Addressing the challenge

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Introduction

Career Progression

University

ICT Career

Executive Management

Benefits

- Additional workforce
- Addressing women's market

Issues

- Girl ICT Graduates
- Leaky pipeline
- Glass Ceiling

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Challenges

- University → Girls are not encouraged to join the ICT field
- ICT Career → Female Topics → ICT is a fast moving industry
- Executive Management → Unintentional bias

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Best Practices

Sponsor education

- Sponsor girls to take up ICT studies
- Build support and relationship network

Recruit women

- Signal Interest: “headhunting” women, recruitment programs, other women co-workers
- Offer latitude and flexibility in the workplace e.g., telecommuting, Flex-time, Job-sharing, child care
- Have an objective, transparent career program and measurement systems

Fix the organization

- Look beyond the formal programs
- Implement a program of “Small wins” to change unintentional biases
- Don't make the assumption about work preferences. Ask .
- Offer manager’s coaching support

Build a network of relationships

- Support industry networking, relationships

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Example Programs

- Only a few public examples of potential sources
- Most require colloboration between private industry, academia, government

Sponsor education	Recruit women	Fix the organization	Build a network of relationships
Siemen‘s Yolante	Siemen‘s Yolante	Winning the Talent War Deloitte & Touche	Female Future (Norway)
IBM‘s Excite	Girl‘s Days		

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What else can we do?

- Private industry
- Academia
- European Commission

- Get started, make „Small wins“ to start the evolution of change.

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Thank you!

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