



Chief Executive Women

Women leaders enabling women leaders

MCC

Male Champions of Change

Media Release

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Getting more women in senior leadership roles starts with every manager understanding how they cast their Leadership Shadow

Two groups of leaders committed to increasing gender balance in Australia have today launched a free and simple management model called 'The Leadership Shadow'. It will help leaders everywhere to listen, learn and lead by understanding the impact of their personal actions – their Leadership Shadow.

Chief Executive Women, representing 300 of the country's most senior women leaders, have partnered with 21 Male Champions of Change to create the Leadership Shadow model which guides leaders who want their every action to send the right signal around gender diversity.

While no-one disputes the need to boost the number of women in senior roles, few leaders understand how to create an organisational culture that values, nurtures and attracts talented female executives. The question most leaders ask is: "Where do I start?"

Christine Christian, President of Chief Executive Women, said: "The Leadership Shadow model we have created together is a wonderful resource for every leader in the country. One size does not fit all, we know. But the most effective approaches start with leaders reflecting on the impact of their actions, behaviours and decisions.

"I am particularly delighted that the Male Champions of Change understand the power of partnering with women leaders who have lived and breathed the long journey to achieving gender equity."

Simon Rothery, CEO of Goldman Sachs and a Male Champion of Change, said, "The Leadership Shadow is a simple but effective means of helping every leader become a champion of gender diversity. It helps them think through how they can become the leader they need to be and bring about real change in an organisation. It takes them through four key questions: what I say; how I act; what I prioritise; how I measure. Being able to tap into the personal experiences of some of the most powerful women in the country has been an invaluable learning experience for our group."

Kathryn Fagg, a member of the Reserve Bank of Australia board and the driver of CEW's Leadership Shadow development work, said: "As Chief Executive Women, we brought to the partnership with Male Champions of Change our real life experience of what it's like to be a woman leader and what is required to achieve positive change."

The Leadership Shadow is launched today and will be available as a free resource at www.cew.org.au and www.humanrights.gov.au/male-champions-change.

Media contacts for interviews and copies of the Leadership Shadow:

Chief Executive Women, contact Amanda Wilson on 0418 391 201 or amanda@amandawilson.com.au

Male Champions of Change, contact Brinsley Marlay, office of the Sex Discrimination Commissioner on 02 9284 9656 or 0430 366 529, or brinsley.marlay@humanrights.gov.au

Available for interview on behalf of CEW and Male Champions of Change:

Kathryn Fagg, board member, the Reserve Bank of Australia, and Chair of CEW's Thought Leadership Committee.

Rosheen Garnon, National Managing Partner, Tax, at KPMG, and a CEW member.

Holly Kramer, CEO, Best & Less

Lieutenant General David Morrison, Australian Army

Simon Rothery, Managing Director and CEO, Goldman Sachs Australia and New Zealand

Helen Silver, the Chief General Manager of the Workers' Compensation Division at Allianz Australia, and a CEW member.

Giam Swiegers, Chief Executive Officer, Deloitte Australia and New Zealand