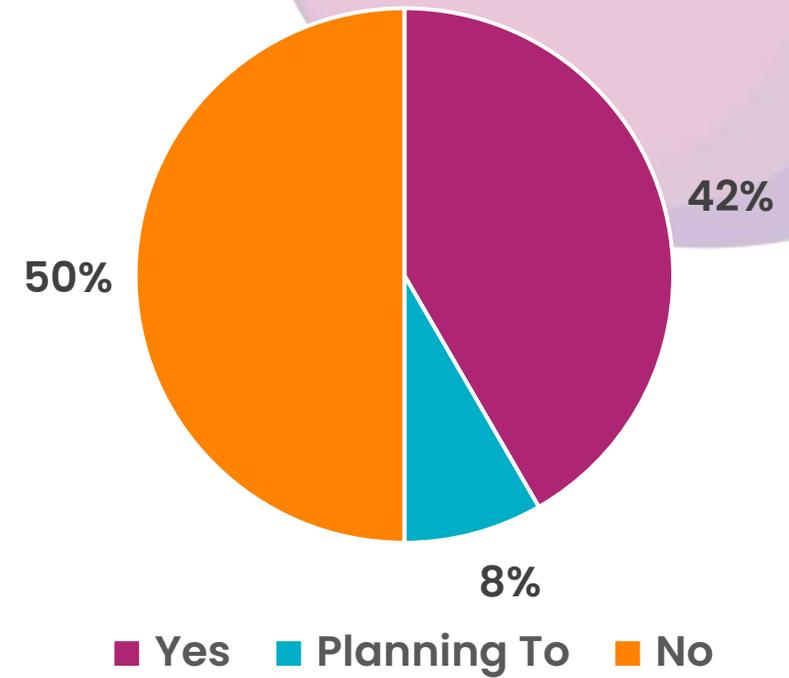


Flexible working and job shares

Does the organisation work with employees to develop suitable, custom flexible working arrangements?



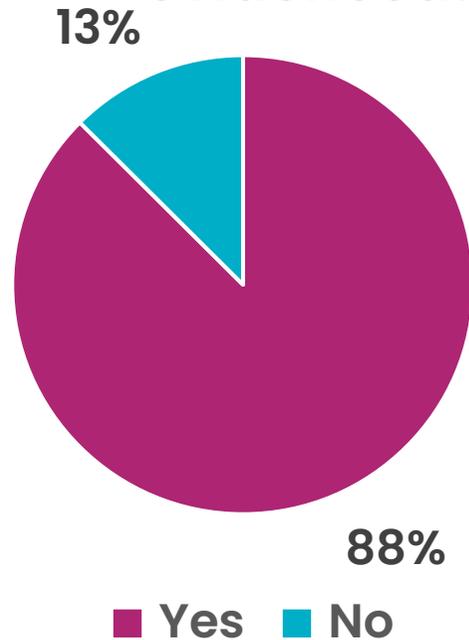
Are job shares available for all applicable job roles?



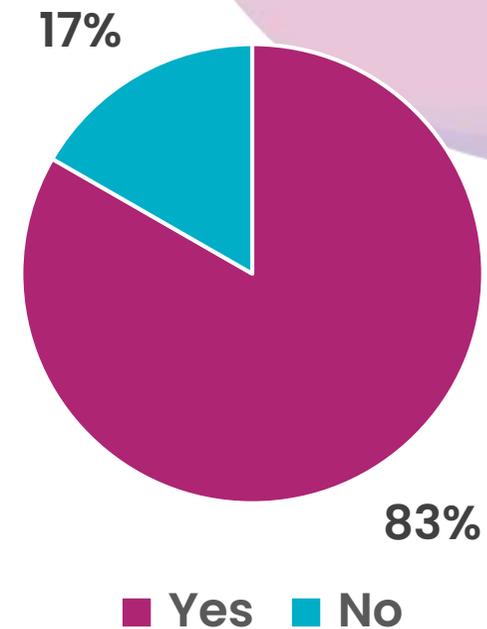
■ Yes ■ Planning To ■ No

Hybrid working

Where there isn't the option for hybrid or remote working, is the reason for this clearly and empirically evidenced?



