



## How to benefit from the ASX gender diversity guidelines

Identifying and getting buy-in to measurable objectives that will enable sustainable and meaningful change, and achieving year on year growth in women's representation are the main challenges organisations face in meeting the new ASX guidelines.

### Setting measurable objectives

Whilst many organisations may have set measurable objectives for their ASX reporting, not all have gained the buy-in to those objectives from their senior management. Further, others are not clear as to whether their objectives are truly achievable and what organisational changes will be required to achieve those objectives.

Gender Worx specialist consultants can assist organisations set their objectives, achieve management buy-in and to advise how the sustainable and meaningful change sought can be achieved.

### An evidence-based approach

Our gender diversity survey provides a comprehensive analysis of your organisation's diversity successes and challenges. It provides an in-depth current picture of gender perceptions throughout your organisation, establishing a baseline against which to review future performance.

Getting management buy-in to gender diversity objectives is challenging. Gender diversity can be a difficult and emotive topic, and backlash against diversity change programs is a common experience.

Engaging in understanding the data, identifying where change is needed and then taking ownership of the actions that will embed the change is central to management buy-in for change efforts, and critical to acceptance of accountability for change.

Gender Worx' specialist consultants can assist you to set the right objectives and achieve management commitment and support. Rather than focusing on compliance, managers can identify with the benefits of greater gender diversity, including improved relationships, engagement, productivity and performance.

A quantified and valid analysis that presents the data in a positive and constructive way increases the likelihood of success.

“ ... a clear  
evidence based  
approach to action  
planning ... ”



## A realistic action plan

Our Survey Framework provides a clear evidence-based approach to action planning, with its focus on the key strategic levers of leadership, culture, talent and performance.

“ our survey quantifies what has previously been unmeasurable. ”

We assist organisations start from where they are at by using their survey results as a baseline of current performance. The gaps identified by our gender diversity survey enable your investment in achieving gender targets to be refined and focused. Our consultants assist you to develop an action plan to close the gaps whether they be systemic across your organisation or isolated to particular areas. Areas of good practice can also be leveraged across your organisation.

## Other benefits of our approach

The other benefits of our integrated survey and consulting approach include:

- Our gender diversity survey gets to the heart of gender diversity issues. Most diversity surveys are broad in their reach, but shallow in their depth. As such, they fail to identify the critical levers that will enable change in gender representation.
- Our survey quantifies what has previously been unmeasurable, including the beliefs and assumptions that lie at the heart of change. Our survey provides insight into our four framework areas (leadership, culture, talent and performance) and 17 categories of gender diversity, measured through approximately 60 questions, all evidence-based. It is one of the most thorough gender diversity audits of its kind while being simple for employees to complete.
- The ability to evaluate your company's gender diversity performance against a pre-determined organisational ideal, taking the measuring and reporting process from an abstract imposition to a relevant advantage.

## A caution

It is necessary to identify and deal with cultural practices and organisational beliefs to achieve sustainable change. We recommend an evidence-based approach, contextualised to your organisation's actual culture and circumstances.

## About Gender Worx

You can find out more about Gender Worx, our people, our approach, our framework, our survey, our consulting, our book and much more at [www.genderworx.com.au](http://www.genderworx.com.au)

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