



Success Factor Gender Diversity: Paradigm Shift for BoD and CEO

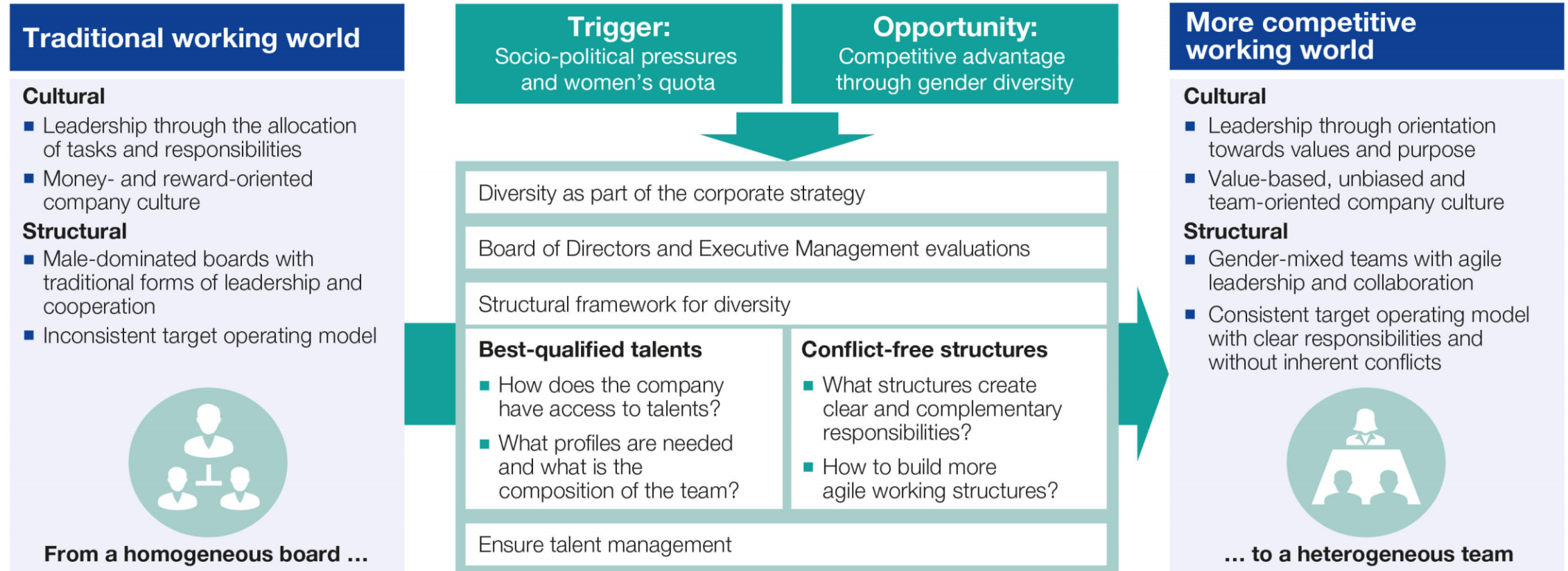
Recommendations for establishing a pipeline of best-qualified
female talents for listed and large non-listed companies

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Paradigm shift: Socio-political pressure and the new Swiss law on stock corporation call for a transformation.





Prerequisite: The framework conditions for diversity must be set up in companies.