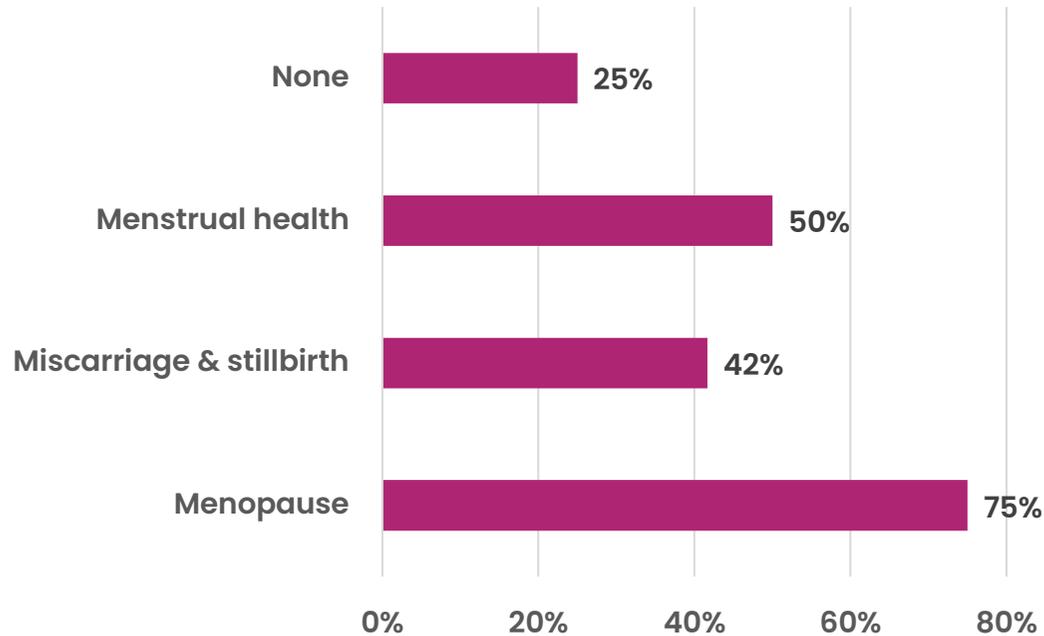
Are people managers empowered to introduce their own hybrid or remote working arrangements?



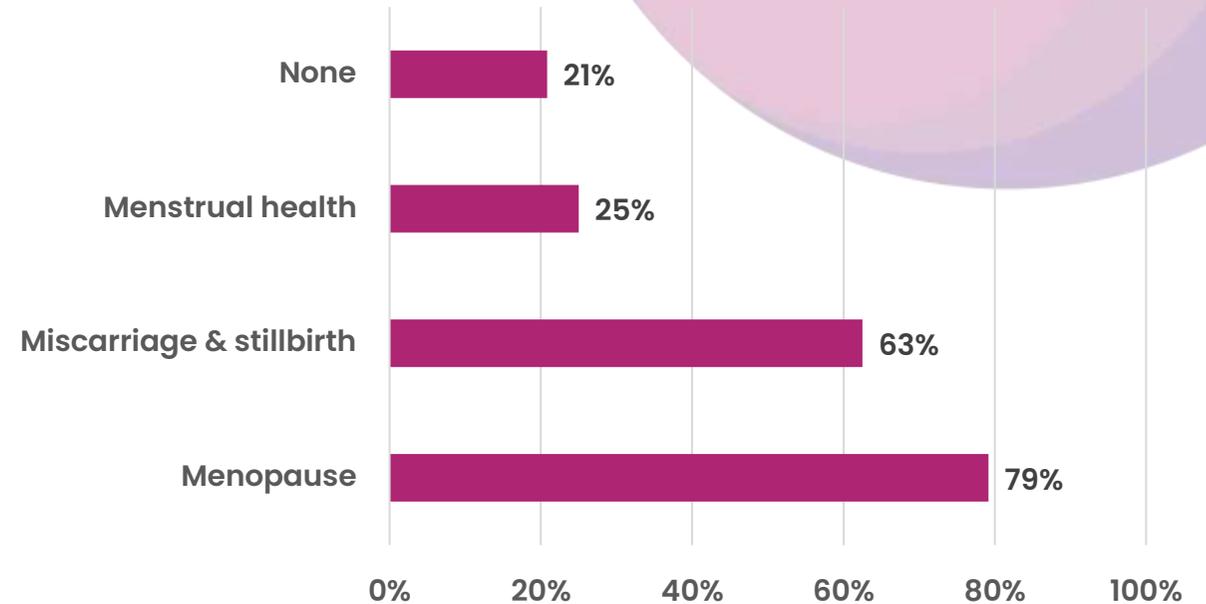
Women's health

- Majority of organisations have a wellbeing policy supported by a programme of activities

