

Creating a gender-balanced workplace

Karen Milner &
Christine Gilkes



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Why?

Because it's not a level playing field for women

- Women experience inappropriate behaviour or remarks based on gender
- Women are more likely to be promoted one level below their competence
- Women are talked over and interrupted
- Women face the 'social penalty' for calling out bad behaviour
- Mums report having children negatively impacts their careers
- Mums earn 4% less for every child
- Parents estimate their sons' IQ at 8 points above their daughters'
- Women receive critical feedback based on gender - 'nagging', being 'aggressive', being 'too ambitious'...
- Hirers attribute men as having more authority and expertise
- Men are 40% more likely to get promoted

And

Because it makes business sense

Your Organisation will:

- Get better results
- Improve financial performance
- Have more engaged employees
- Increase customer and stakeholder confidence
- Enhance communication
- Be more collaborative
- Bring greater creativity
- Make better decisions
- Enrich internal and external relationships
- Be better able to 'weather storms'

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Government and business-backed 'FTSE Women Leaders' Review

FTSE 350

Quotas for year-end 2025

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**>40
%**

Board positions to be held by women

Women's representation on Leadership teams

≥

One woman in the Chair or Independent Director Board role

Or

One woman in the CEO or FD role

=

**Men and Women
≥40% ≥60%**

A few initiatives don't change a culture

- It's foolhardy to proceed when you don't know where you are starting
- It's impossible to set SMART goals when you don't know where you're going
- Balancetogether's diagnostic tools identify the barriers to better gender-balance in your culture
- We explore, plan and guide your progress with practical solutions that you can implement with or without our help

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Our method

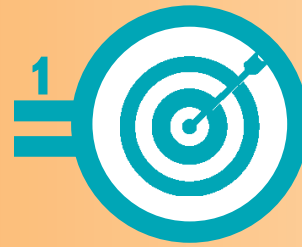
Working with you
to achieve
gender-balance

Our simple **7 step process**
puts you back in control



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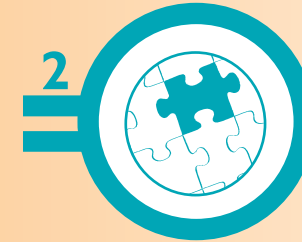




1

**Identify
your goals**

Set ambitious goals and bespoke our approach to meet your individuality



2

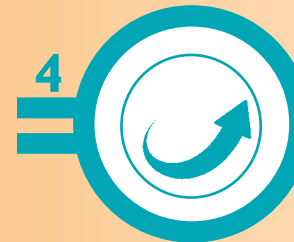
**Uncover
your gaps**

Independent, confidential and revealing. Face to face and online diagnostics tell your story



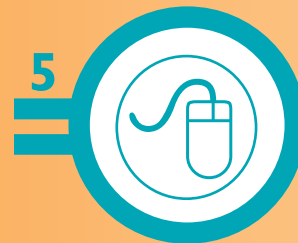
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**Present
your results**
Easy-to-understand format and help to make sense of your data



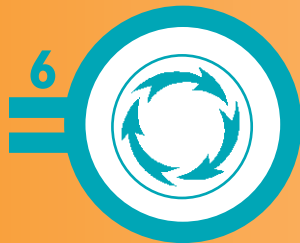
4

**Recommend
your journey**
Clear priorities ensure you achieve your gender-diversity goals



5

**Design
your plan**
Simple, practical, measured and inclusive; this is a plan that includes everyone in the organisation



6

**Guide
your implementation**
There when you need us



7

**Evaluate
your progress**
Sustaining performance over time can be tough, regular evaluation ensures long-term results



**7 step
client
process**

Our solutions

No theory here
**just practical
solutions
that work**



If you have the capability and capacity
you can crack on

If you need a bit of expertise or
breathing space
we are here to help

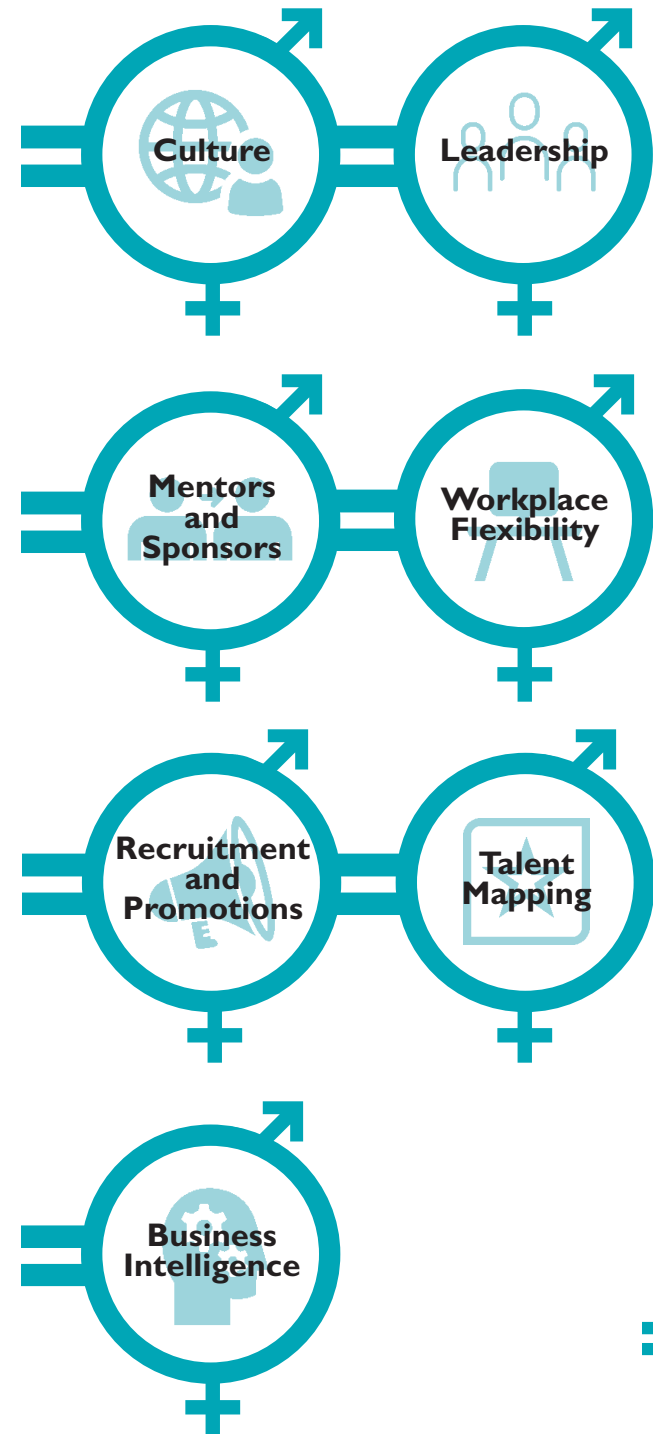
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We'll help you deliver

