

Trigger Question: Prof. Bholanath Dutta—There is no silver bullet

Dear All,

Greetings!

Despite significant corporate commitment to the advancement of women's careers, progress appears to have stalled. Research shows that the percentage of women on board or senior executive level remains stuck around 15 % in many countries and just 3 % of Fortune 500 CEOs are women. No programme can be the 'Silver Bullet' to improve the situation. There are many invisible factors impact negatively in the advancement of women's career progression. Much have been spoken, many HR strategies have been developed, much awareness are also created but then Why?

Interaction: Prof Maya G Salimath:

A nice topic on which i would like to share some information (only my view): the reason why less women on Boards is mainly because of following reasons

1. Family being first priority, women does not continue career for longer time.
2. Further male dominating society (sorry to all men) women still feel insecure needless to mention reasons.
3. Internal Motivation Lacks
4. Many occupations are strongly segregated along gender lines.

Further one of the research suggested some areas in which some kind of coaching could help women to progress included:

- Confidence building
- Providing a sounding board for ideas
- Dealing with organizational cultures
- Networking and identifying values and goals
- Identifying and obtaining access to development opportunity
- Making the right impression
- Coping with a new role
- Achieving specific goals
- Achieving work-life balance