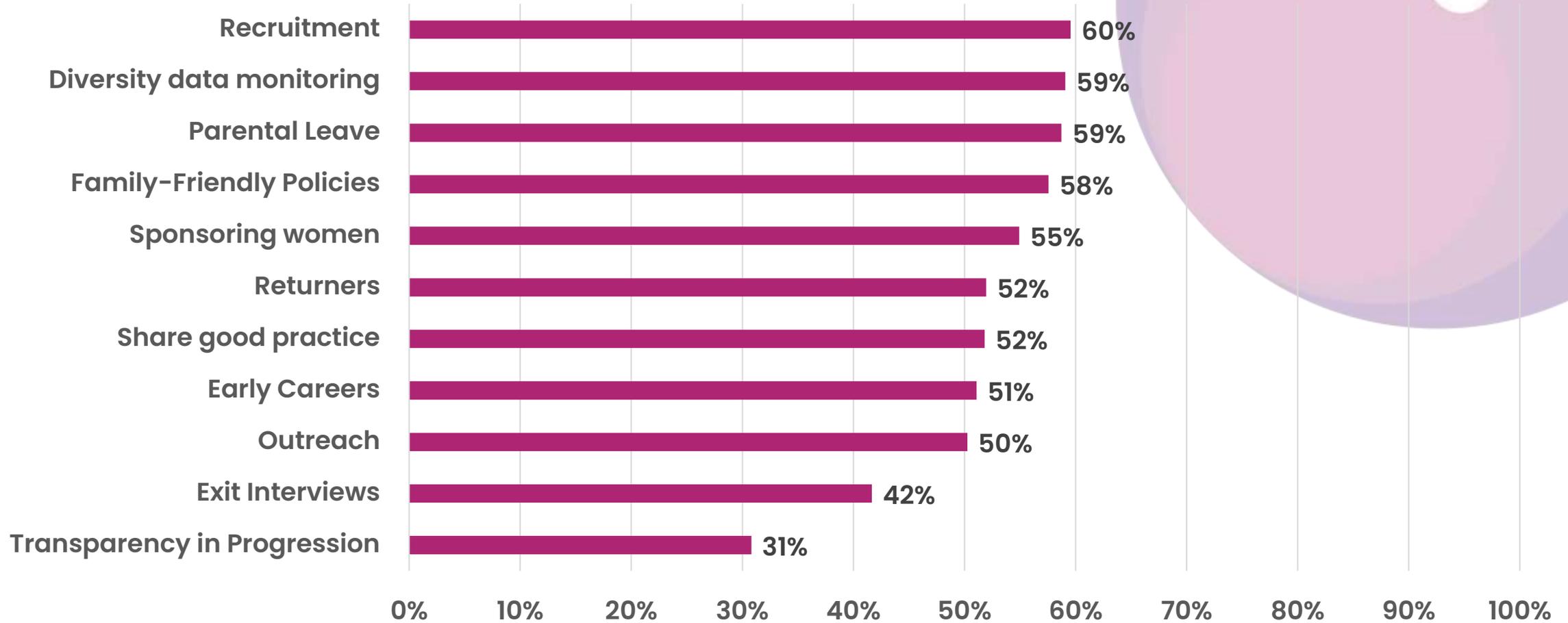
The organisation provides specialist support and training for:



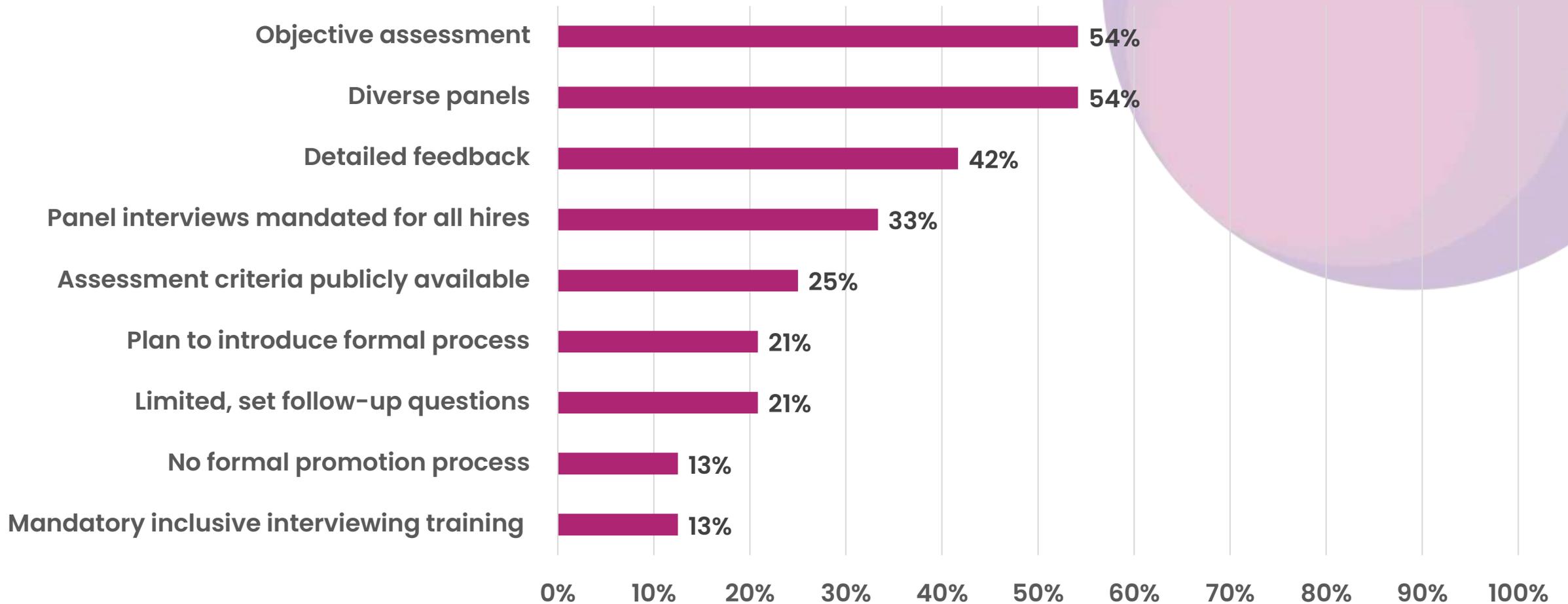
The organisation has policies and/or guidance in place for:



