



## A CASE STUDY ON CREATING GENDER DIVERSITY IN THE LIFE SCIENCES INDUSTRY



According to the World Economic Forum's Global Gender Report, global gender parity is beginning to shift into reverse for the very first time. While some companies are starting to recognize the direct correlation between increased gender diversity and improved financial performance, many of the same companies struggle to make sustainable changes to overcome these issues. According to a recent Ernst & Young report, 96 percent of male and female leaders in the life sciences industry overwhelmingly believe that their organizations need to change.

This troubling statistic aside, creating gender diversity is not impossible. Lead Inclusively worked with a prominent life sciences company to bring lasting, substantive results. Suffering from poor upper management gender ratios and low employee engagement among women, our life sciences industry client wanted to change. After going through the Lead Inclusively process, which includes labs, workshops and coaching, the company now boasts an 8 percent overall increase in gender diversity, 7 percent increase in employee engagement and 10 percent increase in women at mid- and senior-management roles. If you're looking to build a dynamic and inclusive life sciences company, do it right. Contact us today for a hands-on diversity workshop, assessment and coaching today.

### INDUSTRY:

Life Sciences

### ISSUES:

- Poor gender ratios with upper management
- Low employee engagement among women

### SOLUTIONS:

- Inclusion Labs to engineer the bias out of human resources processes
- Inclusive Behaviors Workshops to provide understanding around effects of unconscious bias
- External Leadership Coaching to help develop diverse leadership and provide tools for success
- An Employee Resource Group to further education and support women in the organization

### RESULTS:

