It is smart business to get more women in business

Current situation

- 83 percent of corporate board
- 90 percent of CEO positions.
- 9% of S&P 500 boards have no women

Data UK **KEY FIGURES**

FTSE 100 companies

- 20.8% women directors (up from 12.5%*)
 - 25.7% women Non-Executive Directors (up from 15.6%*)
 - 6.9% women Executive Directors (up from 5.5%*)
- 1 all-male boards (down from 21*)
- 28% of board appointments since 1 March 2013 have been women
 - 32% of new Non-Executive Directors are women
 - 11% of new Executive Directors are women

Data UK **KEY FIGURES**

FTSE 250 companies

- 15.8% women directors (up from 7.8%*)
 - 19.7% women Non-Executive Directors
 - 5.5% women Executive Directors
- 48 (19.2%) all-male boards (down from 52.4%*)
- 33% of board appointments since 1 March
 2013 have been women
 - 36% of new Non-Executive Directors are women
 - 21% of new Executive Directors are women

- things are moving
- Think pink does not work
- Female management style:
- ... It turns out it's not soft; it's lucrative

Nombre de sociétés incluses dans l'étude	40	30	20	96	100	50	25	25	25	47
% Conseils de Surveillance	18%	100%	15%	0%	4%	88%	64%	80%	16%	9%
% de Présidents également DG	65%	0%	5%	67%	18%	2%	0%	0%	4%	0%
Taille moyenne des conseils	14	16.3	12.2	11.5	12.4	7	9.4	7.8	8.5	9.8
Nombre moyen de membres indépendants	8	N/A	4.9	4.3	6	6.3	6.5	7.5	4.6	5.4
Pourcentage de membres indépendants	57%	61.4%5	40.2%	37%	48.2%	89.7%	70.1%	96.3%	73.6%	74.6
Age moyen	60	61.2%6	58.67	59	60	61.3	56.1	57.1	55.1	57
Pourcentage de membres étrangers	29%	27.7%	31.1%	10.4%	6.7%	41.9%	17.4%	18.9%	11.4%	16.2
Pourcentage de femmes	29.3%2	22%	16.4%	11%	10.6%	16.8%	19.5%	27.6%	41.4%	28.3
Pourcentage de femmes au sein des Comités Exécutifs	8.7%3	6.7	11.4%	N/A	4.0%	12.2%	N/A	N/A	N/A	N//
Pourcentage de sociétés avec au moins une femme au conseil	95%	93.3%	90%	67%	75%	68%	84%	100%	100%	1009
Pourcentage de conseils										

So what is takes for insightful companies to lure this next talent pool....

- To create a female-friendly working environment
- To build champions of change for women and develop the culture to reach 30 percent women at all levels of your organization.
- To Look at your teams and demonstrate the value that diverse teams deliver to the bottom line of your company.
- Be a champion for change.
- Reach out and help other women.
- Change also requires leadership. A few male CEOs are setting examples