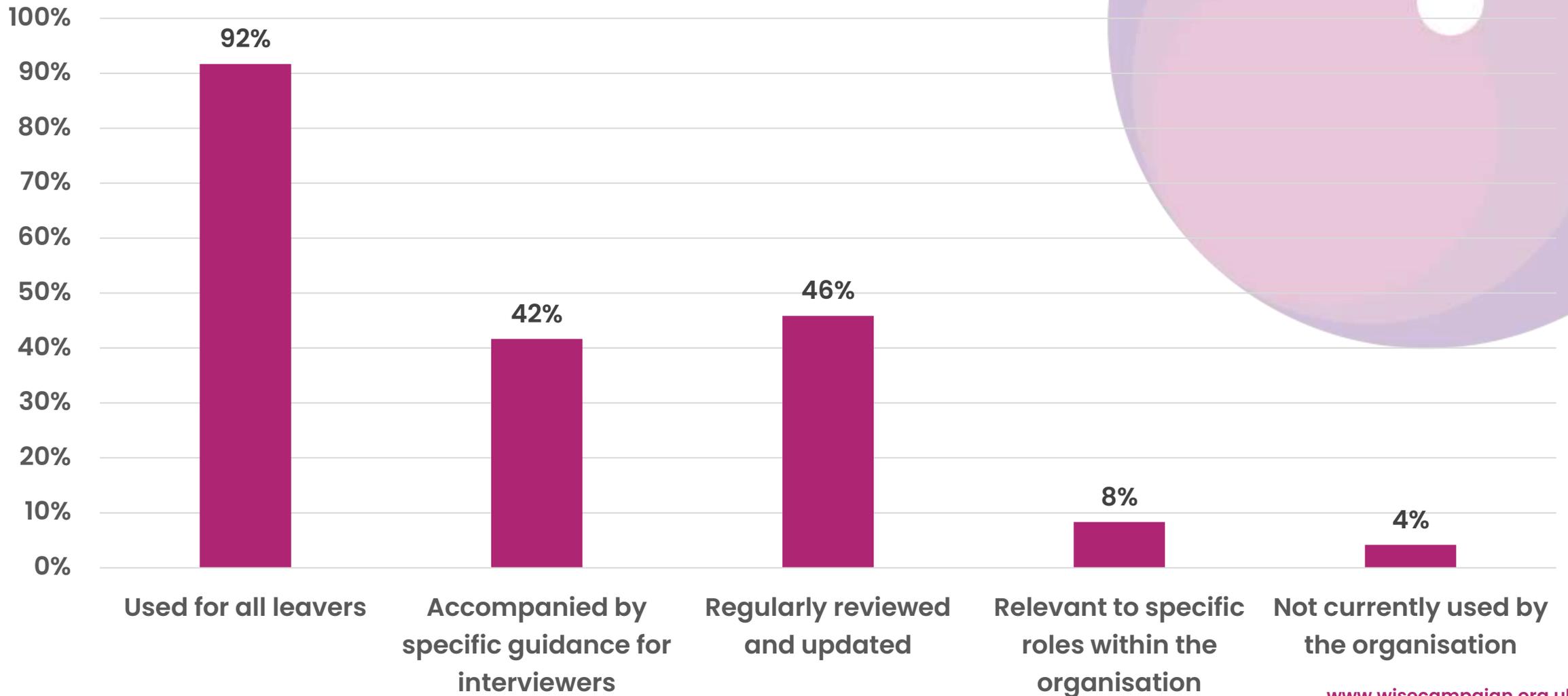
Lowest scoring subheadings



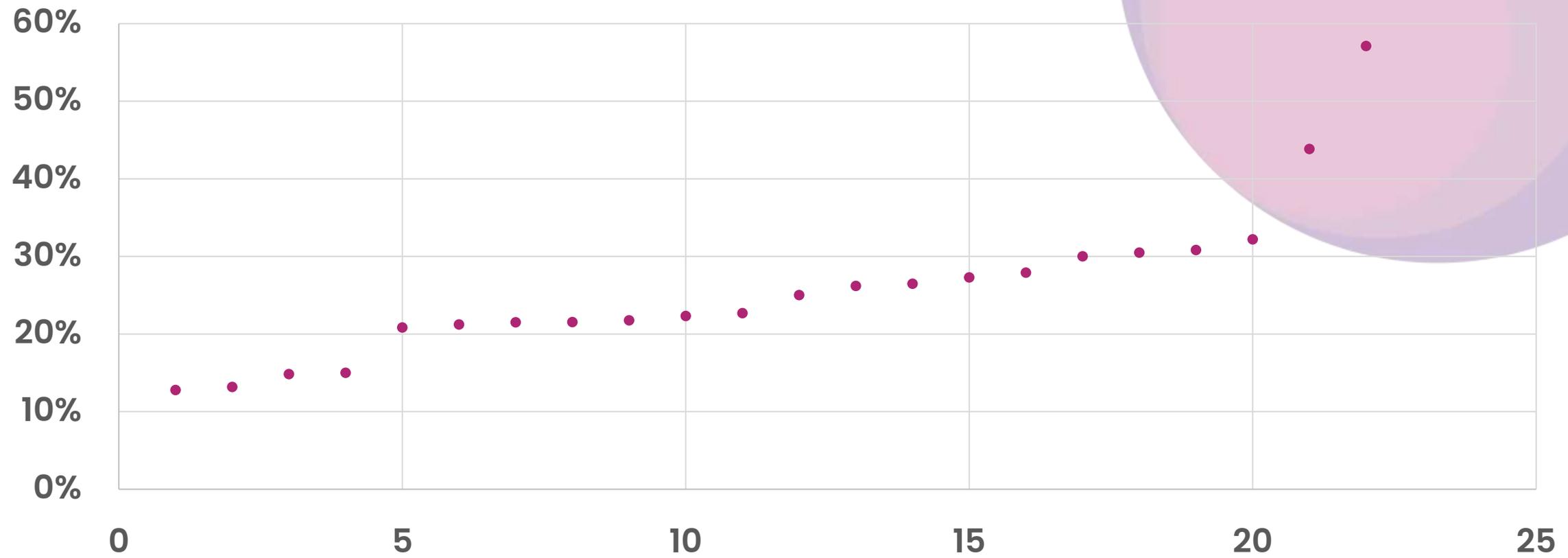
Transparency in progression – how is the promotion process structured?



