



Event Outcome Report

CEO Round Table in Business

Promoting Business Sustainability Through Women
in Leadership

Date: 13th October 2021

Location: Exp

Speakers:



Muna Al Gurg

Director of Retail
Al Gurg Group



Dr. Patrick Allman-Ward

CEO
Dana Gas



Huda Lawati

Founder & CEO
Aliph Capital



Patrick Chalhoub

Group President
Chalhoub Group

Key Takeaways

1. Women make up roughly half of the workforce. However, they hold only a quarter of the leadership positions. This is a gap that exists across all industries and organizations, and it has a significant impact on workplace culture and productivity. The inclusion of women in the workforce is a highly recommended strategy for increasing workplace diversity and improving company culture.
2. The inclusion of women in the workforce is also good for male leaders: it enhances their leadership reputation, motivates, and encourages them to act in a more gender-balanced manner, and allows them to broaden their network of contacts.
3. Today, women make up half of the workforce, despite their relatively small numbers in leadership roles. The female half of the population is responsible for bringing income into the household, but the country has struggled to provide them with adequate maternity leave. The government has started to address this problem, but there is still much work to be done.
4. Being a senior leader means that you need to balance the demands of your role with the needs of the employees under you.

Summary of the session

As women gain more education and employment opportunities, they are increasingly being encouraged to pursue leadership positions. Women are capable of being great leaders. In today's world, there are many professions that are dominated by women. Some workplaces, however, seem to be stuck in the past when it comes to women taking on leadership roles. Many businesses are unwilling to adapt their management style to make room for female leadership, choosing instead to pass over women for leadership roles in favor of male candidates. Some new mothers prefer to have a clean-cut, uniform presence at the office, while others prefer to work from home or in a more relaxed environment. But no matter where new mothers decide to work, we can all agree that they will need to work at some point in order to return to their regular workflow and daily responsibilities. It is often difficult for new mothers to know where to begin when it comes to returning to the office after having a child, but there are a number of adjustments that can be made to make the transition easier for everyone involved. By offering flexible hours to allow new mothers to work where and when they are most productive. Organizational leaders must incorporate the gender diversity and inclusion into the DNA of their organizations. This can be accomplished through a full-scale overhaul of the

organization's mission, vision, and values or by establishing a stand-alone diversity and inclusion team. It is also important to train existing leaders and managers to demonstrate and communicate a commitment to diversity and inclusion at all levels. This can be achieved through a comprehensive training program that focuses on language and behavior, or by assigning existing managers to shadow other managers who are already effective leaders and communicators of diversity and inclusion.