Discover which of these 7 areas will bring you the best solutions...

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**Equality for
women does not
take anything away
from men**

“Equality is not a cake. If I have more, there is no less for you.”

Sophie Walker

Former Leader of the Women’s Equality Party

When you have an advantage, taking it away may feel like it’s unfair, but that doesn’t make it so.

**Equality is not a
zero-sum game**

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balancetogether

We reveal hidden and untapped potential in organisations by identifying opportunities to create **gender-balance** and realise the powerful value it delivers.

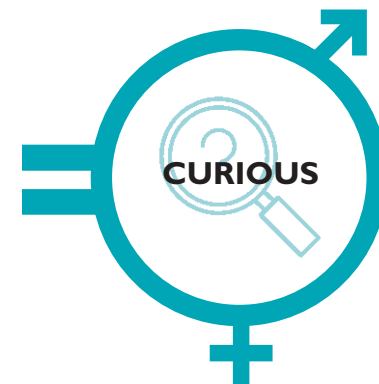
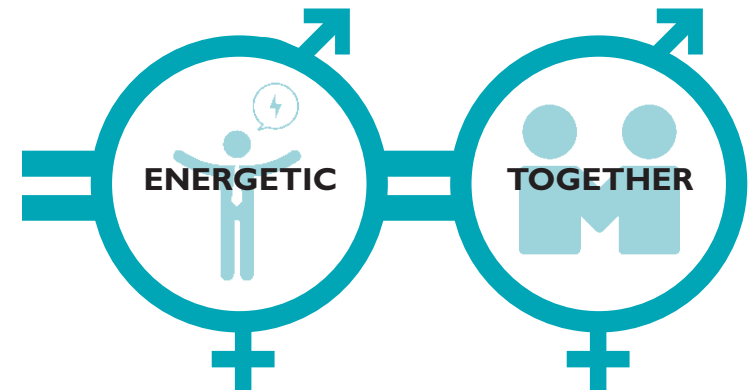
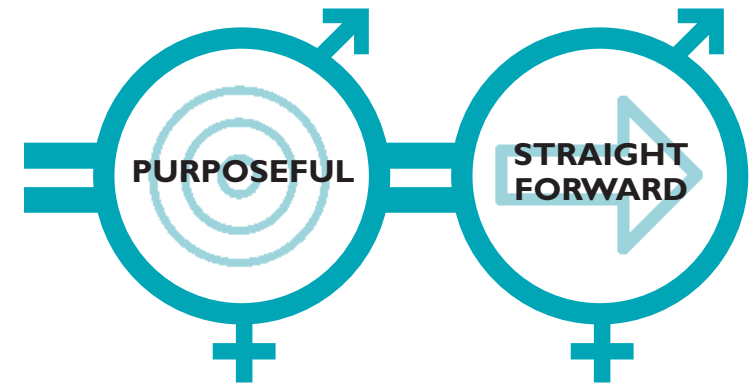
We use simple and practical solutions to remove biases, increase flexibility and adjust male-oriented practices to create a **balanced gender** environment where men and women succeed **equally**.

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Our Values

You can expect us to be...



Take action

If your organisation is



- Out of balance
- Struggling to attract the right talent
- Looking for new ways to get better results
- Lacking creativity or procrastinating over decisions... call us today

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Meet the team

Karen Milner

Former HR Director on a gender-balanced Board, Karen brings a wealth of knowledge and practical experience



I am curious about organisations and how they work. I ask a lot of questions and reflect on the best approach to working with clients, and ultimately the best solutions to drive organisations forward. I am practical and pride myself on tailored and applied next steps.

Chris Gilkes

A change and leadership specialist, Chris brings the know-how to shift cultures and change behaviours



I'm a facilitator at heart and love to explore options with my clients. But don't be fooled, as I am also a hard task master and establishing your purpose and goal achievement are critically important to me, as is delivering and getting a return on your investment.

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