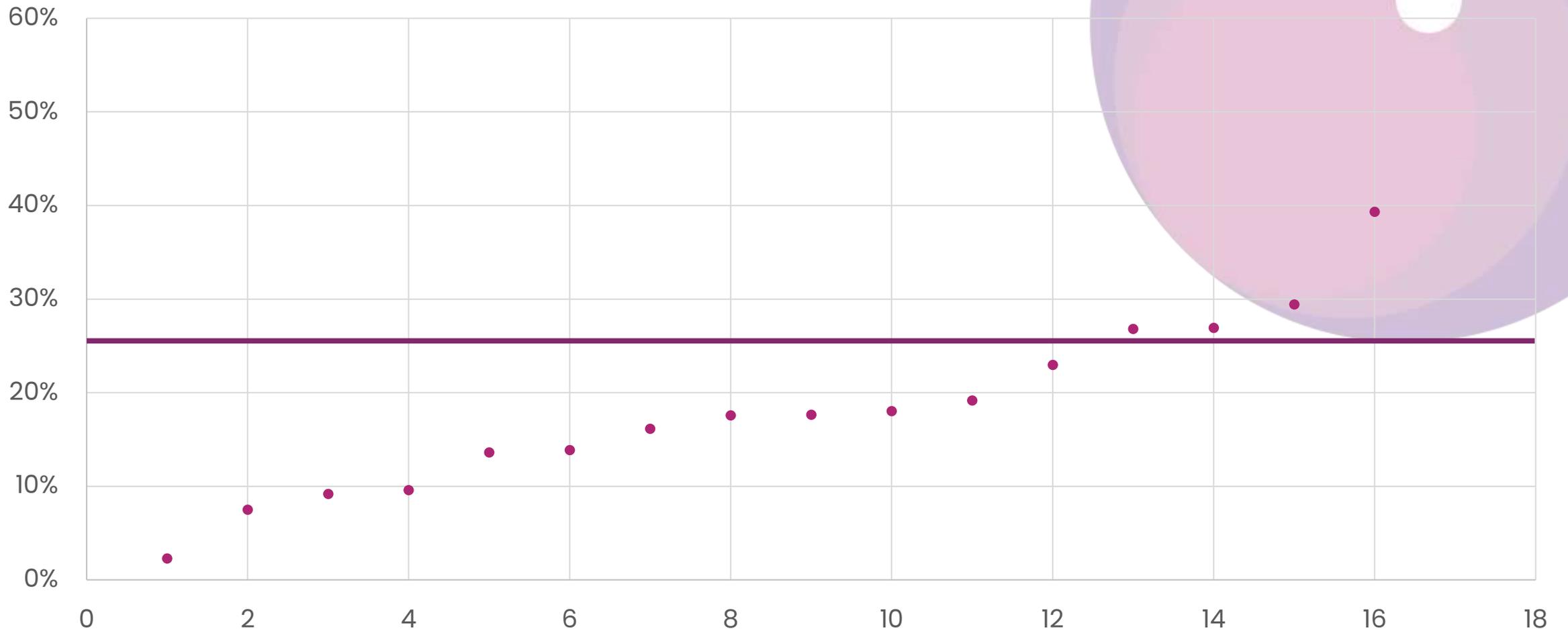
Exit interviews



Percentage of women in WISE Member organisations



Percentage of women in STEM roles



Workforce statistics

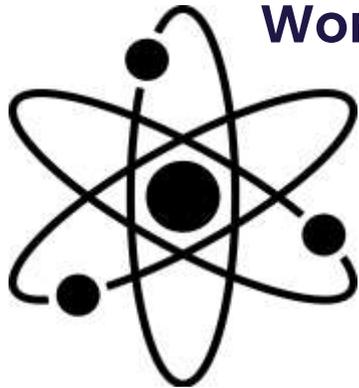


Women make up
26.6%
of the Core STEM
workforce

Women make up
19.8%
of IT professionals



and
25.1%
of IT technicians



Women make up
48.4%
of Science
professionals

Women make up
11.7%
of Engineering
professionals



and
24.1%
of Science and
Engineering
technicians



MEASURING PROGRESS

Q&A





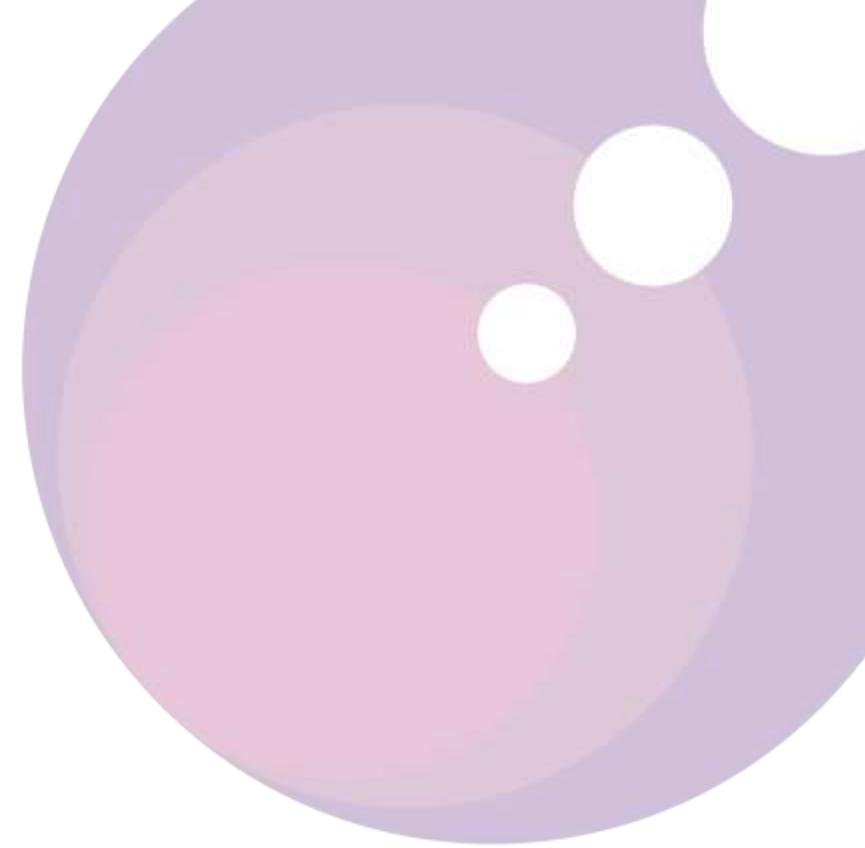
Results discussion



Results discussion

On your discussion tables, we'd like you to do the following:

- Pick out some areas of your results that you've scored highly in and share with the group the work you've done, the impact it's had and why you're proud of it!
- Pick out some areas from your diagnostic that you'd like to improve your scores on – can any of the organisations on your table share some best practice?
- Have a discussion about the support you'd love to see from WISE in these areas





Lunch





Gila Stockell

**Learning and Talent Development
Consultant**

AtkinsRéalis



WISE MEASURING PROGRESS EVENT

November 2024



How we inspire AtkinsRéalis women to develop

All Levels Women Development INSPIRE

The Goal

Tailored to support advancement in careers. Participants reflect on their career journey, assess their strengths and formulate a targeted action plan for future growth.