Goals

- Increasing competitiveness (different views, more innovation, better decisions)
- Value-added handling of socio-political pressures
- Achieving the required women's quota in Swiss law (30% women at Board of Directors and 20% at Executive Management level)

Strategic dimensions



1. Gender diversity as part of the corporate strategy
Goals and strategic direction for the company



3. Structural framework for gender diversity
Strategy-oriented target operating model with clear and complementary responsibilities



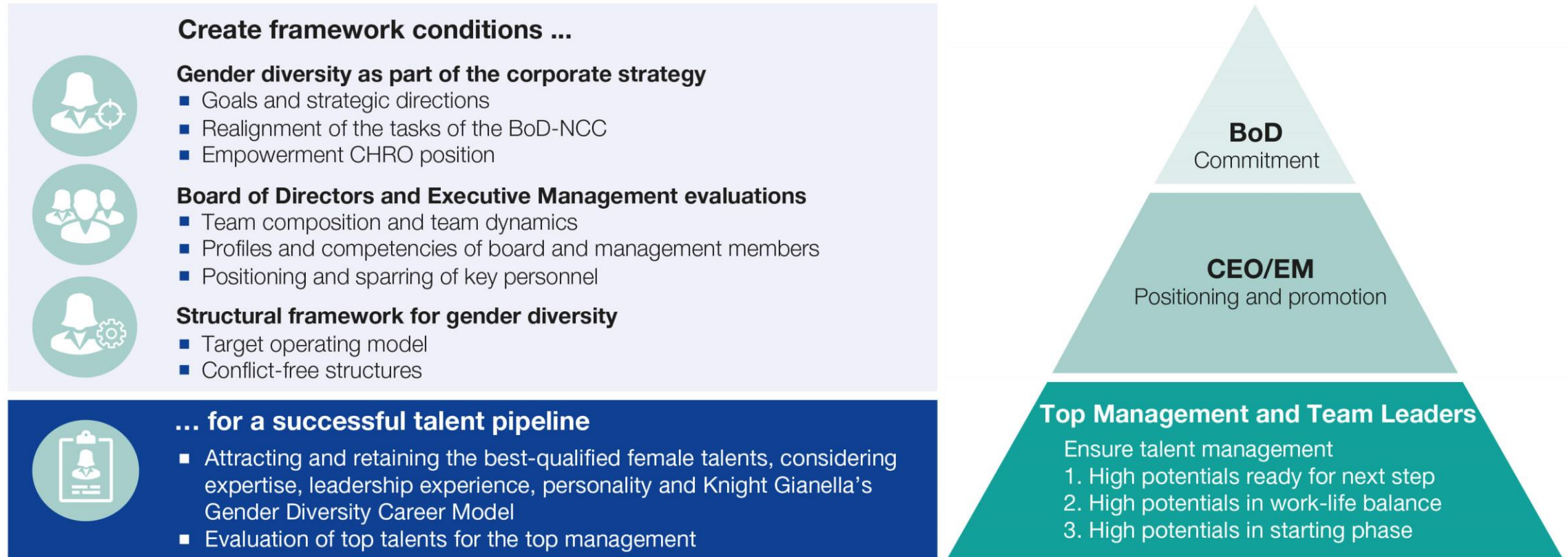
2. Board of Directors and Executive Management evaluations
Positioning of the team members as value-based figureheads with conflict-free cooperation



4. Ensure talent management
Build own talent pipeline, incl. evaluation of key talents



Holistic gender diversity approach: The whole organization must be involved in the transformation.





Benefits: Gender diversity promotes team dynamics and makes companies more successful.



Talent acquisition: Companies that have women as value-based figureheads in top management are more attractive to other women. These companies will win the battle for female talents.



Talent retention: Companies that address the needs of women and ensure work-life balance can retain their female talents. Women and companies are the winners.



Diversity of perspectives: Women bring a different perspective to the discussion. They place more emphasis on sustainable issues and are more cost-conscious. The exchange promotes innovation and improves decision-making.



Engagement: Female talents who are supported during the family phase have a stronger bond with the company. This has an impact on participation and engagement.



Competitiveness: Gender-mixed teams perform better than the industry average. Companies with at least one woman on the Board of Directors are on average 20% more successful than those without women.



Women's quota: If listed and large non-listed companies build up a pipeline of best-qualified female talents, they can achieve the required women's quota at Board of Directors and Executive Management level.



We look forward to sharing thoughts with you!



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