

**Endorsements of Dr Hannah Piterman's new book titled "Unlocking Gender Potential: a leader's handbook" which incorporates her 2008 research included herein.**

'Dr Piterman's book is essential reading for all leaders who are serious about gender diversity in their organisation. Dr Piterman's outstanding piece of research has identified the barriers to unleashing female potential. It does this in a practical way. Its suggested strategies and insights are invaluable.'

—Peter Butler, Partner and former Managing Partner, Freehills

'In a most thought provoking and insightful analysis of women in today's business world, Dr Hannah Piterman's excellent research work has identified many of the unconscious, complex and subtle inhibitors that stand in the way of women achieving their full potential in the workplace. Her findings are also well aligned with global research results showing that organisations with appropriate gender diversity have higher levels of profitability. Those organisations wanting to achieve higher levels of performance, employee engagement and profitability should spend quality time reviewing Hannah's analysis and conclusions, and would be well advised to benchmark themselves against the issues and challenges contained in Dr Piterman's new book. In fact this text is a must read for all people leaders, who are serious about unlocking the potential of their female employees and enhancing performance within a more equitable framework. Hannah's work is the more significant, having regard to a future in which men and women are much more likely to share both work and home responsibilities. This book provides both important practical insights and strategies that can assist many firms with the best ways to get started, and also to accelerate progress for those now well underway'.

—Peter Wilson AM, National President, Australian Human Resources Institute

'Dr Piterman's research has identified gender as a strategic business issue and is a must read for leaders. Hannah is one of those rare talents who easily transitions between business and academia, providing a bridge between research and practice and exemplifying evidence-based management consulting. In my collaborations with Hannah, I have been impressed with her integrity, unambiguous communication style, and her business savvy and strategic thinking. Her research has alerted organisations to dynamics that are subtle and unconscious yet powerful in undermining the experience and contribution of women in the workplace.'

—Charmine E. J. Härtel, Author of Human Resources Management (Pearson Australia) and Professor and Management Cluster Leader in the UQ Business School at the University of Queensland

'Unlocking gender potential of half the population is a crucial step in capitalising on talent in organisations, communities and countries. Dr Piterman's outstanding piece of research has identified the barriers to unleashing female potential. Her research has stripped away the often cited barriers, and laid bare many of the unconscious and subtle inhibitors that are the real issues that stand in the way of women achieving their full potential in the workplace. All leaders interested in driving change and growth by enhancing their future talent pool should read this book.'

—Dr Janine Kirk AM, Partner, Government & Public Sector and Leader, Community for Oceania, Ernst & Young

'The openness of Dr Piterman's many interviewees, male and female, to discussing their feelings and experiences, and her perceptive analysis and use of contemporary research, provides us with a platform to move forward. Her practical recommendations will be of real benefit to organisations that want to seriously engage with this issue. CEDA is proud to have been involved in this project.'

—Geoff Allen AM, National Chairman of CEDA, Committee for Economic Development of Australia

'A seminal piece of research revealing that the problem is not a paucity of leadership capability and talent among women but the failure of organisations and the men who run them to both recognise and commit to gender diversity as a driver of high performance.'

—*Pamela Catty, Deputy Chairman of Tourism Victoria and a Director of Circus Oz*

'Dr Piterman has that rare touch that encourages people to open up to her. In a time when most people feel they need to be politic about gender equality, her interviews record the honest views of men about the way they see their world of work and the choices they make. The insights gained through her research bring many hidden attitudes and beliefs into the light where discussion and evidence can challenge them. It is a valuable contribution.'

—*Christine Charles, Chair, Women in Mining, Minerals Council of Australia, former CEO, Department of Human Services, South Australia*

'Dr Piterman's excellent and timely research clearly demonstrates our individual and collective opportunity and responsibility to actively encourage and advance progress towards women achieving their full potential in the workforce. Australia needs this outcome so that our businesses and communities can thrive and prosper. The destination has been clearly set. Responding positively to the recommendations in this book can only hasten and accommodate that journey.'

—*Fergus Ryan, Director Australian Foundation Investment Company (AFIC) and Commonwealth Bank of Australia (CBA)*