The programme covers
Confident Communication
Future Focused
Authentic You
Presentation Delivery

In 2023
66% took on more responsibility
24% secured a new role or promotion within six months
98% reported improved confidence and self-belief

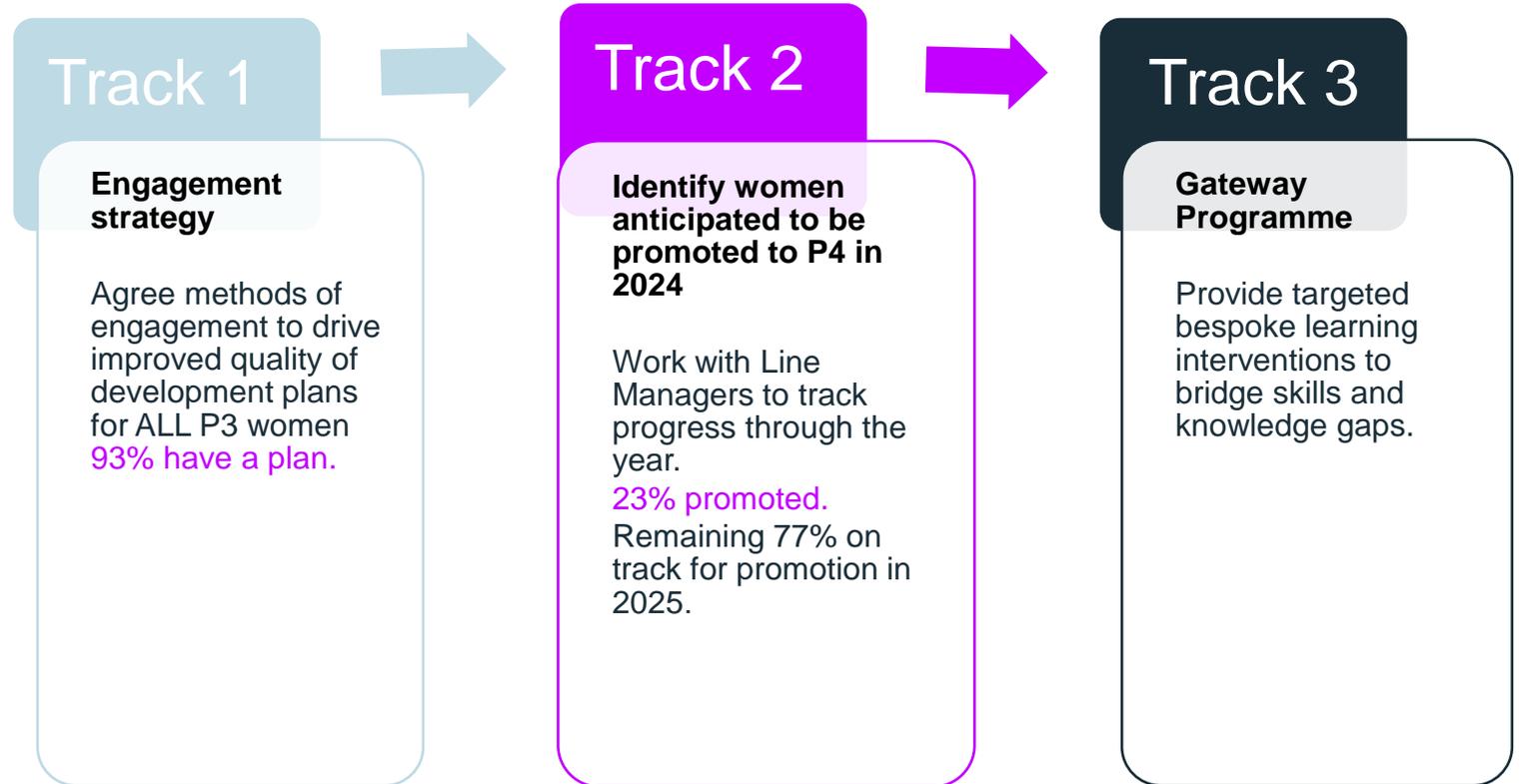
“I feel really empowered to drive my own career....my comfort zone has changed and the training has helped me tackle my imposter syndrome.”

1,957 women have attended the INSPIRE programme (2011-2024)

Mid-Level Women Career Progression

The Goal

Provide targeted knowledge and skills to allow women to manage their career potential, aspirations and promotion.



VOX results

Opportunities to learn and grow praised by a large majority of respondents, with great support from managers in developing their skills – **86%**

Mentoring

Mentoring and Coaching are the same, right?

Mentoring is different from coaching; coaching is oriented on short-term issues to help employees address or improve their performance.

Why we invest in mentoring

▶▶ Accelerates the learning curve for newer employees or employees developing new skills.

📈 Increases people networks and understanding of the organization.

