

bookingform

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Please indicate how many places you would like to book

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- £250+vat Opportunity Now member rate £300+vat non-members
 £250+vat registered charity/partners

name

position

organisation

address

email

telephone date

please indicate here should you have any individual requirements

- A contact directory for all delegates will be included in delegate packs. Please tick here if you do NOT wish to share your details.

invoice details and address if different from above

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Registered office:
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Terms and conditions: This booking form constitutes a legally binding agreement. Payment must be received in full 1 week before the conference date. On receipt of payment, confirmation of your booking will be sent to you. Cancellations confirmed in writing two weeks prior to the event will receive a refund less £50 administration fee. Cancellations received less than two weeks before the event are non-refundable. If you are unable to attend you may wish to nominate a substitute delegate in your place. Substitutions will be accepted at any time.




opportunitynow
men | women | workplace

MIND THE GAP

conference: gender styles and stereotypes in the workplace
changing attitudes, behaviours, cultures

Tuesday 3 October 2006

sponsored and hosted by:  **Merrill Lynch**



conference:
gender styles and stereotypes in the workplace
changing attitudes, behaviours, cultures

Overt discrimination is rapidly becoming a thing of the past but women are still under represented in leadership and decision making roles in society and in the workplace. If it's not conscious discrimination that holds women back, what is it? That's the key question that diversity practitioners are striving to answer. Attention has shifted to the corporate culture and its unspoken rules and deeply embedded attitudes.

This conference will explore institutional attitudes, behaviours and cultures which often have a detrimental effect on women's careers. Research from Opportunity Now has shown that both senior women and women in non managerial roles regard stereotyping and preconceptions of women's roles and abilities to be one of the main barriers to women's advancement in the workplace. Personal style differences and inhospitable organisational culture also rank highly on the list.

This conference is a must for any leader or manager interested in exploring how workplace behaviours present hidden barriers to the non dominant culture.

The day will cover:

- Recent research around stereotyping of leadership
- Ways of creating awareness of different behaviours and appreciation of different personal styles within your workplace
- The role of leaders and champions in addressing issues and changing cultures
- Use of training and mentoring to address attitudes, behaviours and cultures
- Practical examples and advice

81% of senior women think stereotyping and preconceptions of women's roles and abilities are a barrier to women's advancement in the workplace

69% of senior women think inhospitable organisational culture is blocking women's ability to reach senior management

77% of female CEOs believe stereotyping is a barrier compared to 57% of male CEOs

94% of senior women believe that developing a style with which male managers are comfortable is a critical strategy that women need to succeed

draft programme



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9.45am	Registration
10.15am	Open from Carolyn McCall, Chief Executive of Guardian Media Group and Chair of Opportunity Now
10.20am	Welcome from Merrill Lynch
10.25am	Overview of current research and thinking on workplace attitudes and behaviours from the Director of Opportunity Now
10.45am	Different Cultures, Similar Perceptions: Stereotyping of Western European Business Leaders, new research from Catalyst
11.45am	Refreshment break
12.00pm	Panel discussion Senior leaders discuss coaching and mentoring and the leader's role in creating change
1.15pm	Lunch
2.00pm	Workshop Choices: A selection of workshops offering practical advice on training for inclusive workplaces.
3.15pm	Refreshment break
3.30pm	Auditing of workplace cultures
4.30pm	Close

The conference is being hosted and sponsored by Merrill Lynch and will be held at:
The King Edward Hall, Merrill Lynch Financial Centre, 2 King Edward Street, London EC1A 1HQ
Nearest tube/train stations: St Pauls, City Thames Link, Barbican

For further information please contact:
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