

## The route to achieving greater diversity of board skills



**Have you seen the December 2019 McKinsey report “When women lead, workplaces should listen”? It supports the view that there should be more women on boards not as a gender parity issue, but rather as a skill-set requirement to ensure the businesses of tomorrow create sustainable change and growth.**

The McKinsey report resolves that leadership development programs targeting women reveal critical information about the day-to-day environment of an organisation. The programs highlight key organisational pitfalls and challenges such as:

- what leadership behaviours are actually being rewarded; and
- what values and leadership traits are being put into action.

What this tells us is that leadership teams need to be curious about what pitfalls and challenges were uncovered by their female leadership programs and have the courage to come up with an action plan to address them.

The McKinsey report also concludes that women exhibit leadership traits that are highly applicable to future global challenges. Whilst men mainly exhibit the traditional leadership traits of command and control and individualistic decision-making, it is women who mainly exhibit leadership traits necessary to lead through transformational change. Growth traits such as inspiration, participative decision-making, people development and role modelling.

As leaders we need to identify and nurture these growth leadership traits top-down and bottom-up in our organisations. We must reward and promote individuals based on demonstration of these traits. If we

do this, our organisations will be better equipped to lead through change and women as much as men will form the boards of the future.



### **About changeosity**

We are a Dubai-based boutique consultancy firm. Our three founders have over 70 years of leadership experience in government and multi-national corporates in 50 countries, including 30 years in the Middle East.

Together, we have delivered highly profitable and award-winning transformation in a wide range of sectors in the Middle East.

Our diagnostic, development and implementation programs, together with our coaching, facilitation and leadership services, enable businesses to regenerate, grow and inspire.

