

What government is doing

The Queensland Government's Women on Boards strategy will mean more Queensland women in leadership positions and on government boards.

The strategy will:

- actively recruit women for boards
- give women the skills and knowledge they need to get board ready
- promote the benefits of diversity on boards across all sectors.

For more information...

Visit the Office for Women website to download a number of resources for women and boards.

Read about women making their mark on boards and learn about boards that demonstrate 'best practice'.

For more information about the *Women on Boards* strategy, or to register your interest, go to www.women.qld.gov.au/womenonboards or call 1800 177 577, Monday to Friday between 8am and 6pm.

www.women.qld.gov.au/womenonboards



Bringing Queensland women on board

There is a need for women across all industries, especially women working in science, technology, primary industries, engineering and mining, to be a part of boards.

Some boards provide policy advice to government, some are publicly owned corporations that oversee multimillion dollar budgets, while others are not for profit organisations which may be big or small. There are many diverse areas of interest ranging from primary industry, to education, to the environment.

Bringing more women on board will have significant benefits – for women and for boards.



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An initiative of the Office for Women

Women's Infolink 1800 177 577 www.women.qld.gov.au
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What are the benefits for women?

You can:

- promote cultural and attitudinal change in the boardroom and throughout the organisation
- break through the glass ceiling
- develop skills and self-confidence and apply your industry knowledge, leadership skills and networks where it counts
- be a role model for emerging women leaders
- contribute to decision making relating to business, social and economic issues

How can women get on board?

You should:

- be able to demonstrate that you have the necessary skills and experience. If you can't show this yet, identify how to obtain these skills through career or other professional development opportunities
- be confident and able to sell your skills and knowledge
- raise your profile – try networking or joining relevant organisations and groups
- know why you want to be on a board, what you have to offer, and where you can add value
- know what is required of a director
- get board experience – volunteer for committees, sit on not-for-profit and community boards
- obtain leadership experience in your industry or sector
- work with a mentor to establish long-term and short-term goals
- be strategic in your quest to seek board appointments.

What are the benefits for boards?

Diversity in your boardroom means:

- greater profitability for your company (companies with a higher proportion of women in leadership perform better financially than those with a low representation of women – *2004 Catalyst study*)
- better corporate governance through debate and collective decision making
- increased board creativity by encouraging lateral thinking, adaptability and innovation in strategic corporate direction and business decisions
- you are demonstrating an inclusive leadership model and commitment to equity in your organisation
- young women and emerging leaders have positive role models to follow
- a better public reputation for your organisation
- your organisation is reflecting the changed workforce participation of women.