🏠 Develops leadership skills by providing new challenges.

↔ Enables knowledge transfer and sharing of information – both mentors and mentees learn from each other.

📋 Supports you in achieving professional qualification

Key Stats:

800+
Mentors
within
UK&I

1,500+
Mentors
Globally

49%
Female
Mentees

300+
Partnerships
Completed

c.700 Active
Partnerships

Coaching

“A Coaching culture is where authentic leaders and managers help people to grow and perform through effective conversations and honest feedback underpinned by trust “

Source: Harvard Business Review

How we are developing a coaching culture



Coaching Skills Masterclass for **Senior Women and all Empower Network** 852 attendees
Feedback: *‘Coaching conversations highlight the value of empowering people to solve their own problems rather than automatically advising’*



How do we measure success

Key Successes and Learnings

UK
Engineering
sector
diversity



AtkinsRéalis
diversity



Measuring Success

14% - 18% increase of women at senior grades

Over 66% of Inspire participants are promoted within a year

7% - 9% increase in women's retention rates across all grades

“This was a wonderful experience, 3 days to just think about myself made me realize the abandoned goals and brought new confidence to pursue my career in the right direction.”

Aruna – Design Engineer

“Wow - what can I say. This is the best course I have EVER been on and I will not stop singing its praises!”

Alexandra Williams – Assistant Project Manager

“Genuinely the best training course I’ve been on, a very empowering space to be in and hear of experiences and watch everyone evolve.”

Alex Shaw – Graduate Engineer

Wisdom to Aid Progression



Be Easy to Work With

Seek Feedback

Engage and Deliver

Show Ambition

Network Widely

Support Others

Stay Motivated

Keep Learning

Take Risks

Be Self-Aware

thank you



Alex Hazle

Principle MBSE Consultant

Capgemini





Sakinah Merali

Business Analyst

Capgemini



Capgemini's Allyship Journey

Alex Hazle and Sakinah Merali





Alex's Storm



- Aware of the gender gap in engineering while at university in the 2000's
- Saw the impact of gender bias during STEM school events
- WISE speech at engineering building opening 2015
- Started attending Women in Engineering UK Network events in 2021
- Asked to actively support the network in 2022



Sakinah's Storm

- Passion for STEM through education
- Realised the diversity gap when interviewing for first job
- Started attending Women in Engineering UK Network events in 2021
- Became a co-lead in 2022





The Good Witch of the North

- To grow the network, we needed sponsorship
- Co-Leads engaged the UK Vice President
- Received budget and time for the network
- Active promotion and door opening





The Wizard



- Audience with Capgemini CTO
- Mandate for initiatives
- Opened global connections
- Realisation that we need to work on Allyship



Repairing the balloon

- External guidance on Allyship from WISE
- Find out the issues affecting our colleagues
- Create an Ally Toolkit, theory and practical
- Launch at Network events and business all hands





Being left behind

- Turn the toolkit into training workshop
- Get allyship included in mandatory D&I training
- Activate more allies through attendance to external events
- Measure and report on progress



The Wisdom

- Foster an environment that welcomes all
- Create easy ways for people to get involved
- Actively ask people to be allies
- Make use of exec sponsors
- Share outside usual network channels
- Gather real examples from your colleagues



Scarecrow, Lion and Tinman





Breakout Sessions



Breakout discussions

- 1. Recruitment and early careers**
- 2. Progression and leadership programmes**
- 3. Allyship**



Round up and
takeaways





Feedback forms

Please share constructive feedback on today's session using the forms in front of you (or via the QR code)



Upcoming Events...

December 2024

TUE
3

December 3 @ 2:00 pm – 4:00 pm

CXO 2024

What is an inclusive, digitally enabled and sustainably focused leader? And why is this new leadership identity important in shaping the future? Join WISE and Arup at the Hospitium in [...]



January 2025

THU
23

January 23, 2025 @ 10:00 am – 12:30 pm

Inclusive Recruitment Strategies for a Diverse Workforce

Join us for a knowledge sharing event on inclusive recruitment strategies aimed at fostering diversity and equality in the workplace. In today's rapidly evolving corporate landscape, it's imperative for organisations [...]



Upcoming Events...

February 2025

WED
5

February 5, 2025 @ 11:00 am - 12:00 pm

Challenging unconscious bias, fostering conscious inclusion

Join us for an exclusive member-only webinar as we delve into the critical topics of conscious inclusion and unconscious bias within the workplace. In today's diverse landscape, fostering an environment [...]

THU
20

February 20, 2025 @ 9:00 am - 5:00 pm

WISE Awards 2025

IET London: Savoy Place 2 Savoy Place, London, United Kingdom

Do you know a woman excelling in the STEM industry? Or a STEM organisation who is leading the way for women to succeed in their workforce. Submit your nomination > [...]





Networking





Thank you for
attending!

