Inspiring the Future of Women in Leadership

Lynne Copp, Founder & Managing Director
Here lies our organisation

We focused on profits and rewarded long hours.
We focused on the task at the expense of our people.
We focused on balanced books
and said ‘no’ to balanced lives.
Low morale, increased absence and attrition led to decreased innovation and poor customer service.
Customers noticed our tiredness and apathy; they didn’t want to bother us, so they left us alone.
When it was too late, we saw what we had done...
We rest in pieces
…You can't connect the dots looking forward; you can only connect them looking backwards. So you have to trust that the dots will somehow connect in your future…

Steve Jobs
Performance Culture

Transforming the World of Work... for Good!
More for Less

Transforming the World of Work... for Good!

Worklife Company
Transforming the World of Work

... for Good!

Impact of the Performance Culture

External

Internal

Focus on Results

Decreased Growth & job security

Increased costs

Decreased customer satisfaction

Decreased efficiency, innovation satisfaction

Increased introspection workload & stress

Decreased market share

Long hours

Absence & attrition

Higher prices

4 4.2 4.4 4.6 4.8 5 5.2 5.4 5.6

81K 18-24 28-35 35-40 40-50 50-60 60-70
Impact for Women

- 70
- 2:5
- 30
- 86
- 10
- 4
- 11
- 76-76
Since the beginning of time, great women have never accepted the unacceptable...
Time to reflect...
Work had become...
Engagement Culture

Environment for Excellence → Results → Productivity → Quality → People → Environment for Excellence

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(About Fred Astaire)...

Sure he was great, but don't forget Ginger Rogers did everything he did backwards . . . and in high heels!

Bob Thaves 1982 © NEA Inc.
Old Workplace

- Power through hierarchies, experience counts
- Vision and Mission led
- Leadership own innovation decisions
- Recognition based on performance
- Meetings are face-to-face
- Presenteeism and long-hours
- Change is project managed
Transforming the World of Work… for Good!

New Workplace 2020

Change

Work

Feedback
Research

Outside of anecdote...

• Model for Excellence in female leadership?

• If so, could it predict potential and success and be an alternative to quotas? Is it gender neutral?

• Could it be combined?

• What would the impact be for organisational culture and performance?
Phase 1 ...

- Unilever
- Hewlett Packard
- Google
- PWC
- Vodafone
- IBM
- O2
- John Lewis Partnership
- RBS
- Ernst & Young
- Intel
- BAE Systems
- British Telecom
- The Marriott

- The NHS – clinical and executive leadership
- Birmingham City Council
- The Police - The Met and various regional Forces
- The NEC
- The Institute of Customer Service
- Everywoman
- Stargate Capital
- Michels & Taylor Hotel Investment
- Blandy & Blandy
- The Consulting Consortium
- Coventry Building Society
- Crowne Plaza
- Holiday Inn
Transforming the World of Work... for Good!

- Values
- Purpose
- Sponsor
- Team
- Climate
- Environment
- Skills
- Identity
- Vision

Authenticity
The Result is Balance

- Leadership Diagnostics
- Leadership Development
- Organisational Diagnostics
- Organisational Development
- Coaching & Mentoring
- Talent identification & development
Clear Cause

Transforming the World of Work... for Good!

WHATEVER YOU DO
ALWAYS GIVE
100 %

UNLESS YOU'RE DONATING BLOOD
Investment in People & Organisations

Less for more!”
Uphold your Values
Commitment to Wellbeing
Play to Strengths!
Engender Balance and Wellbeing
There is no such thing as bad weather, just inappropriate clothing!

Billy Connolly
Thank you for your Time and Engagement!

Lynne Copp  
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Transforming the world of work...for good!

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