

# Women in Leadership – Women@Page 2018

## ATTRACTING TALENT

-  'Join Us' site attracting diversity
-  D&I portal on external websites
-  Using Video to attract talent 'Page is People'
-  Diversity Careers Fairs
-  Linked-In Alumni network
-  Returners Programme
-  The Sunday Times Best 100 Companies to work for

## SUPPORTING TALENT

-  New Performance Management Tool
-  Launched **Dynamic Working** - flexible working culture
-  Pre/Post Maternity Workshops
-  Parents Seminars/ Workshops – **Parents@Page**
-  Women@Page Global Yammer Group
-  Free Emergency Child/Elder Care – **Parents@Page**
-  Membership with enei and BITC – Gender Benchmarking
-  Global Maternity Guidelines/ Policy Changes
-  A Women's Journey - monthly global role models
-  Annual **Global IWD Campaign** – recognising female talent
-  Signed the **EHRC Working Forward Pledge**

## DEVELOPING & RETAINING TALENT

-  360's / **Personal Development Plans**
-  Internal **Global Mentoring Programme**
-  Publish **Case Studies** 'Real People/Real Stories'
-  **Unconscious Bias and Inclusive Leadership** training
-  Women@Page Champions / Role Models
-  Monitor, measure and report **gender talent pipeline**
-  **High Potential Women Talent Programme**
-  **Career and Executive Coaching**
-  **Global Employee Engagement Survey**

## EMPLOYER OF CHOICE FOR FEMALE TALENT

-  **Global Events** around gender
-  CEO & Exec Board sponsorship of **Women@Page**
-  Signed up to discipline specific **Gender Diversity Charters**
-  **15** awards for D&I, engagement and flexible working
-  **Gold Award** – BITC gender benchmark
-  Signed up to the **Think Act Report** campaign
-  Breakfast seminars with clients around gender – **Page Executive**
-  Partnership with **Smart Works**
-  Signed up to the **30% Club Voluntary Code of Conduct for Executive Search Firms**
-  **TIMES TOP 50** The Times Top 50 employer for women